



SQUARED

COMPLIANCE, ESG & PROCEDURE MANAGER

📍 COPENHAGEN OR SHANGHAI

DESIGN. CREATE. DELIVER.

We build world-class visual merchandising campaigns for leading global brands



INTERNATIONAL
ENVIRONMENT



COMPLIANCE
IN A DYNAMIC
CONTEXT



DIVERSE GROUP
OF TALENTED
COLLEAGUES



LIVE AND WORK IN
COPENHAGEN OR
SHANGHAI



HELP SHAPE THE FUTURE OF AN AMBITIOUS, INTERNATIONAL COMPANY

At **TJ Squared**, we are looking for a **Compliance, ESG & Procedure Manager** to help strengthen our organization and prepare the business for future growth.

Reporting directly to top management and our owners, you will have a unique opportunity to influence the development of your role and make a meaningful impact across the company. As you get to know our business, you will further strengthen our sustainability and compliance efforts, identifying opportunities, develop new initiatives and build the processes we need to grow.

Based in either Copenhagen or Shanghai, you will become an integral part of an international organization with strong Danish roots and a European mindset. Working closely with colleagues and partners across Denmark, Poland and China, you will help ensure that our operations run smoothly, responsible and in compliance with relevant regulations and customer requirements.

A UNIQUE INDUSTRY – A UNIQUE CHALLENGE

Unlike manufacturers of standardized products, we create bespoke visual merchandising solutions where almost every project is different, and many products are produced only once. The same applies to our packaging.

This makes compliance with regulations such as EUDR and PPWR particularly complex. Rather than applying standard rules to mass produced components and elements, we must assess different materials, designs and packaging solutions on a project – by – project basis.

Your challenge will be to turn this complexity into practical, scalable procedures that work across our unique business.



**FOR FURTHER INFORMATION
PLEASE CONTACT:**
Business Development Manager,
Jakob Bolding
Jakob@tj-squared.com



ABOUT TJ SQUARED

We are a Danish company with offices in Copenhagen, Shanghai and Warsaw and production setups in China and Poland. Read more at www.tj-squared.com



THE ROLE

This is a broad and varied position that combines strategic responsibility with a hands-on approach to implementation.

You will take the lead in developing our compliance and ESG efforts while helping establish practical tools, processes and procedures that support our continued growth. As your understanding of the business develops, you will have the opportunity to challenge existing ways of working and turn new ideas into lasting improvements.

Specifically, you will:

- **Lead our compliance efforts**, helping define the future direction while maintaining an overview of day-to-day compliance activities across the company.
- **Drive our sustainability agenda**, strengthening our sustainability profile and helping us remain at the forefront of developments within our industry.
- **Be our go-to expert** on compliance and ESG matters, supporting colleagues, customers and partners with questions and guidance.
- **Work across the organization**, collaborating with management, design, production, marketing, sales and finance on compliance and ESG initiatives.
- **Support the development of our supplier network**, helping ensure that suppliers meet relevant regulatory requirements and follow our established procedures.

YOUR PROFILE

You don't need to be an expert in every aspect of our business. We are looking for someone with a solid foundation in compliance and sustainability, combined with curiosity and motivation to keep learning, develop new procedures and turn knowledge into practical solutions.

To succeed in this role, we believe you:

- Have a genuine interest in compliance and sustainability, with a proactive mindset and a drive for continuous improvement.
- Have knowledge of EU regulations such as EUDR, PPWR / EPR, CBAM and CSRD. Knowledge of regulations in other markets or regions is an advantage.
- Have experience developing and successfully implementing compliance and/or environmental initiatives across an established organization.
- Understand recognized sustainability frameworks, such as the UN Global Compact, Global Reporting Initiative (GRI) or Science Based Targets initiatives (SBTi).



AS A PERSON

You are calm, thorough and well-organized, with the ability to communicate clearly and provide guidance in a professional and considerate manner.

You enjoy working with people across different teams and cultures and know how to balance high standards with a positive, collaborative and ambitious working environment.

You are comfortable taking ownership, working independently and travelling internationally when required.

WHAT WE OFFER

An interesting and highly varied role in an international company with the opportunity to influence how we work and contribute to our future development.

You will have the freedom to take initiative, develop your responsibility and make a tangible difference.

You will receive an attractive compensation package, based on your qualifications and experience.

Please, include your salary expectations in your application and headline whether you prefer to be based in our Copenhagen or Shanghai office.



APPLICATION

Please submit your application, CV and salary expectations to Susanne@tj-squared.com and Jakob@tj-squared.com. Remember to add "Compliance, ESG & Procedure Manager" in the e-mail subject field. We will evaluate applications on a continuous basis.



ABOUT TJ SQUARED

TJ Squared has 50 employees across our offices in Europe and China, as well as 100+ employees in our 5,000 m² assembly and co-packing facility, just outside of Shanghai.

Read more at www.tj-squared.com

