

# Some Ethics Jobs in Business

Director of Ethics, Policy, Communications and Training at Genentech

Location: CA, South San Francisco (San Francisco Bay Area)

URL: <http://www.gene.com/>

Type:

Full-time

Experience:

Not Applicable

Functions:

General Business

Industries:

Biotechnology

Posted:

September 15, 2010

Employer Job ID:

1000032516

## Job Description

Director of Ethics, Policy, Communications and Training

The Director of Ethics, Policy, Communications and Training is responsible for the strategic direction and oversight of the Healthcare Compliance Programs ethics and healthcare compliance policy development, communication, and training initiatives. This position reports to the Chief Healthcare Compliance Officer (CHCO).

## Job Description

- \* Regularly review reports of new ethics and compliance developments from governmental agencies and others and make recommendations on new and or revised Genentech Policies.
- \* Manage ethics, policy, communications and training staff of 4 to 6 individuals.
- \* Conduct and manage ethics and compliance knowledge assessments in order to identify policy, training and communication needs across functional areas.
- \* Oversee and create annual communication plan for the Healthcare Compliance Office that foster a culture of compliance throughout Genentech, and incorporate into annual Healthcare Compliance Program Work Plans.
- \* Collaborate with functional areas to set standards for, create and coordinate implementation of compliance training across functional areas.
- \* Facilitate the approval of new or revised Genentech Healthcare Policies by the Healthcare

Compliance Committee.

- \* Maintain Compliance Program documentation including Healthcare Compliance Program Policies and Policy Guidelines, communications and, as needed, training materials.
- \* Lead special projects as assigned by the CHCO.

Job Qualifications:

Education Background, Licensure and Certifications:

BA or BS required

JD, MHA, or MBA strongly preferred

Years of related experience:

- \* At least 8 years related experience
- \* Legal experience in healthcare compliance and or business ethics at a life sciences, biotechnology or pharmaceutical company is strongly preferred.

Other requirements:

- \* Demonstrated applied knowledge of laws, regulations and guidance that address interactions with health care professionals, customers or others who may purchase, prescribe, or influence the use of product
- \* Proven experience in a position that required superior interpersonal and verbal and written communications skills interfacing across multiple teams
- \* Strong attention to deadlines and detail

DIVISION: Corporate Compliance

REQUISITION NUMBER: 10-1000032516

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Director of Ethics at Raytheon

Location: McKinney, TX (Dallas/Fort Worth Area)

URL: <http://www.raytheon.com>

Type:

Full-time

Experience:

Director

Functions:

Legal

Industries:

Defense & Space

Posted:

September 10, 2010 by Joe Hurley Joe is a 3rd degree contact  
Employer Job ID:  
Requisition # 1743BR

### Job Description

Directs implementation of Raytheon Ethics and Compliance Program and assures business wide consistency in approach to compliance and standards of business conduct. Provides input to the development of Corporate policy related to ethics and compliance issues.

Assures deployment of effective ethics and compliance training and communication of ethics and compliance policies.

### Duties and Responsibilities:

- Functions as ethics advisor, responding to business unit requests for opinion, including advice to Corporate and Business Unit leadership on planning, organizing and administering courses of action to resolve ethics issues.
- Collaborates with line management and other staff functions to integrate ethics and compliance into the total scope of the business and recommends strategies (training, communications etc.) to reinforce proper business conduct.
- Assists Vice President, Business Ethics and Compliance in developing continuous programs for training, communicating, implementing and monitoring all aspects of the Corporate Ethics Program, including preparation of quarterly activity reports.
- Assures that a confidential communications process is maintained which enables employees with ethics related concerns to surface them without fear of retribution.
- Develops and assures that local procedures are in place for preventing and addressing violations of Raytheon's Standards of Business Conduct, including procedures for investigating and resolving allegations and for appropriate and consistent corrective action. Refers suspected violations, compliance-related matters and other significant issues to Corporate for oversight and direction.

### Skills

### Requirements:

### Experience :

Bachelor's Degree, with an advanced degree (MBA, JD) desirable.

14 +years of related business experience, preferably in defense industry.

Knowledge: Intersections with HR, Legal, Security, Finance, Audit Understanding of business unit's compliance processes.

Ethical reasoning and decision making.

Overview of relevant laws.

Cognizance of international issues and practices.

Sensitivity to diversity; geographic, ethnic, cultural, industry differences.

Training/Public speaking.

Interpersonal Skills:

Communications

Conflict.

Management

Listening

Interviewing

Counseling/Coaching

Handling crisis situations

Organizations Skills:

Change management

Influencing without authority

Building the ethics team

Establishing credibility and trust

Ethical use of power and authority

Personal Characteristics:

Integrity

Trustworthiness

Honesty

Respect for People

Consistency

Discretion

Company Description

Raytheon aspires to be the most admired defense and aerospace systems supplier through world-class people and technology. Headquartered in Waltham , MA , Raytheon employs 75,000 people world-wide and generated \$25 billion in 2009 sales.

Additional Information

\* No third party applications.

