

Region Compliance & Ethics Mgr

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Company: UPS

Location: İstanbul

Category: other-general

Job Description

The Compliance & Ethics Manager **for Türkiye, Middle East & Africa** engages the Country Cluster and business unit staffs on prevention and detection programs to ensure compliance with laws and regulations, as well as our internal policies, procedures, and controls. As the Compliance & Ethics Manager, you will play a pivotal role in designing and enhancing our UPS Compliance & Ethics Program. This will include ensuring adherence to ethical standards, regulatory requirements, and company policies by UPS' third party vendors in the Middle East and Africa. Reporting directly to the Region Compliance Manager, you will lead and implement initiatives to foster a culture of ethics, integrity, and compliance within the organization. The role requires travel across the EMEA Region.

Develop, implement, and oversee the company's ethics and compliance program in alignment with industry standards, stakeholder expectations and regulatory requirements

Provide guidance and strategic advice to all functional areas on ethics and compliance-related matters

Conduct compliance risk assessments and participate in third party due diligence processes to identify potential areas of risk and develop mitigation strategies

Facilitate risk identification and prioritization processes and ensuring regular reviews and updates of risk mitigation plans by assigned risk owners in the regional Business Risk & Compliance Committee (BRCC)

Provide training / communication on Compliance & Ethics policies and programs

Collaborate cross-functionally to integrate ethical considerations into business practices and decision-making processes

Communicates directly with business unit leadership on compliance prevention and detection programs

Lead or assist with investigations into reported compliance concerns or alleged violations, ensuring thorough and fair resolution

Job Requirements & Skills

Bachelor's Degree in Law, Compliance, Business or related field

Minimum of 5 years experience in Compliance, Internal Audit or Legal positions, preferably in Turkey

Experience in third party compliance management

Compliance relevant certifications (for example CCEP, CFE, IAPP, CIA) are beneficial

Strong understanding of compliance regulations and requirements

Experience working in a global organization

Languages: High proficiency in Turkish and English, other languages for example French or Arabic advantageous

Ability to communicate effectively with employees in all hierarchical levels of the company

Effective people management and collaboration skills

Excellent written and verbal communication skills

Ability to lead and motivate a team

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Our love of logistics is fueled by our passion for people. That's why we're committed to

eliminating discrimination and promoting equality across UPS — from the application process to our everyday workplace culture.

Employee Type:

Permanent

UPS is committed to providing a workplace free of discrimination, harassment, and retaliation.

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