

Director of Compliance

Position Summary

The Director of Compliance is a position at Farmer Mac created to establish, implement, maintain, and oversee an effective corporate compliance program that serves as an objective function to review and evaluate compliance issues within the organization. The position helps to ensure: that all operating groups and individuals within the organization comply with applicable laws, rules, and regulations; that sufficient company policies and procedures are established, communicated, and followed; and that behavior in the organization meets the company's standards of conduct. The Director of Compliance monitors and reports results of the compliance and ethics efforts of the company and provides guidance to senior management on matters relating to compliance and ethics.

Who You Will Work With

The position will report directly to the Enterprise Risk Officer and work with executive officers and senior management of all organizational departments within Farmer Mac.

Where and When You Will Work

The position will be based in Farmer Mac's headquarters located at 1999 K Street NW, Washington, DC. Business hours are Monday through Friday 8:30 am to 5:30 p.m. eastern time. Work outside of these times may be required for planned and unplanned activities to complete time sensitive projects or to attend off-site meetings or events. Periodic travel is expected of this position.

Primary Responsibilities and Duties

- Conducts compliance risk assessments to identify Farmer Mac's key compliance risks. Develops, initiates, maintains, and revises policies and procedures for the general operation of Farmer Mac's compliance program and related activities designed to prevent illegal, unethical, or improper conduct. Manages day-to-day operation of the compliance program.
- Identifies potential areas of compliance vulnerability and risk; collaborates with the Risk Officer to develop and implement corrective action plans for resolution of identified issues; and provides general guidance on how to avoid or deal with similar situations in the future.

- Acts as an independent review-and-evaluation function to help ensure that compliance issues within the organization are being appropriately assessed, investigated, and resolved. Evaluates alleged violations of laws, rules, regulations, policies, procedures, and standards of conduct and recommends the initiation of investigative procedures and the resolution of issues as appropriate. Develops and oversees a system for uniform handling of alleged violations, including proper reporting to senior management, the Board of Directors, or relevant enforcement agencies as appropriate or required.
- Oversees Sarbanes Oxley (SOX) program at Farmer Mac, including maintenance and updating of Business Process Narratives and identification and testing of key controls within applicable business units.
- Institutes and maintains an effective compliance communication program for the organization, including awareness of standards of conduct.
- Periodically reviews and updates code of conduct and internal board and management policies for continuing currency and relevance in providing guidance to management and employees. Tracks periodic employee certifications of applicable policies.
- Collaborates with all departments to direct compliance issues to appropriate channels for investigation and resolution.
- Monitors and, as necessary, coordinates compliance activities of other departments to remain abreast of the status of all compliance activities and to identify trends. Monitors new developments in the regulatory and policy environment and advises management on how to revise policies to conform to updated laws and regulations.
- Provides reports on a regular basis to keep senior management informed of the operation and progress of compliance efforts.
- Manages Farmer Mac's anonymous whistleblower hotline.
- Serves as a required approval in certain key business processes for the company.
- Serves as the organization's primary liaison with the Farm Credit Administration (FCA), which is Farmer Mac's safety and soundness regulator. Oversees and coordinates all communication and examination activities between FCA and members of management. Monitors and tracks management's responses to FCA examination recommendations.
- Works with the Human Resources department and others 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. Tracks the completion of any training courses required for employees.

- Works with Internal Audit as appropriate in the performance of compliance audits.
- Monitors the performance of Farmer Mac’s compliance program and related activities on a continuing basis, taking appropriate steps to improve the program’s effectiveness.

Desired Skills and Qualifications

- Knowledgeable about governmental and financial laws and regulations.
- Must be able to achieve and sustain intuitive knowledge of the company’s goals and culture, as well as of the greater industry and standard business law.
- Maintain a program that helps to ensure that Farmer Mac’s business dealings are ethically sound and comply with applicable requirements and (2) educate the entire company about the program to instill practices that will help promote a culture of honest and ethical conduct, impartiality, accountability, and compliance.
- Exercise discretion/confidentiality and demonstrate sound business judgment when performing assigned duties.
- Excellent critical thinking, problem solving, decision-making, and organizational skills.
- Attention to detail and commitment to accuracy while striving for an error-free environment.

Education and Experience

- 10+ years of experience related to establishing, implementing, and maintaining policies and procedures for an organization (including its managers, employees, and appointed representatives) to comply with its legal, regulatory, and contractual obligations.
- Bachelor’s degree in finance, business, mathematics, statistics, law, or other relevant field; graduate degree regarded as an asset.
- Professional certification, such as Certified Bank Compliance Officer (CBCO), Certified Regulatory Compliance Manager (CRCM), or Certified Regulatory and Compliance Professional (CRCP) preferred.
- Familiarity with enterprise governance, risk, and compliance (GRC) software, applications, and platforms (e.g., Archer, Metric Stream, NAVEX Global, Process Unity) preferred.

About Us

At Farmer Mac, everything we do is inspired by our mission, our promise, and our values. We are a diverse group of talented, engaged, and passionate individuals who are committed to bringing vitality to rural America through innovation, collaboration, and excellence. This team embodies these three principles that have guided Farmer Mac since its inception and help us to serve as a champion for rural America.

Candidates for this position must share the same appreciation for rural America and want to devote a career to serving those who help set the global standard in agriculture and rural utilities while advancing the livelihood of rural communities.

Farmer Mac's Mission

Farmer Mac is committed to help build a strong and vital rural America by increasing the availability and affordability of credit for the benefit of American agriculture and rural communities.

Farmer Mac's Promise

To build a strong and vital rural America through innovation, collaboration, and excellence.

Farmer Mac's Core Values

Stewardship

Unparalleled Service

Innovative Thinking

Collegial Collaboration

Unrelenting Excellence

Absolute Integrity

Passion for Rural America

One Farmer Mac

Farmer Mac is an equal opportunity employer.

NO EMPLOYEE OR JOB APPLICANT WILL BE DENIED OPPORTUNITIES OR BENEFITS AT FARMER MAC BASED ON RACE, RELIGION, COLOR, SEX, AGE, NATIONAL ORIGIN, DISABILITY, VETERAN STATUS, CITIZENSHIP STATUS, GENETIC INFORMATION, OR ANY OTHER BASIS PROHIBITED BY APPLICABLE LAW.