

Sr. Program Manager, Global Export Compliance

Full time

US Remote – MA

Req ID JR-044200

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Revvity is a developer and provider of end-to-end solutions designed to help scientists, researchers, and clinicians solve the world's greatest health challenges. We pair the enthusiasm of an industry disruptor with the experience of a longtime leader. Our team of 11,000+ colleagues from around the globe are vital to our success and the reason we're able to push boundaries in pursuit of better human health.

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Overview:

The Senior Manager, Global Trade Compliance – Export Compliance is a strategic leadership role responsible for designing, executing, and continuously enhancing the company's global export control program. This position will lead the development of policies, processes, and internal controls governing export classification, licensing, sanctioned-party screening, encryption controls, technology transfers, and compliance with U.S. and international export regulations.'

In partnership with the Sr. Director of Global Trade Compliance, this leader will drive enterprise-wide export compliance strategy, deliver training and awareness programs, and ensure adherence to regulatory requirements across all jurisdictions in which the company operates. The role requires deep technical expertise, strong cross-functional influence, and the ability to manage complex, multi-workstream initiatives that support business growth while minimizing regulatory risk.

Primary Responsibilities

Regulatory Strategy & Program Leadership

- Align company operations with the Export Administration Regulations (EAR), Office of Foreign Assets Control (OFAC) requirements, and foreign government export control laws.

- Develop, implement, and maintain global export control policies, procedures, work instructions and audit oversight that translate regulatory requirements into practical, scalable processes.
- Drive successful delivery of complex, multi-workstream programs by aligning projects, teams, and resources to organizational priorities.
- Establish effective governance structures, proactively manage risks and interdependencies, and ensure transparent communication with stakeholders.
- Champion change management efforts to support program adoption and maturity while developing and strengthening team capabilities.
- Keep a close partnership with the commercial organization and its distributors to disseminate guidelines to ensure indirect sales comply with the company's export control policies.

Export Controls & Operations Oversight

- Oversee export compliance operations, ensuring adherence to EAR, ITAR, OFAC, and related regulatory frameworks.
- Provide oversight for day-to-day export activities including documentation, classification, licensing, technology transfer reviews, and shipment coordination.
- Identify and implement process improvements to enhance efficiency, accuracy, and risk mitigation.
- Lead, mentor, and develop U.S. export controls personnel and serve as a global subject-matter expert for export-related inquiries.

Sanctioned Party Screening & Enforcement

- Own the enterprise denied-party and sanctions screening program, including system oversight, list updates, match resolution, and continuous improvement.
- Serve as the escalation point for complex screening scenarios, red flags, diversions, and potential violations.
- Responsible for license determination review for end user and end use scenarios requiring government authorization.
- Oversee SAP GTS system logic and configuration to optimize screening tools.

Export Classification & Licensing

- Provide expert guidance on export classification (ECCN/HTS) and oversee classification quality across global teams.
- Prepare and submit CCATs and other classification requests as needed.
- Lead export license determinations, manage license applications, and oversee compliance with license conditions.

Encryption Controls

- Classify software and technology subject to encryption controls.
- Prepare and submit required encryption-related filings and reports.

Antiboycott Compliance

- Provide training and guidance on antiboycott regulations.
- Manage required reporting and ensure compliance with all applicable antiboycott requirements.

Investigations, Disclosures & Regulatory Engagement

- Lead internal reviews of potential export control, sanctions, or antiboycott issues.
- Conduct legal assessments, coordinate with internal and external counsel, and prepare voluntary self-disclosures when necessary.
- Manage interactions with government regulators, including filings, inquiries, and license applications.
- Develop and execute corrective action plans to address identified compliance gaps.

Cross-Functional Leadership & Business Partnership

- Engage across Sales, Customer Service, Field Engineers, Product Management, Legal, Treasury, Government Affairs to interpret and operationalize trade regulations.
- Assess regulatory impacts on supply chain functions, identify compliance gaps, and drive process improvements aligned with industry best practices.
- Establish strong relationships with functional stakeholders and influence pragmatic, risk-aligned solutions to business challenges.
- Lead problem-solving and design-thinking sessions to surface business needs and support continuous improvement.

- Champion transformation initiatives by introducing innovative, technology-enabled solutions (AI/ML, automation, analytics).

Training, Governance & Continuous Improvement

- Develop and maintain a technical training library covering key trade compliance topics. Deliver targeted training and conduct internal risk assessments.
- Prepare regular reports on trade compliance activities, risks, and program performance.
- Develop and execute regulatory audit protocols (export, re-export, import/customs) at local, regional, and global levels.
- Ensure appropriate trade compliance clauses are included in customs documents, purchase orders, contracts, and agreements.

Basic Qualifications:

- Bachelor's Degree AND a minimum of 10 years of experience in global trade compliance, export controls, and sanctions.
- Experience with Export Administration Regulations (15 CFR), OFAC sanctions programs, and related U.S. and foreign export control frameworks.

Preferred Qualifications:

- Ability to travel as required.
- Understanding of EU/Global regulations is a plus.
- Strong analytical, evaluative, and problem-solving skills with the ability to interpret complex regulations and provide sound, risk-aligned recommendations.
- Proven leadership experience with the ability to build, mentor, and develop high-performing global teams.
- Excellent interpersonal, verbal, and written communication skills, with the ability to influence across cultures and organizational levels.
- Experience presenting at conferences, training sessions, and executive-level meetings.
- Demonstrated ability to manage multiple priorities with precision, attention to detail, and a proactive, self-motivated approach.

- Strong project management skills with experience leading multi-workstream initiatives.

The base salary range for this full-time position is \$137,000.00 - \$165,000.00. This range reflects the minimum and maximum target for a new hire in this position. The base pay actually offered to the successful candidate will take into account internal equity, work location, and additional factors, including job-related skills, experience, and relevant education or training. Your recruiter can share more about the specific salary range for your preferred location during the hiring process.

Please note that base pay is only one part of our total compensation package and is determined within a range. This range allows for the successful candidate to have an opportunity to progress within the position and develop at our company. This base pay range does not take into account bonuses, equity, or other benefits which may be applicable and are dependent on the level and position offered.

[What do we offer?](#)

We provide competitive and comprehensive benefits to our employees. Below are some highlights of our benefits:

- Medical, Dental, and Vision Insurance Options
- Life and Disability Insurance
- Paid Time-Off
- Parental Benefits
- Compassionate Care Leave
- 401k with Company Match
- Employee Stock Purchase Plan