



Compliance Manager

BRUSSELS

External Description

Compliance Manager

bpostgroup strives to create an inclusive environment with challenging projects and inspiring collaborations. With our employees at the heart of our organization, we don't believe in jobs, we believe in careers. We're now looking for a Compliance Manager who will make us 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 responsibility for the AML compliance program and supporting the execution of the transport compliance program will become your first challenge and focus. You are also open to manage other and new compliance domains. 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.

As a Compliance Manager you will among others:

- *Be responsible for overseeing the company's AML compliance program, in relation to bpost's postal financial activities. Key elements include:*
 - *monitoring of transactions and customers (embargo, sanction & PEP screening),*
 - *reporting suspicious transactions to the CFI/CTIF,*
 - *implementing the Compliance Monitoring Program*
 - *conducting the business wide risk assessment*
 - *training of/and communication with employees in the retail network,*
- *Leading the team of AML compliance assistants;*
- *Support in the execution of the Transport compliance program (including legal advice, conducting compliance risk assessments)*
- *Develop and implement comprehensive compliance programs for new compliance domains 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;*
- *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 and Dutch and/or French.*

Our offer:

Like a long-awaited parcel, we want to make you feel welcome and valued. Our offer includes:

- Competitive monthly salary
- Meal vouchers
- Hospitalization-, group- and disability insurances
- A phone subscription and company car
- 20 days of statutory leave and 7 additional extralegal days off
- An end-of-year and performance-based bonus and double holiday pay
- Many benefits from more than 100 bpost-partners

Why bpostgroup?

bpostgroup is Belgium's leading postal operator and a growing parcel & omni-commerce logistics partner globally. With a **focus on social and environmental sustainability**, we aim to be a trusted guide in a changing world. As our newest team member you will:

- Become part of the **bpostgroup family** with a unique atmosphere and culture.
- Enjoy a **dynamic work environment** with a hybrid model allowing for flexibility.
- Have access to **continuous learning and development** opportunities.
- Have a direct **impact on decision-making** in an international success story.
- Thrive in a **leadership culture** centered on visioning, sense making, innovation, and relating, empowering you to lead effectively in our forward-thinking organization.

Find out more [about bpostgroup](#)

No match?

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More info?

Feel free to reach out to Isabelle Leparlier