



Trade Compliance Facilitation White Paper

On February 24, 2016, U.S. Customs and Border Protection (CBP) signed into law The Trade Facilitation and Trade Enforcement Act of 2015 (TFTEA). The overall objective is to ensure a fair and competitive trade environment. On February 22, 2017, The World Trade Organization (WTO) signed its Trade Facilitation Agreement.

Now it's time for America's Trade Compliance community to Rebrand their titles....

The US Government and WTO are promoting Trade Facilitation. Why are smart savvy Global Trade Facilitation professionals still presenting themselves as Trade Compliance Professionals? We are business professionals first and foremost... promoting profit and revenue streams, deciphering America's complex and evolving Trade Policy.

You are a strategic thinker... not a regulatory compliance monitor. You steer your company through regulatory land mines and look for calculated Trade Opportunities.

Wrap yourself in today's more precise nomenclature... Trade Facilitation... and discard "Trade Compliance" to identify your mission.

Rewrite the job titles of your whole team...
Trade Facilitation Specialist... Trade Facilitation Manager...
Director of Trade Facilitation... VP Global Trade Facilitation....

The Merriam-Webster dictionary defines 'Comply' as "to conform or submit"... while 'Facilitate' is described as "to help make easier" and "to help bring about".

A simple change in title but a monumental change in perception...

Your Accounting department navigates the Governments' tax codes and financial strategies everyday, as per their obligations to the shareholders or owners... No one calls them the compliance police.



Employment Outlook

It's been another banner employment year for Trade professionals and 2018 will no doubt be the same. The new administration's tough talk on trade policy, congressional brinkmanship and the resulting confusion will keep Global Trade practitioners front and center.

On any given day there are over a thousand ads posted on job boards by companies looking for experienced, highly qualified Trade talent. **Choose wisely.**

When you start filtering your requirements...by location...by title...by required expertise (i.e. import, export, FCPA, FDA, ITAR, EAR, FTZ etc.) ...by compensation...by commodity...

that expanse of opportunities shrinks quickly. It's neither a Candidate or Company favored market. It will still take 2 – 6 months...and lots of effort and dead ends to land a good position or a person. If you're a Senior Trade Professional, at Director level and above, looking for a local position, it could take over a year. The turnover in the Trade community has always been low...Trade professionals simply don't change jobs often. If you're willing to relocate and you have an Export Subject Matter Expertise, you'll always have access to many more opportunities and your search could be in the 4-8 weeks window.

Discussing the Compensation Question



Based on the premise of Gender Parity... Legislation has been passed in Massachusetts, NYC and Philadelphia that bars employers from asking job applicants about their salary history. Another 20 states have proposed the same legislation. Expect this to be included in every campaign speech. It sounds good. We'll see.

Right now in the locations that forbids the question, "What do you currently earn?" will ask "What would you like to earn?". Companies are already working with Employment attorneys on interview questions that can be framed to circumvent the laws. Nothing forbids an individual from volunteering the information. Think wisely.

Compensation Ranges by Title

Specialist/Analyst/Coordinator...these titles are interchangeable and are the trade teams ground soldiers with 1-5 years of experience - **\$60 - \$90k**

Supervisor – **\$80k-\$87k**...next promotion is Mgmt

Manager- common title used in the Trade Compliance community – could be managing a function but not a person or team **\$90-\$120k**...could be a Manager at a Business Unit **\$110k-\$130k**...or a Manager in Corporate HQ's helping to disseminate Corporate Trade Policy to the BU's... **\$130k-\$140k**

Senior Manager...**\$140k+** - a title meant to 'park' you for a couple more years.

Associate Director- rarely used title...**\$145k+**

Director... in a F2000 firm **\$150k-\$200k**... in this title midsize firms target a **\$150k** midpoint...

Sr. Director/AVP...typically in the F2000 community **\$165k - \$225k**

VP – title becoming more prevalent but rarely bestowed unless a firm has or had trade trouble... or has a champion in the C-suite – VP titles almost exclusively in the F1000 domain.... **\$195-245k**

In House Trade Counsel – not many of these positions - **\$235k+**

Sign on Bonus – Sign on bonuses are still used as a one-time fix offered to a candidate when base salary negotiations stall. It's more commonly used as a sweetener for candidates considering relocation (in addition to an expense check). Local hires will rarely receive a sign on bonus. It's a customary practice to offer a sign on bonus to a relocation hire. Average is around \$5k for an Analyst/Specialist level – up to \$10k for Management level – \$15 to \$20k for a Director and above. Most sign on Bonuses are not grossed up. Remember to ask for it grossed up.

Length to fill position – Average 2-6 months... no surprises here...the bigger the firm the longer the selection process... regardless if a position is in corporate or at one of the business units. We have seen some vacant positions languish for eight months to over a year...stay away from indecisiveness and bureaucratic inertia. It will reveal itself in the selection process. Newly created positions will almost always fill quickest.

Relocation – We see more Trade Facilitation professionals, Boomers, Millennials, X's and Y's, willing to relocate for a good opportunity. Companies are all over the chart when it comes to Relocation packages. If you're a Specialist or Manager most firms still want to offer you a lump sum and tell you to show up on Monday. Caveat emptor. Director level and above usually get the White Glove treatment. It's difficult to make wise choices in a new town. You'll need help to research and visit housing, schools, moving firms, pack/unpack. Most large firms have a relo contact internally or externally. Request an intro to that person. Negotiate for 60-120 day temp housing and three house hunting trips for the entire family along with an extra \$5-10k for surprise expenses.

Reporting structure – continues to trend towards Legal in the F2000 – some report to Finance but rarely Supply Chain... many of the small midsize firms still report to a Supply Chain executive.

What's your idea of the best job opportunity as a Director or VP of Trade Facilitation?

What scenario would you prefer to walk into?



Offering...a great salary in the \$200's with a \$25-50k sign on bonus, an MIP of over 50%, restricted stock units when you start and more every year, 4 weeks vacation with additional PTO, the resources for technology and headcount, and the undivided attention, support and appreciation of the BOD, CEO and every Senior executive in the firm.

Two Major qualifications:

- 1) Must be willing to jump into the hornets' nest.... Company is in the governments cross hairs for serious willful Trade violations and Executives are staring at criminal and civil penalties.
- 2) You've been in a similar situation and you 'saved the day'.

~ OR ~

Join a F2000 firm where a long time Director of Trade Compliance is leaving. The Exec earned \$165k, so you'll be offered around the same. A lower sign on, stock equity and MIP. You'll inherit a quiet program. No violations. So trying to get additional headcount and some decent software will be difficult. You'll inherit a team of one long term employee. Report through Finance and the C-suite residents won't know your name. Trade Compliance is tolerated and "please keep things status quo".

What's your preference? We would love to hear from you.

Cheers and Continued Success!!

Top 3 Reasons Trade Professionals Leave Their Firms

- #1 Compensation...
- #2 Career Opportunities....
- #3 Top down support and cooperation



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