



We are looking starting as of now for a

Compliance Officer Mannheim

Bilfinger SE, Location Mannheim

Tasks

- Ensure implementation and continuous improvement of Bilfinger's Compliance Program in the SE and related entities
- Foster a strong ethics and compliance culture throughout the SE and related entities by actively promoting Bilfinger's Compliance Program, Code of Conduct and company policies
- Align Headquarter aspects of the corporate compliance strategy with the Head of Group Compliance
- Monitor and provide reports to Head Group Compliance on effectiveness on implementation of corporate compliance strategy in SE and related entities
- Supervise Compliance Managers, if applicable, and manage the compliance network as well as the respective resources & budget planning
- Support management in setting a strong "Tone from the Top," as well as fostering compliance & integrity as fundamental company values
- Manage all relevant internal and external stakeholders, which includes providing compliance reporting to executive management and divisional boards on a regular basis
- Lead and organize compliance committees and participate on related committees as necessary
- Conduct compliance risk assessments in relevant entities and identify compliance gaps that require remediation
- Ensure Bilfinger policies are effectively implemented and properly tailored as needed for divisions or departments under his/her area of responsibility
- Train management and employees on Anti-Corruption, Code of Conduct, Antitrust, Data Privacy and other Compliance topics
- Enhance and complement centrally-provided training materials with relevant specifics, e.g., local legislation and jurisdiction, third parties, risks in focus markets, etc.



Bilfinger is a leading international industrial services provider. The company delivers customized engineering and services to customers in the process industry.

The company generates an annual output volume of more than 4 billion euro with roughly 40,000 employees.

Key Data

- Start: As of today
- Job-ID: CORP0410
- www.career.bilfinger.com

- Act as main point of contact for the SE and related entities, and ensure consistent and competent advice to management and employees
- Manage Third Party Due Diligence and M&A due diligence, as appropriate, for the SE and related entities and support employees in understanding compliance-related risks and management of such risks
- Investigate certain allegations of compliance violations and assist Allegation Management Office (AMO) with investigations as necessary
- Support HR and management where needed to manage implementation of disciplinary sanctions
- Perform reviews on the effectiveness of the Compliance Program, and ensure that all necessary Compliance documentation is complete and up-to-date
- identify SE and related entity training needs, define target groups and develop regionally focused training for different Groups of employees
- Maintain an overview with regards to the effectiveness of the Compliance Program in the SE and related entities based on pre-defined key performance indicators (KPIs, e.g. number of compliance-related cases, number and type of third parties, training statistics, statistics on gifts, invitations and other benefits, etc.)
- Attend Compliance conferences and benchmarking events to stay current on any changes to local Compliance laws and regulations
- Additional duties as assigned

Requirements

- Qualification as lawyer, a bachelor's degree in business administration, international studies with experience in the area of Compliance, or a master in business and law with minimum 8 years of professional experience, at least 5 of which must be in compliance
- Experience as external legal advisor with a focus on white collar criminal work combined with in-house experience in a multinational company is preferred
- Ability to coordinate and manage national/international teams
- Deep understanding in the areas of corruption, fraud and antitrust law, data privacy
- Intercultural experience preferably gained abroad, assertive person of trust with high level of integrity
- Fluent in English and German; other languages a plus
- Strategic thinker with high integrity
- Critical thinking and Problem solving skills
- Capable and organized planning
- Effective written and oral communication
- Able to influence
- Skilled in negotiations
- Adept at conflict resolution
- Ability to travel by plane or vehicle

Would you like to support us in this exciting endeavor in a challenging environment? Then convince us that you are the right person for the position. We look forward to receiving your detailed application documents, which you can easily upload to our application management system - within about 10 minutes. Please take advantage of the possibility to apply online.

[If you have questions, please contact Ms. Laurie Waddy, Corporate Compliance .](#)

This job opportunity is for all qualified applicants independent of age, sex, disability, religion, ideology, ethnicity or sexual identity.