Chief Ethics and Compliance Officer
Award winning ThunderCat Technology is a Service-Disabled Veteran-Owned Small Business (SDVOSB) that delivers technology solutions and services to government organizations, educational institutions, and commercial companies. Specifically, ThunderCat is a systems integrator that brings an innovative approach to solving customer problems in and around the datacenter by providing strategies for Data Storage, Networking, Cyber Security, and Cloud Transformations. A proven leader, ThunderCat Technology provides and optimizes technologies from best of breed manufacturers. Clients include DOD, HHS, DHS, VA, Treasury, FBI, State of Virginia, New York, Hawaii Health Systems, Sony, Visa, and Avery Dennison. http://www.thundercattech.com

The Chief Ethics and Compliance Officer reports to the CEO and as an integral part of the senior management team is responsible for the management and oversight of the company’s Ethics and Compliance Department and program. The purpose of this Senior Executive role is to ensure implementation of an ethics and compliance program designed to effectively prevent, detect, respond to and mitigate illegal, unethical, or improper conduct and promote a culture of integrity and compliance with a focus on the Federal Acquisition Regulations (FAR) and unique role as a government contractor. They will run all of the ongoing compliance and ethics training programs for leaders and entire staff. They will coordinate periodic audits by outside experts and implement those suggestions. The purpose of this role is to promote an ethical culture throughout the organization and work to prevent, detect, respond to, and/or mitigate potential violations of ethical guidelines, regulations, laws associated with government contracting with a specific focus on the FAR as well as other public sector entities including Virginia and New York.

Primary Responsibilities:

- Direct oversight of entire Ethics and Compliance Program, the CECO will manage and oversee the department responsible for assessing compliance efforts to meet legal and contractual obligations, and developing appropriate compliance strategies, training and initiatives necessary to minimize noncompliance and/or unethical conduct.
- Develop and deliver best in class training programs throughout the year and at annual in person all staff.
- Primary Point of Contact (POC) for reports of suspected misconduct through reporting systems or directly from employees.
- Coordinate and execute periodic audits and evaluations by outside experts.
- Conduct Annual Risk Assessment and communicate those risks to entire team.
- Provide support, advice and recommendations for complex problem-solving situations related to ethics and compliance, and to identify strategic priorities and directions, and ensure successful outcomes.
- The CECO will be responsible for regularly reporting about the program, as well as risk findings, to the Executive Team.
- Field questions from employees facing ambiguous situations. The CECO will help the organization address complex problems - which involve identifying, resolving, and preventing misconduct and/or unethical activities.
- The CECO will be a critical and strategic thinker while being able to immerse themselves with details. They will be able to work both independently and collaboratively within a cross-functional team.
- Provide sufficiently detailed reports, guidance and recommendations to the CEO and Executive Team on ethics and compliance matters related to all aspects of ThunderCat operations.
- Act as a primary liaison with outside counsel, advisors, auditors, experts and other stakeholders.
- Work collaboratively with relevant departments to ensure efficient and effective compliance measures and prompt and successful resolution of audits and investigations of alleged noncompliance and/or ethical issues.
- Promote an enterprise culture of integrity and compliance, both for new and existing employees.
- Promptly conducts investigations pursuant to complaints and allegations of ethical wrongdoing or conflicts of interest. Prepares written investigative reports as necessary.
- Maintains an up-to-date knowledge and understanding of corporate governance requirements, compliance and reporting responsibilities, and related legal benchmarks from federal and state law.

Required Skills:

- Strong ethics and integrity
- Expert level knowledge of FAR and other laws and regulations for government contractors
- Ability to comprehend, interpret, and apply the appropriate sections of applicable laws, guidelines, regulations, ordinances, and policies.
- Excellent written and oral communication skills, be able to understand and distill data analysis, and have a proven ability to gain credibility, support, and engagement from a wide range of internal and external stakeholders.

ThunderCat does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor. Equal Opportunity Employer; disability/veteran. The Affirmative Action plans are located in the HR office and may be reviewed by applicants and employees during normal working hours.

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Required Experience:

- Bachelor's degree. Juris Doctorate preferred but not required.
- At least 5 years of experience as an Ethics and Compliance Officer
- At least 5 years of experience with government contracting and the FAR.
- Certifications such as Certified Compliance and Ethics Professional (CCEP) or Certified Risk and Compliance Manager Professional (CRCMP) are preferred.

Salary and compensation commensurate with experience. Benefits include, health club membership, health insurance dental, vision, short and long-term disability, life insurance and 401(k).