



Role: Regional Director, Trade Compliance

Locations:

- Houston, Texas
- Morrisville, North Carolina
- Charlotte, North Carolina
- Morton Grove, Illinois
- Pittsburgh, Pennsylvania
- Waukesha Ridgeview, Wisconsin
- Yellow Springs, OH

Requisition ID: R39158

Job Posting Link: https://xylem.wd5.myworkdayjobs.com/xylem-careers/job/Houston-Texas/Regional-Director--Trade-Compliance_R39158

Join Xylem in the global mission to #LetsSolveWater! As a leading water technology company with 23,000 employees operating in over 150 countries, Xylem is at the forefront of addressing the world's most critical water challenges. We invite passionate individuals to join our team, dedicated to exceeding customer expectations through innovative and sustainable solutions.

Xylem is hiring for a Director, Trade Compliance, WSS and Americas West & North. This is an outstanding opportunity for a seasoned trade compliance leader to develop, direct and manage a regional trade compliance program. You will be given the opportunity to guide our Regional Trade Compliance Team in developing and achieving objectives focused on continuous trade compliance enhancements. This position works closely with business leadership and trade compliance personnel to ensure appropriate application of region and country specific trade compliance requirements as well as U.S. re-export controls. Ensure trade compliance practices are operationalized within business locations.

Responsibilities:

- **Regional Structure:** Support and refine Xylem's regional trade compliance structure. Support business needs while ensuring compliance. Promote cross Growth Center interaction and sharing of best practices.
- **Regional Trade Compliance Team:** Actively manage the Regional Trade Compliance Team. Coordinate and host monthly conference calls, schedule team meetings and drive trade initiatives through cohesive team approach.
- **Trade Compliance Operationalization:** Work with business locations to ensure trade compliance requirements are fully operationalized into standard business practices. Work with the businesses to develop clear guidelines for operational and compliance activities.
- **Leadership:** Interface with regional management and leadership teams to ensure trade compliance goals and objectives are effectively communicated and understood. Develop and maintain leadership support for trade initiatives. Understand business needs and the relationship to trade.

- Policy: Implement corporate and Xylem trade compliance policy through standard operating procedures and development of automated and manual trade compliance tools. Work in conjunction with the Senior Director of Trade Compliance and business location personnel to improve existing policy and develop new policy as needed to maintain compliance with changing government regulations.
- Procedures: Work with business locations to embed that trade compliance requirements in procedures and stand-alone trade compliance procedures exist where appropriate.
- Best practice implementation: Work in conjunction with business location personnel to develop, implement and share best practice programs as related to trade compliance.
- Education and training: Develop and provide trade compliance training to employees specifically export controls, import controls, policy, and procedure. Work with business trade compliance personnel to execute training plan while continuously evaluating training needs for employees at the appropriate levels.
- Global Compliance: Coordinate with Senior Director of Trade Compliance to ensure success within the regional trade compliance program. Work with business location export compliance personnel to communicate trade compliance policy, collaborate with business to embed trade requirements for regional needs, and continuously identify compliance needs to ensure seamless business process and supply chain integration.
- System Consolidation: Work with the Global Director of Trade Compliance to drive import / export process integration. Assist in the identification and implementation of business unit process automation where practical and appropriate.
- Trade Compliance Network: Develop and maintain a network of internal and external trade compliance resources. Attend appropriate regional conferences and symposia.

Specific Responsibilities

- Maintain expert knowledge in appropriate country and regional trade regulations including but not limited to Customs and export regulations.
- Develop regional trade compliance strategy and maintain appropriate resources at regional business locations.
- Work across Growth Centers and business locations to ensure consistency of application of trade compliance policies and procedures.
- Responsibility for compliance oversight of import/export compliance program activity in region, including CTPAT (US Customs Trade Partnership Against Terrorism), IMMEX, Trusted Trader, AEO (Authorized Economic Operator), and other region specific compliance programs.
- Manage regional customs brokers, freight forwarders and relationships with traffic and logistics organizations.
- Manage Trade Compliance Officials on a direct or dotted line basis. Continue to refine regional responsibilities of TCOs and ensure ongoing development of trade acumen.

