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XSYS
Print solid. Stay flexible.

About XSYS

XSYS is a global provider of integrated solutions for the flexographic, letterpress and pre-press printing markets, offering photopolymer plate processing systems, sleeves/adapters, and complementary workflow technologies. With a strong focus on customer success, we combine deep technical expertise with service and support to deliver consistent quality and productivity for printers, converters and trade shops.

We are looking for a detail-oriented, proactive Trade Compliance Specialist to join our global team. In this role, you will help ensure XSYS operates fully in line with international trade regulations, with a strong focus on sanctions compliance, restricted party screening, and monitoring regulatory developments that impact our import and export activities.

This role offers a mix of hands-on operational work, regulatory analysis and advisory collaboration with business stakeholders around the world.

Trade Compliance Specialist (f/m/d)

Mission of the role & responsibilities

- Ensure compliance with international trade regulations, including import/export laws, sanctions, and embargoes across multiple jurisdictions
- Perform and monitor sanctions and restricted party screenings, escalating and resolving potential issues in cooperation with internal stakeholders

- Track, analyze, and communicate changes in global trade and sanctions regulations, translating regulatory updates into practical business guidance
- Classify products using appropriate tariff classifications (e.g. HS codes) and support trade-related decision-making
- Calculate materials for EU Free Trade Agreements
- Support and oversee customs clearance processes, working with logistics partners and internal teams
- Maintain accurate trade compliance documentation, records, and audit trails to support internal and external audits
- Collaborate closely with logistics, legal, procurement, finance, and operations teams to embed compliant trade processes
- Support internal and external audits related to trade compliance, preference and export controls
- Provide guidance and training to colleagues on trade compliance and sanctions-related topics, helping build awareness across the organization

Required qualifications

- Bachelor's degree in International Business, Law, Logistics or a related field
- 2–5 years of experience in trade compliance, customs, export controls, or international logistics
- Solid understanding of sanctions regulations and restricted party screening processes
- Experience monitoring and interpreting regulatory changes and assessing their business impact
- Working knowledge of HS classification and Incoterms
- Experience & knowledge on how to handle Free Trade Agreements, handle calculation, supplier und customer declaration in external tools. Assess and implement new agreements if needed
- Experience working with compliance tools and SAP is an advantage
Strong analytical skills, attention to detail, and a structured approach to risk
- Clear and confident communication skills in English (German languages skills are a strong plus)

- IT-interest is required

Benefits

- A modern, international working environment with flat hierarchies and short decision-making processes
- Development opportunities within the company
- An attractive compensation package
- Annual leave: 30 days per year
- A variety of employee benefits, e.g., bike leasing or health programs
- Hybrid work model: 4 days per week in the office, 1 day home office
- Flexible working hours

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