

Farmington, Connecticut

Job Title : Trade Compliance Manager

Hiring Manager : Vice President, Operations

Mission of the position: The Trade Compliance Manager is responsible for Mott Corporation's compliance program for facilities controlled under EAR and ITAR. This position will manage export compliance processes, licensing, recordkeeping, and import compliance and coordinate with various stakeholders, and maintain due diligence to mitigate risk across Mott Corporation. Candidates are expected to have a deep knowledge of trade compliance and a proven track record of excelling in fast paced environments. Role may also include administration of government grants and contracts, so familiarity with those subjects is preferred.

Company: Mott is a **technology driven, high precision filtration and flow-control company** trusted by the world's best technical and performance brands across core markets: Medicine, Computing Power, Clean Energy, Process Industries and Space Exploration. Our products can be found everywhere...including lifesaving medical devices, artificial intelligence, and missions to Mars!

The company's strategic vision is **to deliver technological breakthroughs** in critical growth markets. Established in 1959 and located in Farmington, Connecticut (90 miles from NYC and Boston), the company is a part of the IDEX family and **has more than doubled in size** over the last 5 years. Mott is poised for **significant expansion over the next 5 years.**

Key Responsibilities:

Develop and maintain processes to ensure conformity of U.S. export and import regulations, including International Traffic in Arms (ITAR), Export Administration Regulations (EAR), and U.S. Customs, with a focus on regulations related to semiconductor, space and defense products.

Determine appropriate Jurisdiction, review of Harmonized Tariff, Schedule B codes, ECCN, ITAR, review of Country-of-Origin determination, and maintain justification records.

Oversee activities with U.S. Customs Brokers and freight forwarders, including audit and verification of Import documents for shipments that have been delayed by U.S. Customs

Investigate possible export or import violations and conduct post-entry corrections.

Major Challenges:

Wide range of products for vast applications and markets

Being responsive and proactive in an evolving regulatory environment and fast paced business

Evaluate and as applicable update trade compliance processes to ensure continued compliance with changing requirements

Coordinating with internal stakeholders to secure the required licensing

Prioritization of projects based on business needs

Expected Performance Outcomes:

Ensure product is appropriately classified to comply 100% conformity to all ITAR and EAR requirements

24-hour turnaround for new product jurisdiction classification for commercial and defense related items

Identifies opportunities for tariff drawback, and implements solutions to realize savings in 2025

Collaboration with compliance experts across IDEX to leverage best practice

Required Experience:

Knowledge of FAR/DFAR/ITAR

Knowledge of US Custom's Entry procedures and requirements.

Knowledgeable in SNAP-R and DTRADE licensing applications.

Knowledge and use of tariff mitigation programs, e.g., exclusions, duty drawback.

Technical Knowledge/Skills:

Associates and/or bachelor's degree or 10 years of related export and import experience

Minimum of 5 years of export and import compliance experience with progressively more complex responsibilities.

Experience in ITAR/EAR/Customs regulations, licensing, government contracting and international trade compliance areas such as FCPA, Anti-boycott, and OFAC preferred.

US Customs Broker License preferred.

Personal Attributes:

Safety and Quality-minded

Self-directed

Acts with Urgency

Excellent communicator

Customer-centric

Results-driven

This position requires compliance with the ITAR regulations. Therefore, all employees working in this capacity must meet citizenship status. The employee must be a U.S. Citizen or a U.S. Permanent Resident.

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