



Trade Compliance Manager

This position can be based in either Salt Lake City, UT, St. Louis, MO, or Durham, NC, and offers a hybrid schedule (50% onsite, 50% remote).

The Trade Compliance Manager will provide Trade compliance expertise, resources, and structures to stakeholders within designated scope to enable decision-making that stays within customs and export control compliance boundaries while still supporting business overall performance, in alignment with Regional Trade Compliance and Compliance strategy. They will lead designated processes globally and refer to Global Trade Compliance Officer for further resolution.

In this role, you will act as a recognized subject matter expert in Customs and Export Control and contribute to maintaining an effective, compliant, and efficient customs and trade framework while supporting projects and day to day operations. You will work closely with internal stakeholders and external authorities to ensure our practices comply with global and local regulations. The role does not include people management responsibilities but requires the ability to coach, influence, and collaborate across teams.

Primary Duties

Customs & Trade Compliance Role and Responsibility

- Trade data determination: Support with customs related activities including HS classification, country of origin determination, and valuation, ensuring systems and documentation are accurate and up to date.
- Risk and regulatory assessment: Assess impacts of trade policies
- Third Party Due Diligence: Manage escalation on third party screenings as part of the Know Your Customer and due diligence processes, assess compliance risks linked to suppliers, customers, and partners and ensure appropriate controls are implemented.
- C TPAT Program Management: Lead the C TPAT program, organize review meetings with internal stakeholders, ensure all directives are implemented, maintain the C TPAT portal, serve as the primary contact with CBP, and coordinate renewal audits.

- BIS Licensing: Prepare required information, perform due diligence, submit and track BIS license applications, and act as the main point of contact with the US Bureau of Industry and Security.
- USDA & Other Agency Permits: Manage all relevant import and export permits from USDA and other applicable US agencies, including maintenance, renewal, and compliance activities within the defined scope of responsibility.

Compliance Programs & Internal Controls

- Contribute to internal audits, documentation updates, and continuous improvement of customs procedures.
- Develop, update, and improve work instructions, SOPs, and operational guidance to ensure clarity and compliance.
- Engage and support a network of champions through training, advice, and practical guidance.
- Design and provide training to various internal stakeholders on trade compliance topics.

Cross Functional Collaboration

- Provide expertise and guidance on projects with trade compliance implications.
- Lead the network of trade compliance champions in the region, by ensuring their adherence and support to the program
- Act as a resource to business teams on import/export matters and participate in company projects where trade compliance is in scope.

Perform all work in compliance with company quality procedures and standards.

Perform other duties as assigned.

Qualifications

Required Education, Training and Experience

- Bachelor degree required in Supply Chain, Legal, Import Export Compliance, Audit and Risk Management or other related field.
- 7+ years of experience in international trade and customs — preferably in the healthcare or regulated industry.
 - Proven expertise in trade compliance disciplines (classification, origin, customs valuation, export controls).

Preferred Education, Training and Experience

- Master's degree preferred.
- Experience in a multinational company or regulated industry is an advantage.

Knowledge, Skills, and Abilities (KSAs)

- Consistently upholds and reflects the core ethical principles and values that bioMérieux promotes.
- Understand complex information and interpret it accurately, often requiring critical thinking and analysis to grasp the full picture.
- Thriving in a fast-paced environment by managing tasks, multitasking, and adapting quickly to maintain productivity.
- Ability to work cross-functionally allowing for better collaboration and communication when working across teams to achieve shared objectives.
- Creativity in forming new ideas, solutions, and approaches to challenges; to think outside-the-box.
- Skilled in MS Office tools to include but not limited to Outlook, Teams, Word, and Excel
 - Intermediate: applies skills independently in most situations; handles moderately complex tasks with occasional guidance
- Knowledge of regulations related to trade compliance topics within scope, including US/EU and local regulations.
- Deep understanding of how to analyze regulations and develop and implement policies to ensure compliance.

Domestic travel required: 5%, International travel required: 5%

The estimated salary range for this role based in Utah, Missouri and North Carolina is between \$126,100 – 141,600. This role is eligible to receive a variable annual bonus based on company, team, and individual performance per bioMérieux's bonus program. This range may differ from ranges offered for similar positions elsewhere in the country given differences in cost of living. Actual compensation within this range is determined based on the successful candidate's experience and will be presented in writing at the time of the offer.

In addition, bioMérieux offers a competitive Total Rewards package that may include:

- A choice of medical (including prescription), dental, and vision plans providing nationwide coverage and telemedicine options
- Company-Provided Life and Accidental Death Insurance
- Short and Long-Term Disability Insurance
- Retirement Plan including a generous non-discretionary employer contribution and employer match.
- Adoption Assistance
- Wellness Programs
- Employee Assistance Program
- Commuter Benefits
- Various voluntary benefit offerings
- Discount programs
- Parental leaves