

# Today's most powerful word on a Job Description

## "Remote"

- Pre-Covid, the number one reason Trade Compliance professionals considered seeking a new opportunity was Top-Down support for a Best-in-Class Trade Compliance program. Today, it's for a **"Remote"** option. **"Remote/Hybrid"** is a distant second.
- When conducting a casual or active career move, trade compliance professionals are using **"Remote" and "Trade Compliance" as their keywords**, and their geographic preference can be anywhere in the USA. That returns an unprecedented amount of vacancies and lots of choices. This is also causing collateral outrage from long term onsite employees who want the same flexible remote option. New legal requirements to include salaries on the job ads is causing similar headaches.
- The flood of recent popular full time remote opportunities is receding very slowly. We are seeing some headwinds, from both the companies and the trade compliance community who are **rethinking the remote model**, a response and temporary solution to the COVID lockdowns. Even Elon Musk and Warren Buffett say **remote is unsustainable**. Companies are scaling back on committing to "Remote", but **"Remote/Hybrid" AKA 3 days in the office, 2 days at home, has become the new normal**. This allows companies to cast a geographical net a little wider to include "local regional" candidates with longer commutes for the 3 onsite days. Frequent negotiations occur for 2 onsite days with 3 offsite.
- Also slowly trending: **Senior level Trade Compliance professionals are opting to spend more onsite time at the office**. Personal interaction and facetime with colleagues at all levels are still seen as the best way to facilitate a successful GTC culture. There certainly are companies sticking to pre-Covid 5 days per week onsite, but they have become a rarity. If your firm requires this, the entire Trade Compliance team has probably already sent their resume to us. Elon Musk and Warren Buffett also say **companies must adjust to the times**.

