



ICCPA
International Compliance Professionals Association

Contract Job Opportunity

Company	Gateway Recruiting LLC
Job Title	Senior Director of Export & Import Compliance
Location	San Diego, CA
Compensation	\$250,000 - \$215,000 Base Salary
Relocation Assistance	Relocation Assistance Available

Job Description / Responsibilities / Requirements

The Senior Director of Export and Import Compliance is responsible for leading the global trade compliance strategy and operations, including regular ongoing development of the trade compliance organization. This role reports to the Chief Risk and Compliance Officer and partners with Legal to ensure the organization adheres to all applicable trade laws and regulations, including U.S. and foreign export controls, sanctions, and customs. The position will oversee compliance programs, manage risk, ensure appropriate product classifications, obtain appropriate licenses, and support business operations across a global supply chain.

JOB RESPONSIBILITIES:

- Develop and implement global export/import compliance policies and procedures.
- Ensure compliance with U.S. and international trade regulations (e.g., EAR, ITAR, OFAC, CBP).
- Lead periodic self-audits and risk assessments related to trade compliance.
- Manage denied party screening, licensing, and classification processes (HTS, ECCN).
- Oversee relationships with customs brokers, freight forwarders, and government agencies regulating international trade.
- Provide training and guidance to internal clients on trade compliance matters.
- Monitor regulatory changes and assess their impact on business operations.
- Collaborate with cross-functional teams to ensure end-to-end compliance.
- Support relevant internal and external investigations and any necessary corrective actions.
- Represent the Company in external audits, regulatory inquiries, and customer and partner engagements.

MINIMUM QUALIFICATIONS:

- Bachelor's degree in business, Supply Chain, Law, or related field.
- 13+ years of Export or Sanctions Compliance, International Affairs, or related work experience, with at least 5 years in a senior leadership role.
- Deep knowledge of U.S. and international export/import laws and regulations.
- Bachelor's degree and 13+ years of Export or Sanctions Compliance, International Affairs, or related work experience.

OR

- Associate's degree in Business Administration/Management, International Business, Law, Electronic/Telecom Engineering, or related field and 15+ years of Export or Sanctions Compliance, International Affairs, or related work experience.
- Completed advanced degrees in a relevant field may be substituted for up to two years (Master's = one year, Doctorate = two years) of work experience.

PREFERRED QUALIFICATIONS:

- 15+ years of Export or Sanctions Compliance, International Affairs, or related work experience, with at least 7 years in a senior leadership role.
- Master's degree in engineering and/or Business Administration and/or JD
- Experience with compliance software and ERP systems (e.g., SAP GTS, Amber Road).
- Strong leadership, communication, and cross-functional collaboration skills.
- Certifications such as Certified Customs Specialist (CCS), Certified Export Specialist (CES), or CTPAT preferred.
- Strategic thinking and ability to influence at all levels of the organization, including concise and persuasive briefings for senior executives.
- Strong analytical and problem-solving capabilities.
- Experience in regulated industries (e.g., aerospace, defense, biotech, or electronics).
- Familiarity with Free Trade Agreements (FTAs), country of origin rules, and valuation methods.

SKILLS:

- Strategic Execution: Drives key strategic priorities and company goals and critical projects. Ensures timely execution of complex and strategic business goals while adhering to the highest standards of ethical behavior.
- Coaching & Development: Provides leadership across organizations (e.g., creates a strategy for organization development, develops a strong talent pipeline/workforce and drives talent development to execute present and future business priorities, sets clear expectations, drives coaching and mentoring relationships, creates a culture of inclusion and learning) and motivates peers, senior leaders, and employees to align individual, team, department, and organization development with the broader vision and goals of the Company.
- Impactful Innovation: Inspires key partners and stakeholders with a visionary approach that shapes the organization by introducing and enabling breakthrough ideas, products, and/or processes. Proactively ensures compliance while supporting strategic business initiatives and tasks.
- Clear Communication: Translates the strategic vision into succinct and impactful messages that inspire and connect efforts to the broader vision and goals of the company. Acts as a champion for proactive, open, respectful, and inclusive discussions.

Contact Information to Apply

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