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## Compliance Manager

BRUSSELS

### External Description

## Context

bpostgroup is always on the move. As a leading postal operator in Belgium and an international provider of parcels and e-commerce logistics, we create real connections between millions of people, businesses and communities. Our team of +34,000 employees is our greatest asset in this story. Thanks to them, we continue to play a key role in our rapidly changing society. We create an environment for our people with challenging projects, inspiring collaborations and the latest technologies, with interesting job opportunities and training programs for everyone.

bpostgroup operates in a complex regulatory environment which is constantly changing and provides both risks and opportunities. The compliance with the new regulations for a group with the size of bpost is a major challenge since the group is in constant evolution.

That is why we are looking for a Compliance Manager for our Corporate Compliance & Data Protection Department. The role of the department is key to help the management navigate in this challenging eco-system in a compliant and ethical manner.

## Your Mission

As a Compliance Manager, you will be responsible for ensuring that bpostgroup operates within the legal and regulatory framework, upholding the highest standards of integrity, ethical conduct, and internal policies and procedures. The implementation of our compliance program will become your biggest challenge. You will be pivotal in developing, implementing, and overseeing effective compliance programs, policies, and procedures. By proactively identifying and addressing compliance risks, you will safeguard bpostgroup's reputation and foster a culture of ethical decision-making across all business functions.

## Tasks and responsibilities

As a Compliance Manager you will among others:

Develop and implement comprehensive compliance programs aligned with applicable laws, regulations, and industry standards ;

Provide advice on responsible behaviour that must be applied within bpostgroup ;

- Collaborate with cross-functional teams to ensure compliance considerations are integrated into business processes and initiatives ;
- Provide expert guidance on compliance matters, offering timely and practical solutions to address issues as they arise ;
- Design and deliver effective training programs to enhance awareness and understanding of compliance requirements throughout the organization ;
- Help implement and report on the different aspects of our compliance program (third-party compliance, Duty of vigilance, Business continuity,...) ;
- Design and deliver effective training programs to enhance awareness and understanding of compliance requirements throughout the bpostgroup ;
- Prepare and submit timely and accurate compliance reports to senior management and regulatory bodies ;
- Act as the second line of defence, conduct regular risk assessments to identify and mitigate potential compliance risks ;
- Prepare and submit timely and accurate compliance reports to senior management.

## Your Profile

In your role of Compliance Manager, you are clearly a dynamic team player who combines solid strategic thinking with an innovative and creative approach. We highlight the following qualities:

You have a proven track record (at least 5 years of experience) in compliance management, with a strong understanding of regulatory frameworks applicable to bpostgroup combined with a master degree in Law ;

You are not afraid to work with Excel and can create meaningful reporting to show the top management the evolution of our compliance program ;

A business acumen partnered with a dedication to legality and high ethical standards are the foundations of your professional background ;

You can think analytically and solve problems ;

You are able to work independently and collaboratively in a fast-paced environment ;

You have strong organizational skills and the ability to prioritize and manage multiple tasks simultaneously ;

You have strong communication and written skills in English, Dutch or French with a good understanding of the other language.

## Why bpost?

Like many other companies, we offer, in addition to a monthly salary, a wide range of benefits, including meal vouchers, a company car, hospitalization insurance, group insurance, disability insurance, 20 days' leave and 7 additional statutory leave days, an end-of-year bonus, double holiday pay and many benefits for more than 100 bpost partners.

This is where we really stand out:

You have an impact on the outside world, because as an international service provider of parcel and e-commerce logistics, we connect millions of people, businesses and communities.

You won't stop growing. Thanks to our many training programs and the many career opportunities.

In the coming years, bpost group will pursue additional growth opportunities, internally and externally, within the frame of its core competences. Admittedly, this creates some complexity, but above all, it creates many challenging projects (from which you get full ownership).

The atmosphere, the collegiality and the inclusive bpost culture are unique. And we will prove it.

You can focus 100% on your job, while being optimally supported by our internal services.

You can count on a flexible homeworking policy. Work-life balance is not a goal, but an evidence.

You are part of an international story. After a series of acquisitions, we have expanded our geographical footprint to 14 countries around the world. Internationally active, but managed from Belgium.

With the flexible My Benefits My Choice plan, you can tailor your benefits to your needs. Decide for yourself what you need and where you want to spend less on.