



Job Opportunity

Company	Gateway Recruiting
Job Title	Trade Compliance Manager
Location	Charlotte, NC
Salary Range	\$100,000 - \$130,000
Relocation Assistance	Relocation Assistance Available

Job Description / Responsibilities / Requirements

The Role:

This role is seeking an experienced and strategic Trade Compliance Manager to join a talented group of trade professionals in managing and developing program strategy, governance, and risk management to ensure alignment with U.S. Customs and Border Protection (CBP) regulations and internal compliance goals. Specific initiatives the manager will lead and oversee include the Company's Build America, Buy America (BABA) and Foreign Trade Zone (FTZ) programs. The successful candidate will drive cross-functional coordination with supply chain, legal, engineering, and customs brokers to mitigate risk and ensure timely, lawful trade operations. Strong knowledge of U.S. customs and export regulations, particularly duty mitigation programs, is essential.

Key Responsibilities:

- **Program Leadership and Governance**
 - Manage BABA product qualification analysis and certification for the Company's U.S. manufactured products.
 - Support administration of existing FTZ programs and assess additional opportunities for establishing FTZs as a tariff mitigation strategy.
 - Contribute to the development, and administration of additional tariff mitigation strategies as needed including First Sale, Free Trade Agreements (FTA), Section 232 and 301 applicability, in-bond transportation, etc.
- **Cross-Functional Engagement**
 - Collaborate with global sourcing, procurement, logistics, tax, and finance teams to ensure compliant operation and implementation of FTZs.
 - Support sales and product management teams in qualification of Company products under the requirements of BABA.
- **Audit and Documentation Management**
 - Coordinate internal self-audits and readiness assessments to ensure ongoing compliance, documentation availability, and audit preparedness.
 - Act as the lead liaison for CBP audits or inquiries related to FTZ and other tariff management strategies, working closely with management, legal counsel, customs brokers, and external advisors as needed.

- **Operational Excellence & Continuous Improvement**
 - Ensure end-to-end tariff management compliance across sourcing, shipment, and customs declaration processes.
 - Monitor changes in regulations, customs rulings, and case law that impact tariff management, tariff strategy, FTZ and customs valuation.
 - Lead efforts to identify and implement automation, controls, and performance metrics (KPIs) for program health and reporting.
 - Partner with regional and site-level compliance staff to monitor local adherence and support corrective actions as needed.
- Other Responsibilities: the successful candidate will be asked to perform other trade compliance-related duties as needed.

Minimum Qualifications: Education, Experience, Skills, Abilities, License/Certification:

- BS/BA Degree
- Practical experience with product qualification under BABA with setting up and/or administering FTZs
- Demonstrated knowledge of US import and export laws and regulations and ability to interpret regulatory information
- Minimum 7 years of experience in global trade compliance, with specific expertise in U.S. customs valuation and tariff mitigation/management.
- Deep understanding of CBP regulatory framework, including customs valuation rules, tariff management and mitigation strategies, and audit procedures.
- Demonstrated experience with broker management, audit responses, and documentation controls.
- Expertise in international logistics, import valuation, and customs entry processes.
- Able to leverage staff and resources outside the immediate team in support of project progress.
- Good ability to identify and adapt best practices from other organizations.
- Proficient in ACE Reporting and using Microsoft Analytic tools
- 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
- CTCS (Certified Trade Compliance Specialist)

Contact Information to Apply

Samanda Kalinowski: samanda@gatewayrecruiting.com