

Job Offer

Export Control Manager

Date: May 15th, 2026

Job role	Export Control Manager
Department	Supply Chain
Working place	Meyreuil - France
Starting Date	ASAP

Missions

Are you passionate about semiconductor technologies and ready to make an impact in a fast-paced, international environment? Join our dynamic team in Meyreuil as a Compliance & Export Control Manager and play a key role in shaping the future of our business.

You are rigorous, methodical, autonomous and proactive — able to identify and mitigate non-compliance risks and risks related to international transfers of goods, technologies and services. You combine strong analytical skills, integrity, a teaching mindset and excellent interpersonal skills to work cross-functionally across teams.

At the crossroads of Sales, Supply Chain, Industrialization, and Innovation, you will implement, monitor and maintain the company's compliance and export control framework in line with international regulations, laws and internal policies. Your mission: minimize legal, financial and reputational risks, and promote a culture of integrity, transparency and accountability.

Main responsibilities

Strategy & Compliance Governance

- Manage and improve the company's compliance program, including export policy for dual-use products and military programs
- Assess and map export-related risks (sanctions, embargoes, export controls)
- Conduct legal and regulatory monitoring; advise management and support operational teams in implementing procedure updates
- Accompany the evolution of SCM flows and business models — including military programs — ensuring compliance with worldwide regulations and laws
- Maintain regular relationships with French authorities (DGA / SBDOU / ANSSI)

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Export Control

- Identify applicable regulations and ensure they are correctly applied across the company (EU Regulation No 2021/821, Military MG/ML, US EAR/ITAR, international sanctions, etc.)
- Coordinate the classification of products, IPs, software and technologies with R&D and Product Lines (ECCN codes, MG/ML codes, customs codes, product origin determination); maintain the list of items subject to restrictions
- Ensure application and updating of internal compliance and export control procedures
- Manage end-use control and identify high-risk transactions
- Manage dual-use license and authorization requests, formalities, reporting and renewals with French and other international authorities (mainly in Asia)
- Implement and manage procedures, controls and ad-hoc formalities for military programs
- Participate in new contracts, new projects and new product introductions to ensure timely regulatory compliance

Training & Awareness

- Design and roll out training and awareness programs on compliance and export control
- Train and advise internal teams (Management, Sales, Customer Service, Purchasing, R&D, Logistics, IT) and support managers in adopting the rules
- Create and distribute educational materials and best practices
- Extend training to external partners such as distributors and supply partners

Incident Management & Reporting

- Identify, report and handle any breach or suspected breach of compliance or export rules
- Implement and follow up on corrective and preventive action plans
- Write incident reports and ensure reporting to internal stakeholders and the group

Operational Support

- Participate in contract drafting to ensure export regulation constraints are properly addressed across all teams
- Ensure conformity of shipping documents, purchase orders, delivery notes and quotations in SAP, including documents for samples and trade shows
- Perform all mandatory export control actions: implementing import/export controls, archiving documents in line with regulatory provisions, verifying procedures at operational level

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- Monitor SAP data accuracy and compliance, manage archives and address management
- Consolidate and verify reports submitted to the French government
- Manage customs interfaces for French export licenses and customs declaration issues
- Coordinate new regulatory programs: RCO, OEA, military programs, logistics hub relocation

Controls & Audits

- Establish and run internal control measures related to compliance and export risks, in collaboration with the Quality team
- Perform regular checks on transactions, customers and destinations (sanctions list screening, end-use verification)
- Coordinate or carry out compliance and export control audits
- Prepare for and support internal/external audits; provide requested documentation to competent authorities
- Track and verify the implementation of corrective action plans

Requirements

Educational background	Engineering degree, PGE from a Business School, or Master's degree in Law or Economic Intelligence. Other backgrounds with significant relevant experience will also be considered.
Experience	Minimum 5 to 10 years of experience in a similar export control management function in the Defense, Aerospace or High-Technology industry, in an international environment. Experience in the semiconductor and/or cryptography sector will be a strong advantage. A background in logistics and transport will also be appreciated.
Skills	Strong knowledge of French/European dual-use and military export regulations and international sanctions. Knowledge of legal procedures (Dual-use / Military: AFCI-AIMG / Export licenses) through EGIDE, SIGALE and semi-annual reporting. Knowledge of US regulations (ITAR/EAR). Familiarity with French

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	<p>authorities (ANSSI / SBDU / DGA); existing direct contacts within the administration will be a significant advantage.</p> <p>Knowledge of customs regulations in Asia will be a plus.</p> <p>Knowledge of SAP export control modules will be appreciated</p>
<p>Others</p>	<p>Fluent English is required. French proficiency is essential given the regulatory environment.</p> <p>Rigorous, methodical, autonomous and proactive.</p> <p>High analytical and critical thinking skills, as well as strong writing and synthesis abilities</p> <p>High degree of initiative, integrity, confidentiality and credibility.</p> <p>Excellent communication skills and team player, able to adapt to all levels of the organization — from operations to Top Management.</p> <p>Able to understand complex legal texts and translate them into practical operational processes.</p> <p>Teaching mindset with the ability to quickly earn the respect of senior management.</p>

Why Join Us?

- Join a fast-growing, NASDAQ-listed technology company with strong international exposure.
- A strategic, cross-functional role with significant autonomy and international scope.
- Work at the forefront of cybersecurity innovation — contributing to next-generation secure semiconductor technologies.
- Enjoy flexible working conditions with two days of remote work per week, in a pleasant environment near Aix-en-Provence.

Application

Please send your application and cover letter to: SEALSQ-recrutement@sealsq.com