



Job Description – Vice President, Compliance

Reports To – Chief Executive Officer

Job Responsibilities

The VP, Compliance will play a critical role in fostering a culture of compliance while navigating the fast-paced and dynamic landscape of our business. This position will lead the compliance function by ensuring that our operations and products meet all compliance standards and requirements. You will also collaborate closely with cross-functional teams, providing guidance, training, and strategic insights to drive compliance excellence.

General Description and Duties:

To perform this job successfully, an individual must be able to perform each essential job task satisfactorily. The tasks listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Stay updated with evolving best practices and legislative requirements in the medical device industry, particularly in the context of Advamed, FDA and other relevant bodies.
- Interpret and communicate regulatory requirements to stakeholders across the organization.
- Manage a comprehensive compliance strategy aligned with our company's growth objectives and risk tolerance.
- Identify potential compliance risks and recommend proactive measures to mitigate them.
- Work with leadership to align compliance efforts with the company's mission, values, and overall strategic direction.
- Provide guidance to sales, marketing, and support teams to ensure their activities adhere to regulations.
- Conduct regular assessments to identify compliance risks and vulnerabilities.
- Deliver compliance training programs to educate employees.
- Foster a culture of compliance awareness and accountability throughout the organization.
- Maintain accurate and up-to-date compliance documentation and records.

Position Qualifications

- Extensive knowledge of healthcare compliance laws, regulations, and standards applicable to medical device companies, including those addressing anti-corruption/anti-bribery, privacy, and medical device promotion.
- Proven track record of developing and implementing successful compliance strategies.
- Excellent leadership, communication, and interpersonal skills to successfully collaborate with and influence internal stakeholders.
- Ability to apply a risk-based analysis to compliance issues and demonstrate creativity and flexibility in developing solutions that satisfy both business requirements and legal obligations.
- Strong problem-solving and decision-making abilities.
- Ability to travel as required.

Minimum Education:

- Law degree required.
- Relevant certifications (e.g., RAC, CCEP) are a plus.

Minimum Experience:

- Minimum of 7 years of experience in a compliance leadership role within the medical device industry working directly with senior leadership, sales teams, regulatory teams, and management.