Society of Corporate Compliance and Ethics

Ready, Set, Go: Your Next Career Move

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  - Certified Compliance and Ethics Professional (CCEP)
  - 25 Yrs. experience in litigation, corporate, federal and commercial contracts, compliance and ethics

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- Adelle Elia, Senior Advisor, LRN
  - Former Chief Ethics & Compliance Officer
  - Certified Compliance and Ethics Professional (CCEP)
  - 20 Yrs. experience in audit, financial and professional services, cyber security, process development, compliance and ethics

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- **Ready**: Building the Right Skills, Experience and Specializations
- **Set**: Developing your Professional Network
- **Go**: Finding Your Next Role

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Get Ready…

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What are Employers Looking For?

- Mid-career ethics & compliance professionals
- Full-scope E&C expertise in a specific industry - healthcare, government, finance and banking, insurance
- Management /Leadership Experience with both People and Programs
- Executive Presence - ability to interact and persuade senior executives and the Board of Directors
- Technology Expertise
- Certifications and formal, relevant education and training
- Passion for compliance and ethics
- Demonstrated integrity

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2016's Hot Specializations & Experience

- Anti-Money Laundering
- Data Privacy and Cyber Security
- Product Fidelity, Quality
- Labor and Employment Law
- Supply Chain/Third Party
  - Anti-Corruption (FCPA, UK Bribery Act, etc.)
  - Anti-Human Trafficking
- Program Management
- Developing Training Programs
- Data Analysis/Predictive Analysis
- Business Operations experience

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Paths to Build, while in your current job

- Many employers cover costs for professional certification exams, and sometimes also study materials & courses, including:
  - E&C Certifications (e.g. CCEP)
  - Subject Matter Certifications (e.g. CISSP, SPHR)
  - Multi-disciplinary Skill Certifications (e.g. PMP)
- Cross-functional team projects/sharing
- Lunch & Learn initiatives (in-house or peer/networking)
- Professional Association dinner meetings, seminars, and similar networking and training/educational events
- Webinars (often free) from law firms, vendors, and industry associations when focused on new regulations, hot topics, etc.

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Get Set…

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E&C Networking Groups

- Identify local peer groups through industry groups and professional associations
  - SCCE, Association of Corporate Counsel (ACC)
  - Attend local networking and training events
  - Meeting others with similar interests can help you find relevant groups
    (e.g. DC Area Compliance Leadership Roundtable - met group founders at an ACC event)
- Mingle at compliance events (regional conferences, vendor presentations, roundtables)
- Be a leader: start your own local peer group
- Find peers through your LinkedIn network

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"Friendly" Networking Groups

- Audit associations
- Security associations
- Contract management associations
- Quality associations

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Build Your Online Presence

- Blog/Tweet
  - www.twitter.com
  - www.blogger.com, www.wordpress.com
- Join in conversations
  - LinkedIn groups
  - SCCE community
  - High readership E&C blogs
- Learn how to write for the web
  - short paragraphs
  - plain language
  - highlight/bold text to emphasize your point
- Stay educated- demonstrate expertise on your specific issue/topic

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Go!!!!!!

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Update your online professional profile

- Google yourself – are the results both **relevant to your desired job** and **recent**?
- LinkedIn and others
  - Choose a professional photo to include in your profile
  - Make your profile strong, clear and compelling for the position you want next
  - Set up a Google or similar alert for your name
- Contribute to Professional Associations and other online content to create additional search results
  - E.g. SCCENet
- Consider a personal website to highlight your expertise

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Job Sites and Postings

- Professional Organizations: ACC, SCCE, NCMA, IIA
- LinkedIn
- Compliance Search firms
- Online/General Solicitations: Monster.com, Indeed.com, SimplyHired.com
- Your target company websites
- Recruiters, Staffing & Search Firms: Kforce Inc., Robert Half, Lucas Group, The Ilex Group

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Contingency Searches

- Recruiter earns a fee when a candidate is hired
- Usually works on multiple positions at one time
- Something of a volume play - the more candidates proposed the more likely a successful placement and earned fee
- Use not only their database of known candidates but also troll the internet and other resources
- Search is more likely to be based on keyword searches and generalized experience

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Retained Searches ("headhunters")

- Recruiter is paid in advance to conduct a search for the RIGHT candidate-not just an acceptable candidate
- They are paid whether or not the candidates presented are hired by their client
- Usually focused on a single search
- More focused on the specific client requirements
- Usually rely on contacts and their database of known candidates. More likely to call into qualified candidates not currently on the market
- More frequently engaged to identify candidates at the executive level- CCO, CECO, General Counsel, Senior VP

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Thank You!