

Carhartt is the original US workwear brand that has been creating high quality workwear since 1889 to serve and protect hardworking people. Our products are robust and excel in durability, comfort, functionality, fit and styling. Customers and craftsmen appreciate our products and have often been fan of our legendary American brand for many years. Our products can be used for many (professional, crafts and active outdoor) activities and can be worn during and after work.

For our Carhartt Inc. Compliance team (US), we are now looking for an

EMEA Compliance Officer

This role is part of the Corporate Regulatory Product Compliance team focused on ensuring all EU compliance regulations, including environmental, social and governance reporting requirements, are met in alignment with European regulations. This role is responsible for providing support to Carhartt Holdings (EMEA) and integrating EMEA-related regulatory product compliance responsibilities into EMEA financial planning and risk management while providing all stakeholders with comprehensive information.

The EMEA Compliance Officer will research and report on relevant EU regulations and best practices in our jurisdictions and assess how this can impact the organization, taking into consideration the essential business aspects of Carhartt (product, processes, strategy, governance, people, culture, and communication). This role will be in contact with EMEA business partners (vendors) and customers in gathering and/or providing relevant data and will be the primary EMEA contact for local auditing partners in managing assessments and issue resolutions. This position will also align Carhartt EMEA/PAC business objectives with ESG practices, integrating regulatory product compliance processes into the company business practices and informing the EMEA management on potential regulatory risk factors.

The Compliance Officer hierarchically reports to the Sr. Director of Social Responsibility and Regulatory Product Compliance (US) and works closely with the members of the US Regulatory Product Compliance team as well as the US Product Development team and other business partners. The Compliance Officer will be located in the Carhartt EMEA office in Amsterdam, the Netherlands, and operationally reports into the EMEA Finance lead, working closely with the EMEA Merchandising, marketing, IT and HR teams.

Primary Duties and Responsibilities

- Research and report on EU laws, regulations, and certifications, to include apparel, PPE, ESG, Sustainability, Product Safety and other regulatory processes
- Work with US Product Development and other business partners to educate and train in laws and regulations to ensure implementation of regulatory requirements into the Product Development / Go to Market processes
- Collaborate with EMEA merchandising team, US Product Development Team and other business partners as needed to manage and execute Declarations of Conformity and other certification documentation
- Manage Vendor Compliance requests, inquiries and contracts, customer manual reviews and approvals under the direction of the US Leadership team and Legal
- Work with Sr. ESG Analyst (US) to ensure local data compliance to all CSRD and ESG related laws and regulations, such as EPR (Extended Producer Responsibility) registrations, filings and documentation
- Review and approve local packaging and labeling artwork and marketing claims/statements in collaboration with EMEA marketing and merchandising teams.

- Partner with US compliance team, product development team and EMEA merchandising team on certification testing for EMEA PPE footwear as well as PPE certification failures and CAPS, while also setting up risk assessment processes for PPE and EMEA footwear.
- Support the US compliance team in writing policies and procedures related to CSRD, DPP, ESPR/Eco-design and other EU compliance related laws and regulations.
- Provide support to Legal team on Data Privacy (GDPR) related issues, to include providing oversight on Data Subject Request Process, performing Data Privacy Impact Assessments, managing compliance questions and considerations and collaborating with US Legal team on compliance audits.
- Provide EMEA management with timely information and advice on compliance risk management questions on, which could include client integrity (sanctions, money laundering etc.), client protection and product integrity (duty of care, privacy), organization and associate integrity (fraud, conflicts of interest, bribery and other misconducts).
- Maintain Compliance Policies, ensuring that they are easy to read and adequately implemented, which could include EMEA Code of Conduct, Procedure of Integrity / Whistleblowing Policy, Data Protection Policy etc.

Entry Requirements

- Bachelor's degree in engineering, Chemistry, Chemical Engineering, Textile Science, Environmental Science, Legal studies, Sustainability or other related degree is required. Extensive related work experience may be considered.
- 3 – 4 years practical working experience in a role related to compliance and/or corporate responsibility, preferably with similar tasks and responsibilities.
- Experience in the apparel / textile industry is strongly preferred, but other consumer goods industries might be considered.
- Team player with strong interpersonal skills, excellent written and oral communication skills, with the proven ability to communicate effectively at all levels within an organization.
- Must demonstrate high-level problem-solving skills and have a strong ability to take concepts and strategies and put into documented processes and policies, while also implementing with business partners.
- Ability to work independently, with the ability to gather information from various sources and cooperate at global level.
- Willing to work flexible working hours to join meetings with the US Compliance team and willing to travel if needed.
- Outstanding organizational skills and attention to detail with demonstrated ability to prioritize workload.
- Computer knowledge is required, specifically in Microsoft Office related programs.
- Multi-lingual abilities: English at business level is a must, proficiency in other languages (Dutch, German) is an advantage.
- Working experience in multi-language, multi-cultural business environment is an advantage.

Working at Carhartt in an international setting

Carhartt is a family-owned company for 135 years now and stands for transparency, honesty, authenticity, and respect. The US Compliance team is currently hiring both in the US and Europe and will be expected to consist of 7 members; the Carhartt EMEA/PAC team in Amsterdam currently consists of around 80 associates. Carhartt EMEA offers a 37-hour (hybrid) working week, a strong employee benefits package and 25 leave days per year. We supply you with home office equipment to work from home for part of your (hybrid) workweek.

The salary range for this new role is currently being defined and will be shared during the recruitment process.

Application process

We will (only) contact candidates with a suitable background (see entry requirements) and potential match for this role who live in the greater Amsterdam area. Please apply with your CV (Resume) and motivational letter.

Interested? We would like to hear from you!

Please apply via LinkedIn Recruiter: vacancy EMEA Compliance Officer.