

Head of Ethics and Compliance

Location: Arlington, VA or Continental US

ABOUT FLUENCE

Fluence, a Siemens and AES company, is the global market leader in energy storage technology solutions and services, combining the agility of a technology company with the expertise, vision and financial backing of two well-established and respected industry giants. Building on the pioneering work of AES Energy Storage and Siemens energy storage, our goal is to create a more sustainable future by transforming the way we power our world. Providing design, delivery and integration, Fluence offers proven energy storage technology solutions that address the diverse needs and challenges of customers in a rapidly transforming energy landscape.

Fluence currently has more than 2.4 gigawatts of projects in operation or awarded across 24 countries and territories worldwide. We topped the Navigant Research utility-scale energy storage leaderboard in 2018 and were named one of Fast Company's Most Innovative Companies in 2019. In 2020, our sixth-generation Tech Stack won Commercial Technology of the Year at the 22nd annual S&P Global Platts Global Energy Awards.

Leading

Do others come to you for your subject matter expertise? Are you excited by the challenge of working in a start-up atmosphere with a purpose?

The Head of Ethics and Compliance will lead the next phase of the growth of Fluence's global compliance function. This position offers an opportunity to make a direct contribution to the growth and success of a global organization.

Responsible

Fluence is defined by its unwavering commitment to safety, quality, and integrity. We take personal ownership in what we do, developing trust in our relationships with internal and external stakeholders. We firmly believe in having honest, forthcoming, and fair communications. On any given day your duties will include:

- Training: creating it, delivering it, tracking it, and teaching other people how to help.
- Supervising regional compliance staff.
- Performing internal risk assessments and compliance audits.

- Advising senior management and the board of directors regarding material compliance topics.
- Performing investigations of compliance-related complaints, using outside resources when appropriate, and overseeing the resolution of those matters.
- Performing counterparty due diligence and background checks.
- Evaluating, procuring and managing the company's automated tools that assist with compliance.
- Updating existing compliance policies and creating new ones as needed.

Agile

Here at Fluence, we strive to continuously improve, be intellectually curious and be adaptive to our customers and employee's needs. Fluence prioritizes the most critical efforts that allow for the greatest impact.

Expertise and mindset enable agility. The ideal candidate will have the following qualifications:

- Commitment to promoting Fluence's core values: responsible, agile, leading and fun.
- Minimum of 10 years (preferably 15+ years) experience in the compliance function within a global organization or international law firm, with some of that time spent leading a compliance department.
- Skilled with handling international trade compliance and anti-corruption issues.
- Adept at advising C-Suite executives and Boards of Directors on compliance.
- Proficient in managing compliance needs in the Americas, Europe and Asia.
- Experience working in the industrial, construction or utility industry is preferred; renewable energy or energy storage experience a plus.
- Some experience as an attorney is preferred, but not mandatory for the right candidate.
- Ability to enforce rules in a clear and pragmatic way.
- Excellent judgment in business and interpersonal matters.
- Commitment to promoting ethics and safety.
- Exudes strong communication and interpersonal skills.
- Problem-solving mindset and highly self-motivated work style.

Fun

Working on transforming a fundamental part of our society is exciting and fulfilling. It requires creativity, diversity of ideas and backgrounds, and building trust to effect change and move with speed. We respect our coworkers and customers. We listen to what others have to say, and we are inclusive.

The job is nominally based in the Americas, because the Fluence headquarters are in Arlington, Virginia. Your precise location is flexible; Fluence makes extensive use of remote work. Some amount of routine business travel should be expected.

GET IN TOUCH

Please send your resume and cover letter to careers@fluenceenergy.com.

Fluence IS AN EQUAL OPPORTUNITY EMPLOYER and fully subscribes to the principles of Equal Employment Opportunity to ensure that all applicants and employees are considered for hire, promotion, and job status without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, marital or familial status.