

Position **specification**

Role Title:
**Director, Compliance
 Officer (Neurovascular)**

Report to:
**Group Compliance
 Officer**

Location:
**Fremont,, CA / Remote
 considered**

Contact:

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Our mission

Together with our customers, we are driven to make healthcare better.

The company

Stryker is one of the world's leading medical technology companies and, together with its customers, is driven to make healthcare better. The company offers innovative products and services in Orthopaedics, Medical and Surgical, and Neurotechnology and Spine that help improve patient and hospital outcomes. Stryker products and services are available in over 100 countries around the world. For more information, please visit our website at www.stryker.com.

100 Best Companies to Work For in 2020 - #8. Fortune named us one of the 100 Best Companies to Work For! This is the 10th consecutive year we have made the list, and we rank #8 out of 100.

At a glance



\$14.9
 billion in annual
 global sales in 2019



8,883
 patents owned
 globally in 2019



\$971
 million spent on
 R&D in 2019



~40,000
 employees
 worldwide
 in 2020



40
 straight years of
 sales growth



**S&P
 500**
 included in the
 Standard & Poor's
 500 Index

“This is an amazing place to work! Our culture is a result of our employees’ dedication and passion.”

Kevin A. Lobo,
Chairman and CEO

The Business Narrative

We are building to be stronger and as a high-growth company, we need to keep transforming to meet the needs of our global customers while continuing to build for our future. As such, we are committed to enhancing our global compliance organization. With alignment to our business strategy, the **Director, Compliance Officer (Neurovascular)** will play a leadership role by taking a thoughtful approach to understanding Stryker’s business and culture.

Daily, we work together with our customers, striving to create quality products that improve and save the lives of millions of people around the world. To this end, this is a great opportunity to impact and contribute to us continuing to win in the Med Tech industry.

Position profile

The **Director, Compliance Officer (Neurovascular)** is a senior member of the Compliance organization and oversees the Compliance program for the Neurovascular division with a high level of independence. This executive is responsible for developing the Compliance program strategy within the Neurovascular business to enable business results and effectively manage compliance risk for the company. This role leads the Neurovascular Compliance Committee, drives alignment to the Global Commercial Compliance and Privacy strategy, and influences senior leadership and other stakeholders in identifying risks and implementing appropriate mitigation efforts. This position is also responsible for ensuring the specific needs of Neurovascular are considered in strategic decisions regarding the Compliance Program and adapting global initiatives to meet business needs. This executive is responsible for partnering with Senior Leadership to maintain compliance with laws, regulations, and standards and support a culture of ethics and integrity.



Responsibilities and duties

- Oversee the Compliance program for the Neurovascular business, including coordination of activities with Compliance Programs in countries in which Neurovascular operates.
- Influence and partner with senior business leaders to effectively enable business results and manage significant compliance risks.
- Establish tone at the top with leadership teams and drive a culture of ethics, integrity and compliance.
- Oversee development and delivery of training, policies, and guidance that are in line with business goals and the Compliance strategy.
- Act as a senior leader within the Medical Surgical and NeuroTechnology group of the Global Commercial Compliance and Privacy organization.
- Implement the Compliance strategy and goals within Neurovascular to empower business leadership and effectively manage risk for the company.
- Develop programs to ensure organizational compliance with relevant laws, regulations, and standards across regions.
- Ensure effective compliance controls are in place, including written standards, education and communication, auditing and monitoring, third-party oversight, and corrective action.
- Provide input to support continuous improvement of the compliance program and to reflect changes, clarifications, or updates in applicable law, regulations, policy, and business strategy.
- Foster a continuous improvement mindset and propose enhancements to the Program informed by industry trends and best practices.
- Maintain deep knowledge of the business and operations; use knowledge of business and compliance metrics to inform the strategy and goals.
- Lead continuous improvement efforts to increase efficiency, simplicity, and speed of action.
- Support the Global Commercial Compliance and Privacy Leadership Team in reporting on the status of compliance program on a regular basis.
- Maintain knowledge of relevant laws, regulations, and industry standards.
- Raise awareness of the compliance program and promote accountability for ethics and integrity.
- Participate in industry associations and engagements to raise the profile of the Compliance program and the company.

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PLACES
TO WORK

EMPLOYEES' CHOICE

Minimum qualifications and experience

- Minimum of 10+ years of work experience required; previous compliance experience in a related industry or highly regulated environment required.
- Demonstrates knowledge and clear understanding of the required elements of effective Medtech compliance programs and experience with AdvaMed code and other relevant standards.
- Possesses excellent communication, leadership, and influencing skills.
- Demonstrates high level of professionalism, business acumen, and judgment.
- Demonstrates ability to drive complex work of significant impact to the organization.
- Well-developed understanding of business financials, reporting and ability to effectively allocate resources for maximum impact.
- Demonstrate an ability to execute tasks and projects without direct oversight and a significant ability to operate independently.
- Initiates, embraces, and supports change in a dynamic and complex environment.
- Oversees complex work of significant impact to the organization.
- Demonstrates excellent ability to exercise discretion and maintain confidentiality.
- Possesses excellent understanding of the budgeting process, expense and headcount management, business financials, and ability to allocate resources for maximum impact.
- Promotes Stryker's culture of integrity and compliance.
- Safeguards Stryker's people, assets, and reputation.

Education and qualifications

- B.A. or B.S from accredited university required.
- Graduate degree and/or professional accreditation preferred



Stryker and role attributes

- **Sets direction.** An innovator who defines ways to create value and deliver on Stryker's mission and strategic imperatives.
- **Builds organizational capability.** A strategic executive who continuously breaks down barriers, identifying new and more effective ways to accomplish tasks and goals.
- **Champions talent development.** A manager who focuses on maximizing the ability, potential and contributions of themselves and others. Fosters an environment where people can excel through developing, coaching and rewarding performance.
- **Delivers results.** A driven player/coach who sets high goals for personal achievement and organizational success. He/she measures success against the best internal and external benchmarks.

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People are at the heart of what we do.
Now more than ever.



careers.stryker.com

For further information, please contact:
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