

Job Title: Global Trade Manager, Classification Center of Excellence Lead

The Role: Xylem seeks to hire a Trade Compliance Manager to serve as a strategic leader in shaping and driving our global trade compliance framework. This role is pivotal in ensuring that Xylem's import and export activities not only meet international trade laws and regulations but also create a competitive advantage through accurate product classification, valuation, and duty management. As the lead for Xylem's Classification Center of Excellence, this position will define and execute the global strategy for product classification (HTS, ECCN), origin, valuation, and licensing. The role is highly cross-functional, working with supply chain, engineering, procurement, manufacturing, legal, and external partners to safeguard compliance, optimize duty mitigation programs, and enable efficient, lawful trade operations.

This is a unique opportunity to play a mission-critical role in protecting Xylem's global trade flows, mitigating compliance risk, and directly influencing cost savings and operational excellence. Success in this role will require deep technical expertise in classification and trade regulations, the ability to navigate complex global requirements, and the vision to leverage automation and digital tools to strengthen compliance processes worldwide.

Key Responsibilities:

- Launch global trade compliance Classification Center of Excellence by taking ownership of the strategic development and enhancements for our import and export classification process throughout Xylem
- Ensure classification integrity to drive compliance and tariff management strategies
- Contributing to the development of classification methodologies and procedures to improve efficiency and accuracy
- Identifying and mitigating potential trade compliance risks associated with product, software and technology classifications
- Continuously track global tariff updates, trade agreements, and regulatory changes impacting import/export activities and analyze the implications of tariff changes associated with classification and landed cost, sourcing strategies, and supply chain operations
- Enhance cross-functional collaboration by working with internal teams (engineering, purchasing, manufacturing, etc.) and external partners (customs brokers, etc.) to gather necessary information and resolve compliance issues
- Supporting the enhancements of tariff mitigation programs that require classification excellence, including programs such as Duty Drawback, Reconciliation and other duty mitigation strategies.
- Optimize global tariff classification and trade compliance by integrating AI-driven tools that enhance accuracy, speed, and consistency in classification determination
- Support selected Xylem U.S. segments by supporting the development robust processes, standard operating procedures, and automated trade compliance tools
- Develop and deliver classification and origin training
- Develop and maintain policies and procedures related to product classification
- Manage 3rd Party Suppliers providing classification, FTA and other Trade Services as appropriate and identify outsourcing opportunities

- Drive EDI and automation processes with Customs Brokers to reduce classification and origin related customs entry errors and enhance our ability to audit for excellence
- As part of our global audit process, support classification reviews and remediation planning as required
- Participate in Xylem's regional audit program
- Take on other global trade compliance responsibilities as needed

Qualifications:

- Bachelors degree or higher
- At least 5 years' experience in global trade compliance
- At least 3-4 years working with import/export classifications
- Demonstrated experience in SAP-GTS
- Strong knowledge of US import and export regulations, including HTS, ECCN, ITAR, and EAR
- Experience with global trade regulations and classification
- Working knowledge of Explanatory Notes, US Customs Rulings and EU Binding Tariff Information
- Strong executive communication and writing skills
- Motivation to push projects through to solution and implementation; cognizant of time and budget constraints. High levels of energy, drive, focus.

Preferred Qualifications:

- US Customs Brokerage License highly desirable
- CCS (Certified Customs Specialist) and similar certifications