- Manage Harmonized Tariff Schedule classification process. Ensure consistency across businesses and ensure coordination with Xylem HTS policy and requirements.
- Coordinate regional export classification processes and procedures for raw materials, finished goods and all other exports according to appropriate country and US re-export requirements.
- Responsible for managing regional trade compliance audit schedule, requirements and remedial actions associated with audit.
- Active role in coordinating and conducting trade related investigations and disclosures as applicable.
- Manage the trade compliance integration process in conjunction with the business integration team post-acquisition.
- Manage and obtain all necessary export or import licenses and official inquiries in accordance with Xylem policy.

Reporting Relationships

- Reports to Senior Director of Trade Compliance.
- Seeks input from business location stakeholders: Trade Compliance Officials, Manufacturing, supply chain, traffic, logistics, engineering, research and development, IT, regulatory affairs, sales and marketing. The ideal candidate will be able to build consensus, sell ideas, and communicate effectively with multiple constituencies, and with employees at all levels.

Experience/Education

- Undergraduate degree in business or equivalent. Appropriate country Customs Broker License highly desirable.
- Experience – manufacturing, supply chain, traffic, logistics business and trade. Experience dealing with government agencies a plus.
- Demonstrated leadership and experience in leading and managing Mexico-US customs and export compliance program is highly preferred. Specifically, top candidates will have experience in compliance program requirements including IMMEX and Annex 24.
- Experience in managing and/or implementing compliance processes for corporate and regional tariff mitigation strategies.
- Demonstrated proficiency in trade and regulatory matters and ability to interpret regulatory information.
- 10+ years experience, with a combination of technical, business and management experience preferred.

Competencies

- Excellent leadership ability. Able to form, develop and motivate project teams. Good mentoring and coaching skills. Excellent project management skills.



- Self-starter. Able to leverage own efforts through effective involvement of individuals and resources from outside the immediate team.
- Good ability to identify and adapt best practices from other organizations. Good external focus to stay “plugged in” to trends and developments within the industry.
- Motivation to push projects through to solution and implementation; cognizant of time and budget constraints. Ideal candidate will bring energy, drive, and focus to the role.
- Excellent oral and written communication ability.
- Positive, collegial, collaborative approach.
- Ability to think globally and act locally.
- Strong business process orientation. Able to participate in best practice review with an eye toward process simplification and business fit.
- Spanish language competency is a plus.

Travel Estimation: 20-30%

Starting pay is dependent on multiple factors, such as skills, experience and work location, and is not typically at the top of the range.

Salary range:

\$150,000-170,000

Join the global Xylem team to be a part of innovative technology solutions transforming water usage, conservation, and re-use. Our products impact public utilities, industrial sectors, residential areas, and commercial buildings, with a commitment to providing smart metering, network technologies, and advanced analytics for water, electric, and gas utilities. Partner with us in creating a world where water challenges are met with ingenuity and dedication; where we recognize the power of diversity, equity and inclusion in driving innovation and allowing us to compete more effectively around the world.

At Xylem, you'll not only contribute to solving water issues but also have the chance to make a difference through our paid Volunteer Program, Xylem Watermark. We embrace diversity and prioritize our employees' well-being through our DE&I initiatives and Employee Resource Groups (ERG). Proud to be an Equal Employment Opportunity (including disability and veterans) and Affirmative Action workplace, Xylem fosters an inclusive environment free from discrimination or harassment.

Please note that the information in this job description outlines the general nature of the position and is not an exhaustive list of duties. Xylem is dedicated to providing reasonable accommodations to enable all employees to perform their essential job functions. We reserve the right to modify this job description and assign additional duties as needed. Embrace the opportunity to be part of Xylem's transformative journey in shaping the future of water technology! #XylemCareers #GlobalImpact #WaterInnovation