

## Join our team!

# Compliance Manager

Shanghai, China

### **Calling Compliance talents!**

i4F is looking for a motivated compliance manager to support its day-to-day operations as well as to further optimize its compliance processes. i4F group's direct customers (licensees) are flooring manufacturers using i4F technologies under our license. Managing compliance of our licensees to the terms of these licenses is an important part of i4F's activity. Compliance also includes ensuring importers, distributors and retailers are aware of the protected nature of i4F's technologies and enforcing i4F's intellectual property against infringers. This requires constant monitoring and a forceful compliance program coordinated by the Compliance Manager.

### **About us**

i4F is a global innovations group, focused on patents and technologies that are revolutionizing the flooring industry and beyond. Our vision is to enhance where people live, work and play with ingenious technologies from the floor upwards, through technological excellence, meaningful innovation, and human partnerships.

We believe that even the smallest innovations have the potential to transform not just products, but the lives of the people that use them. It's why we own and represent more than 3.000 patents and technologies. And it's why we continue to develop more, both independently and with our partners.

We work together with the world's leading producers and innovators to develop powerful, future-driven solutions for the flooring industry. Our patents are divided into six clusters: drop-lock, surface finishing, digital printing, board composition, wall and ceiling as well as sustainable process technologies. We're experts, specialists, dreamers, and do-ers. We're entrepreneurs at heart with a shared passion for meaningful innovations.

### **About the role**

- Ensure the licensee compliance program is established, closely coordinated and results in improved licensee compliance and corrective measures if needed
- Establish deep knowledge of the licensees, its customers and the technologies involved in order to promote and ensure compliance throughout the supply chain
- Manage all audits, audit reports and related settlements
- Be an active member of the company's customer knowledge group
- Work from the Shanghai representative office & visit licensees in China or abroad
- This function reports organizationally to the CCO Asia and functionally to the General Counsel

### **Job duties & Responsibilities**

- Propose and manage the licensee compliance action plan and objectives worldwide
- Become familiar with license agreements and able to instruct licensees accordingly
- Coordinate the audits with the auditors and the licensees including negotiate settlements following audit reports and ensure their timely payments
- Manage the i4F L2C holographic label program including inventory management, licensee requests, label usage and escalating label noncompliance
- Ensure market intelligence is shared with auditors to ensure optimal results of the audits
- Actively participate, with the legal, commercial and market intelligence teams, in enforcement actions with various stakeholders of the business
- Develop and perfect additional tools to promote compliance from licensees
- Monitor compliance efforts in the licensing industry and propose new solutions
- Maintain a strong understanding of the intellectual property and the supply chain of the licensees

### **About you**

- Bachelor's degree or equivalent in law or accounting
- Minimum 5 years of experience in audit or legal field
- Working experience in IP licensing is a plus
- Strong negotiation skills
- Strong analytical and organizational skills
- Completely functional in Mandarin Chinese and English

### **What we offer**

- A dynamic and international working environment operating in a flat structure, with an informal but focused organization;
- The chance to join a unique, very fast-growing, results driven company;
- To be part of a global yet lean group of people, where each individual counts;
- To work with a highly experienced international management team;
- An exciting full-time job with plenty of opportunities for personal input, initiatives and growth;

Let's find out if we click!

Please send your application (CV and motivational letter) to "HR@i4f.com" specifying the subject on the email "Talented Compliance Manager".

**i4F.com**