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Global Compliance Director at Agilent Technologies

Location: Santa Clara, California (San Francisco Bay Area)

URL: <http://jobs.agilent.com/index.html>

Type:

Full-time

Experience:

Director

Functions:

Legal, Management

Industries:

Biotechnology

Posted:

September 9, 2010

#### Job Description

The Global Compliance Director (the “Compliance Director”) will be responsible for oversight of worldwide compliance by the company and its employees with applicable laws and regulations at the local, federal and regional level. To ensure visibility to the highest level of management, the Compliance Director will report to the General Counsel. Working with the General Counsel, the Compliance Director will report on compliance to the the General Counsel on a quarterly basis and the CEO and the audit committee of the board of directors annually, and in each case will report more frequently as appropriate or as directed or requested.

Working with the General Counsel, the position ensures the Board of Directors, management, employees and business partners are in compliance with the global rules and regulations of the regulatory agencies and that behavior in the organization meets the company’s Standards of Business Conduct.

The Global Compliance Director also serves:

-As a channel of communication to receive and direct compliance issues to appropriate resources for their investigation and resolution, and

-As a final internal resource with which the concerned parties may communicate after other formal channels and resources have been exhausted.

The Global Director of Compliance acts as staff to the General Counsel, CEO, Audit and Finance Committee of the Board of Directors by monitoring and reporting results of the

compliance/ethics efforts of the company and in providing guidance for the Board and senior management team on matters relating to compliance. The Global Director of Compliance is authorized to advise on potential actions to ensure achievement of the objectives of an effective compliance program.

The primary responsibilities fall into 1) Training and Education, 2) Compliance Risk Assessment and Response Management, and 3) Team Management.

#### Training and Education

The Compliance Director will develop, initiate, maintain and revise policies and procedures for the general operation of compliance program and its related activities to prevent illegal, unethical or improper conduct. The Compliance Director will institute and maintain an effective compliance training and education program for the company, including promoting (a) use of the Compliance Hotline, (b) heightened awareness of the applicable laws and regulations referred to in the Standards of Business Conduct, and (c) understanding of new and existing compliance issues and related policies and procedures.

The Global Compliance Director will be responsible for working with other functions as appropriate to develop an effective compliance training program, including appropriate introductory training for new employees as well as ongoing training for all employees and managers.

#### Compliance Risk Assessment and Response Management

The Compliance Director will be responsible for developing a system for overseeing compliance within the company. This includes tracking of issues, risk assessment and response management. In addition, establishing metrics and reporting progress against metrics to appropriate management teams and Board of Directors.

The Compliance Director will direct periodic assessment of compliance by businesses and functions, including without limitation with respect to environmental, data protection, political contributions and lobbying, employment-related issues, global trade and anti-corruption, including the Foreign Corrupt Practices Act. The Compliance Director will collaborate with the businesses, attorneys in the Legal Department and other functions (e.g., Risk Management, Internal Audit, Finance and HR) to direct compliance issues to appropriate existing channels for investigation and resolution.

The Compliance Director acts as an independent reviewer and evaluator to ensure that compliance issues within the company are being appropriately evaluated, investigated and resolved.

Global Compliance Director will monitor, and as necessary, coordinate compliance activities of other departments to remain informed of the status of all compliance activities and to identify trends.

The Compliance Director will identify potential areas of compliance vulnerability and risk, develop/ implement corrective action plans for resolution of problematic issues, and provide

general guidance on how to avoid or deal with similar situations in the future.

The Compliance Director will ensure proper reporting of violations or potential violations to duly authorized enforcement agencies as appropriate and/or required.

#### Team Management

The Compliance Director will be responsible for managing a small compliance team and, as needed, leading a horizontal team.

#### Skills

The Global Compliance Director must not only understand the business environment and legal accountabilities but must also be able to effectively communicate potential risks to senior leaders. This person must have demonstrated success working with senior executives on business critical issues.

The Global Compliance Director must demonstrate strong leadership skills. Direct people management experience is a must. The strongest candidates for this role will also have some experience working on a horizontal team, preferably leading it. Leadership skills must include collaboration and conflict resolution.

Given the global nature of the work, the successful candidate must demonstrate experience working on teams that span multiple regions, e.g. Asia, Europe and the Americas. It is important that this leader be able to drive strategic initiatives and results across regions, businesses and functions. A global perspective is essential.

The Global Compliance Director must demonstrate understanding of the Standards of Business Conduct. Some experience or exposure to regulatory environments, compliance environments, or public policy is a must. The Director must be able to understand applicable laws and regulations, and work with US regulatory and enforcement authorities. Typical experiences that provide this type of requirement are audit roles, investigation roles, legal experience, or other experiences on a regulatory/ compliance oriented team or industry.

Strong communication skills are critical. The strong candidate has exceptional written and oral communication skills. Finally, the nature of this work makes it necessary that the leader be able to handle a high degree of ambiguity. The confidential nature of some aspects of this work is something that should be noted.

#### Education: J.D

Experience: A minimum of 10 years experience to include demonstrated leadership, financial skills and business management experience. Must have 3 years background working in compliance issues. This experience needs to include analysis and writing. Specific experience in compliance programs a plus. Familiarity with operational, financial, quality assurance and human resource procedures and regulations is a must.

#### Company Description

Agilent is a Fortune 500 company with over 18,000 employees world-wide. Agilent provides an outstanding benefits package that includes: highly competitive pay, profit sharing, stock purchase, 401k with matching, relocation assistance, paid time off, medical, dental, and vision insurance, multiple education assistance options, and opportunities to interact with some of the world's top engineers and scientists.

Job ID: 1119965

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