



Job Opportunity

Company	Gateway Recruiting
Job Title	Director, Global Trade Compliance
Location	Remote - EST
Salary Range	\$210,000 - \$265,000
Relocation Assistance	Relocation Available

Job Description / Responsibilities / Requirements

Position Summary:

This role is seeking a talented, energetic, and self-motivated trade professional with at least 15 years of relevant experience to lead the trade compliance team and serve as Director, Global Trade Compliance. Reporting to the Senior Vice President and General Counsel, the Director, Global Trade Compliance is primarily responsible for ensuring the global export and import health of the enterprise through the implementation of strategies that provide direction and regulatory guidance to all three Company Value Centers (VC's), ensuring compliance with the Company Code of Conduct, policies, procedures, and U.S. and international export and import law.

Essential Responsibilities:

- Determines and communicates appropriate management accountability and responsibility for the Global Trade Compliance function.
- Leads a direct and indirect team of Trade professionals across the three Value Centers, with US and non-US reach.
- Provides strategic leadership and guidance on trade compliance matters to Value Center Presidents and Corporate leadership.
- Develops and implements export and import strategy, in partnership with key internal functions like finance, tax and supply chain, across the enterprise and provides regulatory guidance to all VCs.
- Directs Global Trade Compliance based on best industry practice 'right sized' for the Company at all VC's relative to:
 - Operational processes and excellence.
 - Export licensing/classification.

- Export/import compliance (offsets, export and import documentation, Foreign/Free Trade Zones, Free Trade Agreements, etc.) with a specific focus on duties.
- Export/import violation identification/disclosure.

Specifically, the Director, Global Trade Compliance:

- Designs and oversees the implementation of Global Trade Compliance strategies and evaluates and monitors their effectiveness.
- Develops and manages effective relationships with key internal functions including IT, Finance, Logistics, Tax and others in pursuit of strategies that optimize workflow, quickly integrate acquisitions, better manage cash flow, and ultimately mitigates VC costs.
- Designs and monitors compliance with commercial and defense export license processes and provides direction and guidance as appropriate.
- Serves as lead subject matter expert on M&A due diligence of all trade compliance matters, in conjunction with the VC trade leader.
- Designs and directs the implementation of periodic internal audits to review, test, and evaluate the implementation of trade directives ensuring each VC's import/export programs are effective, robust and in compliance with relevant laws/regulations.
- Cultivates a high performing team by providing strategic direction, coaching and mentorship and the development of trade compliance professionals.
- Develops a LEAN and focused trade compliance team and provides periodic training and on-going counsel to VC staff.
- Maintains expert-level knowledge of all applicable legislation and regulations.
- Reviews and updates all policies and provides direction for compliance with other laws and regulations affecting international trade, including (for example) anti-boycott regulations and sanctions compliance.
- Works with regulators as appropriate and represents the Company and serves as a primary interface with government agencies on export/import compliance issues.
- This position at times will require approximately 25% travel.

Position Requirements:

Qualifications:

- Undergraduate degree in applicable discipline; graduate degree in related discipline strongly preferred. Blackbelt, LEAN, Six Sigma expertise and strong project management skills a plus.
- 15 years of applicable business experience required, including some experience in global export compliance function within a defense business. Strong knowledge of principles, theories, concepts, and industry practices applicable to export/import programs.
- At least 5 years of experience leading a high performing team.
- Knowledge and experience with U.S. Government Procurement laws and procedures including Arms Export and Control Act and its regulations, CAS, and ITAR/EAR regulations.
- Ability to gain access to appropriate government officials is a plus.
- Candidates must be U.S. Persons as defined in the ITAR, 22 CFR 120.15 (U.S. Citizenship or Resident Alien Status).
- Versatility and maturity with the ability to build relationships and act as a trusted partner; confident (not arrogant).

- Strategic thinker with the ability to anticipate, assess, and quantify risk objectively, and to develop appropriate strategies to mitigate.
- Strong communication skills (written/oral).
- Must demonstrate highest levels of ownership and accountability; works independently – initiates and coordinates projects, as needed.
- A willingness to learn and dive into the details is required.
- Maturity and ability to function independently.

Key Attributes:

- Influence: Team/individual leadership and motivation skills are essential. The successful candidate motivates others toward business goals, using a range of influencing skills and strategies as the situation requires.
- Effective Communication: Excellent written, verbal communication, and presentation skills are essential. The successful candidate effectively conveys ideas and messages both formally and informally. The candidate must be able to deliver clear and persuasive messages, supply supporting facts as necessary, tailoring communications to their audience.
- Conflict Management: The successful candidate will have the skill set enabling him/her to bring differences to closure while maintaining credibility and composure. S/he encourages healthy debate as a constructive part of the decision-making process and uses collaborative techniques to resolve conflict.
- Integrity: High ethical standards and a strong moral compass are imperative. Honesty, credibility, a strong sense of responsibility, and follow-through on commitments at all times.
- Collaboration and Teamwork: The successful candidate believes in teamwork and identifies with the team. The candidate supports team goals over individual goals, readily collaborates with others, recognizes and values their contributions, and encourages team members to support each other.
- Process Improvement: Understanding the positive impact of continuous improvement and process improvement and a strong commitment to using these business tools as appropriate, enhancing organizational excellence is critical to success in this role.

Contact Information to Apply

Whitney Forbes: wforbes@gatewayrecruiting.com