

JOBS AT MEDTRONIC

Careers that change lives



Senior Import Analyst

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 Fridley, Minnesota, United States of America

 Full time

 Posted Today

 End Date: September 24, 2025 (6 days left to apply)

 R40824

We anticipate the application window for this opening will close on - 24 Sep 2025

At Medtronic you can begin a life-long career of exploration and innovation, while helping champion healthcare access and equity for all. You'll lead with purpose, breaking down barriers to innovation in a more connected, compassionate world.

A Day in the Life

The Senior Import Analyst performs analysis and executes project and transactional needs within the US and Canada Import Operations team. Partners with internal and external team related functional areas and service providers to maintain compliance with regulatory requirements for US and Canada imports (e.g., Customs, FDA, Health Canada, and Participating Government Agencies). Collaborates with 3rd party Brokerage companies, to establish and maintain shared systems, processes and methods of service level measurements to support time sensitive customs clearance demands. Internally review and audit trade data and share audit findings to

maintain or improve service level, service quality and compliance efficiencies. Support and maintain workable dashboards to demonstrate department KPIs in productivity, quality and service.

Responsibilities may include the following and other duties may be assigned.

- Maintain, develop or update reporting and technical tools to execute audit and trade data analysis
- Possess and maintain knowledge regarding US and Canada import requirements or changes of requirements and analyze impacts related to distribution, manufacturing, or research & development shipments
- Support team training including documentation, instruction and mentorship
- Share findings and support work needed to improve found data issues
- Audit trade data and process adherence to support assurance of reasonable care standards for compliant handling and to address improvement of data integrity
- Lead reviews and audits of identified process issues
- Audit data stored in international trade database to comply with Customs and other Regulatory reporting requirements
- Address training of foreign shippers on company policies and import requirements regarding compliance and accurate shipping documentation, as needed
- Support goals and objectives for the Americas Trade Operations team
- Provide expertise and project support for new systems and tools, as assigned
- Coordinate and relay updates affecting data management with department leaders
- Advise and support team questions government agency requirements and tools
- Create and maintain business partnerships across functional areas, regions and operating units
- Create and maintain reports around department KPIs
- Create and maintain reports around brokerage KPIs
- Support cross-functional projects around duty spend and duty payment, including audits
- Other projects or tasks, as assigned

Required Knowledge and Experience:

- High School Diploma or relevant Trade certification or equivalent with 6+ years of relevant experience in Trade or equivalent experience (OR an Associate's Degree with 4+ years experience OR a Baccalaureate Degree with 2+ years experience).

Nice to have

- Understanding of import processes and procedures for US & Canadian customs agencies
- Harmonized Tariff System's impact on customs compliance and business costs
- Understanding impact of country of origin in customs processing
- FDA and Health Canada regulatory import requirements
- Strong data and analytics work background
- Experience in creating interactive and insightful reports and dashboards using Power BI
- Experience in the medical device industry
- Experience with 19 Code of Federal Regulations (19 CFR) and also experience with CBSA (Canada Border Services Agency) and familiarity with Canada import requirements
- Participating Government Agency exposure (i.e. FDA, USDA, EPA, Health Canada.)
- Database system experience
- Advanced proficiency in SQL (complex queries, optimization, data modeling).

- Experience with BI tools (Power BI, Tableau, QlikView, Looker, etc.).
- Knowledge of programming languages such as Python or R (preferred).
- Familiarity with database systems like MySQL, PostgreSQL, Snowflake, or similar.
- Proven ability to communicate effectively across all levels of the organization
- Detail oriented with strong analytical, administrative and organizational skills
- Self-motivated and possesses ability to handle multiple tasks or projects
- Excellent communication skills, grammar, writing, and interpersonal skills
- Strong problem solving and critical thinking skills
- Embraces change and is adaptable
- SAP experience is a plus.

Physical Job Requirements

The above statements are intended to describe the general nature and level of work being performed by employees assigned to this position, but they are not an exhaustive list of all the required responsibilities and skills of this position.

