

## **Sr. Classification Specialist, Carhartt, Inc.**

### **Job Description**

#### **Position Details**

Position Location: Hanson, KY (Remote position)

Department: Global Logistics - Trade & Customs

Reports To: Manager Trade & Customs Compliance

Job Classification: Remote

FLSA Status: Exempt

Job Band: Professional

#### **Inspired by Hard Work**

In everything we do, we honor the hardworking legacy of our founder, Hamilton Carhartt. We drive innovation by finding new, better ways to achieve success. We earn trust through honesty, integrity, and authenticity. We build lasting customer relationships by delivering solutions that prioritize their needs. Above all, we believe actions speak louder than words—because we are worn by the hardest-working people of all.

#### **Associate Responsibilities**

- **HTS Classification Expertise:** Lead the accurate and timely classification of a wide array of apparel and accessories products according to the Harmonized Tariff Schedule of the United States (HTSUS) and other relevant international customs tariffs. This includes detailed analysis of materials, construction, end-use, and other classification criteria.
- **Product Research & Analysis:** Conduct thorough research on product specifications, manufacturing processes, and trade agreements to support classification decisions. Collaborate closely with Product Development, Sourcing, and Design teams to gather necessary information.
- **Compliance & Risk Management:** Ensure all classification activities adhere to global customs agency regulations and other applicable international trade laws. Identify and mitigate potential classification risks to minimize delays, penalties, and duty exposure.
- **Audit & Review:** Perform regular audits of existing classifications and trade agreement qualifications to ensure ongoing accuracy and compliance. Proactively identify and resolve discrepancies.
- **Guidance & Training:** Provide expert guidance and training to internal stakeholders (e.g., Sourcing, Product Development, Design) on HTS classification principles and best practices for apparel, footwear, and accessories.
- **Ruling Requests:** Prepare ruling requests (e.g., Binding Rulings) to CBP as needed for complex or ambiguous product classifications.

- **Duty Optimization:** Identify opportunities for duty minimization through accurate classification and application of trade agreements.
- **Data Management:** Maintain accurate and comprehensive classification records and supporting documentation within internal systems.
- **Cross-Functional Collaboration:** Work closely with Customs Brokers, Legal Counsel, Supply Chain, and other departments to ensure seamless trade operations and compliance.
- **Stay Current:** Continuously monitor changes in HTS, customs regulations, trade agreements, and industry trends impacting apparel, footwear, and accessories classification.

## **Education**

- Prefer 4-year degree in Business, Supply Chain, International Trade, or at least 5 years of related business experience.

## **Required Skills & Experience**

- Minimum of 5-7 years of experience in international trade and customs, with a significant focus on HTS classification of apparel, footwear and accessories.
- Knowledge of industry best practices related to Global Custom/Trade Compliance regulations and policies
- Experience with classification, including Canada Classification, for apparel, footwear, and accessories.
- Strong applications experience specifically around large-scale systems such as SAP, WMI, Global Trade Compliance preferred
- Strong computer skills i.e. Microsoft Office, Power BI preferred
- Previous experience training and mentoring junior team members
- Ability to read, analyze, and interpret technical procedures and governmental regulations
- Excellent written and oral communication skills and outstanding organizational skills
- Apparel, Retail or Consumer Products industry experience preferred
- Broker's license or CCS certification preferred

## **Physical Requirements and Working Conditions**

- Strength: Sedentary-Frequently; Light – occasionally

- Travel light domestically and internationally
- Equipment used: Office Equipment
- This position has a Remote location: Associate will have no regular requirement to be on-site. Travel on-site is limited to special events.
- Carhartt is a tobacco free workplace.

#LI-Remote

We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, ethnicity, disability, religion, national origin, gender, gender identity, gender expression, marital status, sexual orientation, age, protected veteran status, or any other characteristic protected by law.

All associates are required to understand and act in accordance with the Carhartt Core Values. Carhartt reserves the right to change, modify, suspend, interpret or cancel in whole or in any part, the job duties outlined above at any time and without advance notice to the employee.

#### **Job Details**

Job Family

**Professional**

Pay Type

**Salary**

Employment Indicator

**Remote**

Links to apply:

[Sr Customs Classification Specialist | Carhartt site](#)

[Sr Customs Classification Specialist | Carhartt | LinkedIn](#)