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## Director, Customs, Global Trade

Job #: R-00175786

Location: Remote, US

Category: Ethics

Schedule (FT/PT): Full Time

Travel Required: Yes, 10% of the time

Shift: Day

Remote Type: Remote

Clearance: None

[External Referral Program \(https://www.leidos.com/careers/erp\)](https://www.leidos.com/careers/erp): Ineligible

Sector: Corporate

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## Leidos - What's Next For You?



Leidos has an opening for a Director, Customs, within the Global Trade function to lead centralized customs and import compliance activities. Reporting to the Vice President, Global Trade, this role is a core pillar of the Global Trade function and will provide strategic and pragmatic advice to enable compliant business execution across the enterprise. The Director will establish and maintain customs compliance procedures and training, oversee designated shipment activities, coordinate cross-functionally with key stakeholders, and lead initiatives to identify, mitigate, and manage customs and import-related risk.

The successful candidate is proactive and solutions-oriented, with deep global trade and customs expertise, strong communication skills across all levels of the business, and a collaborative, team-first mindset.

### Primary Responsibilities

- Lead enterprise customs compliance strategy, policies, standards, and governance
- Advise business leaders to reduce cost, cycle time, and compliance risk while enabling execution
- Define and evolve the customs operating model, including roles, controls, and escalation paths
- Serve as primary liaison with Customs and other regulators, as well as manage audits, inquiries, and corrective actions
- Oversee entry/documentation accuracy and compliance (classification, origin, valuation, recordkeeping)

- Translate regulatory changes into enterprise guidance, processes, and training
- Govern external partners (brokers, forwarders, service providers), including performance and compliance management
- Develop and deliver training to ensure awareness and adherence to policy
- Establish KPIs and reporting to track performance, compliance health, and continuous improvement
- Partner cross-functionally (Legal, Supply Chain, Finance, Treasury, Programs) to resolve issues and drive sustainable improvements
- Lead/support audits and assessments, including risk reviews and remediation plans.
- Provide technical guidance on trade data (HTS/Schedule B, origin, valuation) to support compliant execution
- Operate with autonomy and accountability, independently managing the customs program and scaling people/processes as organizational needs evolve

#### Basic Qualifications

- Bachelor's degree
- 8+ years of progressive experience in customs and import compliance, including 4+ years in a leadership role
- U.S. Licensed Customs Broker (LCB) in good standing
- Ability to obtain and maintain a Secret security clearance
- Demonstrated expertise in U.S. Customs regulations and import compliance
- Proven ability to develop, implement, and sustain enterprise policies, procedures, and internal controls to manage compliance risk
- Strong analytical and problem-solving capabilities, with experience identifying root causes, assessing risk, and driving corrective/preventive actions.
- Excellent written and verbal communication skills, with the ability to influence stakeholders and present recommendations to senior leadership
- Ability to operate strategically and hands-on, balancing governance with operational execution in a fast-paced environment
- Demonstrated ability to prioritize and deliver under time-sensitive conditions, with sound judgment and attention to detail
- Proactive, business-partner mindset with a track record of driving practical, compliant solutions
- Self-directed and accountable, capable of making independent decisions and managing competing priorities

#### Preferred Qualifications

- Track record of managing complex global customs compliance activities in multiple regions
- Experience with tool development and tool integration

- 5+ years of senior management experience
- Experience in both commercial and defense activities

If you're looking for comfort, keep scrolling. At Leidos, we outthink, outbuild, and outpace the status quo — because the mission demands it. We're not hiring followers. We're recruiting the ones who disrupt, provoke, and refuse to fail. Step 10 is ancient history. We're already at step 30 — and moving faster than anyone else dares.

**Original Posting:**

February 11, 2026

For U.S. Positions: While subject to change based on business needs, Leidos reasonably anticipates that this job requisition will remain open for at least 3 days with an anticipated close date of no earlier than 3 days after the original posting date as listed above.

**Pay Range:**

Pay Range \$139,100.00 - \$251,450.00

The Leidos pay range for this job level is a general guideline only and not a guarantee of compensation or salary. Additional factors considered in extending an offer include (but are not limited to) responsibilities of the job, education, experience, knowledge, skills, and abilities, as well as internal equity, alignment with market data, applicable bargaining agreement (if any), or other law.

#Remote

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[Leidos \(http://www.leidos.com\)](http://www.leidos.com) is an industry and technology leader serving government and commercial customers with smarter, more efficient digital and mission innovations. Headquartered in Reston, Virginia, with 47,000 global employees, Leidos reported annual revenues of approximately \$16.7 billion for the fiscal year ended January 3, 2025. For more information, visit [www.Leidos.com](http://www.Leidos.com) (<http://www.leidos.com>).

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