

**Company**  
**Description**

Sibelco is a Global Material Solutions Company. We mine, process and sell industrial minerals at locations worldwide, focused primarily on silica, clays, feldspaths and olivine. We are also leaders in glass recycling. The Sibelco Group operates over 110 production sites in 31 countries, with a team of over 5,000 people. See how Sibelco materials are used in products within and outside your home. InclusiveTeam Culture: Attractive Employer sibelco.com Sibelco recognises the strength of our diverse global workforce and values difference and inclusion for all. Our rich mix of people bring an exciting exchange of ideas and knowledge to keep us moving forward and innovating new solutions. We seek talent of all backgrounds and abilities and continue to develop our leaders and our culture to help all current and new employees to grow and reach their full potential. We welcome your application and will make reasonable adjustments where required to support you through the selection process. Meet our People: Careers sibelco.com Recruitment Process: Recruitment Process sibelco.com Sibelco Targets: Sibelco Priorities sibelco.com Please, note we have a Global Talent Acquisition Team, and we will not therefore be requiring agency services.

**Information**

 Deadline: 2025-04-30  
 Category: Business  
 Province: Bizkaia

 Country: Basque Country  
 City: Bilbao

**Company****Sibelco****Main functions, requisites & benefits****Main functions**

Ready to Elevate Your Career with Sibelco? Are you a dynamic compliance professional with experience in anti-corruption and international trade compliance, and are you passionate about ensuring regulatory excellence? Are you eager to make a significant impact in a leading global company? If so, then this is the role for you! Your Opportunity: As a recognized specialist, you will focus on the implementation, operation and incremental improvements of Sibelco's compliance programs globally, in particular the International Trade Compliance (ITC) and Third-party risk management (TPRM) programs. In this role you will also be a compliance advisor who can be proactive in improving compliance practices and systems and support the business with pragmatic solutions In the Role as a Compliance Manager, you will be responsible for the following but not limited to: Lead the design and implementation of the ITC program globally including ensuring full compliance with international sanctions & embargoes regulations. Conduct screening on the most risky operations and provide expert advice to internal customers on red flags mitigation. Define & implement a training and communication plan related to ITC ensuring proper level of awareness and adherence amongst Sibelco workforce globally. Participate in the design and implementation of the TPRM program globally including ensuring its compliance with global anti-corruption, International Trade, and ESG regulations. Execute and maintain the TPRM program, perform risk based due diligence and provide expert advice to internal customers. Lead or participate in internal investigations of alleged breaches of Sibelco's code of conduct. Lead compliance reviews in Sibelco's operations, assessing local compliance risks, local understanding of compliance processes and proper implementation of compliance controls. Ensure proper maintenance of the reporting / case management platform. Create and implement a communication and training plan, create innovative ways of training and communicating on the compliance programs as well as lead the organization of events and communication campaigns around compliance. Be responsible for the annual e-training campaigns (including the design of content, roll-out as well as follow-up). Participate in the overall improvement of Sibelco compliance programs and culture. Provide assistance on other departmental projects & initiatives.

**Requisites**

What We are looking for: A Master's Degree in Compliance, Legal, Internal audit or other relevant. Knowledge & experience of International Trade Compliance (ITC), Anti-corruption regulations and sanctions is an advantage. Investigations experience is an advantage. Experience in building and implementing compliance frameworks, roadmaps and strategy is appreciated. Proven evidence of maturity and judgement to analyse and solve compliance problems Ability to manage multiple priorities & work independently. Diplomatic, self-motivated & action-oriented. Ability to build good working relationships with internal stakeholders. Fluency in written and spoken English (any additional language is a plus).

**Benefits**

Hybrid working conditions to ensure the flexibility of our employees. Flexible schedule. It is an opportunity for you to join a truly