The physical demands described within the Responsibilities section of this job description are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. For Office Roles: While performing the duties of this job, the employee is regularly required to be independently mobile. The employee is also required to interact with a computer, and communicate with peers and co-workers. Contact your manager or local HR to understand the Work Conditions and Physical requirements that may be specific to each role.

Benefits & Compensation

Medtronic offers a competitive Salary and flexible Benefits Package

A commitment to our employees lives at the core of our values. We recognize their contributions. They share in the success they help to create. We offer a wide range of benefits, resources, and competitive compensation plans designed to support you at every career and life stage.

Salary ranges for U.S (excl. PR) locations (USD):\$79,200.00 - \$118,800.00

This position is eligible for a short-term incentive called the Medtronic Incentive Plan (MIP).

The base salary range is applicable across the United States, excluding Puerto Rico and specific locations in California. The offered rate complies with federal and local regulations and may vary based on factors such as experience, certification/education, market conditions, and location. Compensation and benefits information pertains solely to candidates hired within the United States (local market compensation and benefits will apply for others).

The following benefits and additional compensation are available to those regular employees who work 20+ hours per week: Health, Dental and vision insurance, Health Savings Account, Healthcare Flexible Spending Account, Life insurance, Long-term disability leave, Dependent daycare spending account, Tuition assistance/reimbursement, and Simple Steps (global well-being program).

The following benefits and additional compensation are available to all regular employees: Incentive plans, 401(k) plan plus employer contribution and match, Short-term disability, Paid time off, Paid holidays, Employee Stock Purchase Plan, Employee Assistance Program, Non-qualified Retirement Plan Supplement (subject to IRS earning minimums), and Capital Accumulation Plan (available to Vice Presidents and above, or subject to IRS earning minimums).

Regular employees are those who are not temporary, such as interns. Temporary employees are eligible for paid sick time, as required under applicable state law, and the Employee Stock Purchase Plan. Please note some of the above benefits may not apply to workers in Puerto Rico.

Further details are available at the link below:

[Medtronic benefits and compensation plans](#)

About Medtronic

We lead global healthcare technology and boldly attack the most challenging health problems facing humanity by searching out and finding solutions.

Our Mission – to alleviate pain, restore health, and extend life – unites a global team of 95,000+ passionate people.

We are engineers at heart— putting ambitious ideas to work to generate real solutions for real people. From the R&D lab, to the factory floor, to the conference room, every one of us experiments, creates, builds, improves and solves. We have the talent, diverse perspectives, and guts to engineer the extraordinary.

Learn more about our business, mission, and our commitment to diversity [here](#).

It is the policy of Medtronic to provide equal employment opportunity (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law. In addition, Medtronic will provide reasonable accommodations for qualified individuals with disabilities.

If you are applying to perform work for Medtronic, Inc. ("Medtronic") in any position which will involve performing at least two (2) hours of work on average each week within the unincorporated areas of Los Angeles County, you can find [here](#) a list of all material job duties of the specific job position which Medtronic reasonably believes that criminal history may have a direct, adverse and negative relationship potentially resulting in the withdrawal of a conditional offer of employment. Medtronic will consider for employment qualified job applicants with arrest or conviction records in accordance with the Los Angeles County Fair Chance Ordinance for Employers and the California Fair Chance Act.



Who We Are

We lead global healthcare technology and boldly attack the most challenging health problems facing humanity by searching out and finding solutions.

Our Mission — to alleviate pain, restore health, and extend life — unites a global team of 95,000+ passionate people

[Read More](#) ✓

What We Do

We change lives. Each team member, each day, helps to improve and redefine how the world treats the most pressing health conditions, from heart disease to diabetes. Our industry leadership comes from the passion and ingenuity of our people. That's who we are. Working alongside one another, we use science, medicine, and a profound understanding of the human body to build extraordinary technologies that can transform lives.

[Read More](#) ✓

How We Are Different

These commitments set our team apart from the rest:

Experiences that put people first. Respect for people is the hallmark of our humanity. It fuels our team to positively impact even a single life. And it means we put our people first at Medtronic as well, creating a culture of belonging and always pushing to get you the career-building resources you need

[Read More](#) 

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