



ICCPA
International Compliance Professionals Association

Job Opportunity

Company	Gateway Recruiting LLC
Job Title	Program Manager, Trade Compliance
Location	Hybrid
Salary Range	\$135,000 - \$170,000 Annual Base Salary
Relocation Assistance	No Relocation Assistance

Job Description / Responsibilities / Requirements

The Trade Compliance Program Manager will support and enhance the maturity of the global trade compliance framework. This role plays a critical part in enabling global business operations by improving trade processes, driving operational excellence, and ensuring compliance with customs, export controls, and sanctions requirements worldwide.

This role will partner closely with cross-functional teams to streamline trade processes, improve operational consistency, and scale compliance programs in support of the company's continued global growth.

This role is a hybrid position, onsite 3 days per week.

Site locations:

DC

Pennsylvania: Saxonburg, Warrendale, Horsham, Easton, Pittsburgh, Philadelphia

New Jersey: Pine Brook, Hillsborough, Budd Lake, Warren

New York: Horseheads

Connecticut: Bloomfield, East Granby Monroe, Newtown

Massachusetts: Wilmington, Woburn

Delaware: Newark

Florida: New Port Richey, Port Richey

Georgia: Alpharetta

California: Santa Clara, Fremont, Sunnyvale, Santa Rosa, San Jose, Murrieta, Monrovia,

Milpitas, Richmond, Tustin, Fremont

Oregon: Eugene, Wilsonville

Colorado: Longmont

Scope of Focus:

This role will focus on developing, improving, and where possible automating global trade compliance processes, including:

- Classification of items for customs and export control purposes (HTS / ECCN)
- Product and party screening

- Customs clearance operations and broker alignment
- Country of Origin management, including preferential origin and FTAs
- Trade data governance and system enablement

Key Responsibilities:

Global Trade Compliance Program Leadership

- Develop, implement, and mature global trade compliance programs, governance models, and standards
- Establish consistent processes and controls across regions while allowing for effective local execution

Operational Excellence & Continuous Improvement

- Analyze and map current trade practices across regions using process improvement methodologies
- Identify opportunities to improve efficiency, reduce risk, and support business scalability
- Drive standardization and adoption of best practices across global operations

Program & Project Management

- Act as a program and project manager, leading global trade initiatives from planning through execution and sustainment
- Manage cross-functional workstreams, timelines, dependencies, and risks

Training, KPIs & Performance Measurement

- Develop and deploy global trade compliance training programs
- Establish KPIs and metrics to measure performance, maturity, and compliance effectiveness
- Use data and insights to drive accountability and continuous improvement

Change Management & Stakeholder Engagement

- Partner with Supply Chain, Operations, Engineering, Finance, Legal, IT, and regional trade teams
- Influence and lead change in a complex, matrixed global organization
- Serve as a global point of contact for trade compliance program execution

Risk Management & Audit Readiness

- Identify trade compliance risks and operational gaps across regions
- Support audits, assessments, and corrective action plans
- Ensure programs evolve in line with regulatory changes and business growth

Qualifications for the Role:

- Minimum 10 years of experience in Supply Chain, Logistics, or Trade Compliance, with 3–5+ years in a global trade compliance leadership or program role
- University degree in International Trade, Supply Chain / Logistics, Engineering, or a related discipline
- Strong expertise in global trade compliance, including:
 - Customs management and clearance operations
 - Export controls and sanctions (EAR; global regimes exposure preferred)
 - Classification, Country of Origin, FTAs, and Duty Optimization Concepts
- Proven ability to drive operational excellence initiatives and deliver measurable results
- Strong analytical, problem-solving, and project management skills
- Excellent communication skills with the ability to coordinate, influence, and lead without authority

Contact Information to Apply

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