



Our client, **IGC Group** (HQ in Antwerp) is a Belgian company that delivers polished diamonds of the highest standards to international luxury jewellery brands, high-end retailers and the Swiss watch industry. Established over a century ago, the group of companies now has manufacturing facilities in Thailand, Laos and Botswana as well as commercial offices in the US, Hong Kong and China, employing over 1,300 people. Over the years, **IGC Group** has developed an acclaimed worldwide reputation and has become one of the industry leaders. It is **IGC Group's mission** to offer their clients the finest natural diamonds and a personalized service to create a long lasting, stable and mutually beneficial business relationship. Not settling for average **IGC Group** tries to set the benchmark for the make, service and ethical standards.

To support its continued commitment to integrity, transparency, sustainability and responsible business conduct, **IGC Group** is recruiting a senior expert to lead and consolidate its AML and ESG Compliance frameworks across the organisation in the position of :

Compliance Manager

Group Role, based in Antwerp HQ

MISSION

- Further develop, implement and maintain a comprehensive group-wide compliance framework covering AML, legal, and ESG obligations. Ensure adherence to regulatory requirements and best practices concerning anti-money laundering (AML), know your customer (KYC), corporate governance, and ethical business conduct.
- Monitor the organisation's compliance with ESG standards and take ownership of the preparation and delivery of the group's annual ESG report.
- Lead the preparation, coordination and follow-up of internal and external audits, including statutory audits, DTC BPP (*De Beers Best Practice Principles*) reviews, RJC (*Responsible Jewellery Council*) certifications, and ESG-related third-party verifications.
- Oversee traceability and pipeline integrity audits across the diamond value chain, ensuring transparency and ethical sourcing from mine to market.
- Conduct regular compliance risk assessments and implement risk mitigation strategies across financial and ESG domains.
- Design and deliver training programs to build compliance knowledge and accountability throughout the organisation.
- Establish mechanisms to detect and report breaches of compliance, lead investigations, and implement corrective measures.
- Act as primary liaison with regulatory authorities, auditors, industry certification bodies and sustainability-related institutions.
- Stay abreast of changes in relevant legislation and industry standards; proactively advise senior management on risk areas and implications.
- Collaborate with operational teams to ensure practical and risk-based implementation of compliance and ESG procedures across the supply chain.
- Strengthen internal reporting and dashboards to monitor compliance KPIs and ESG progress.
- Reporting directly to the Group CFO in Antwerp.

PROFILE

- Master's degree in Law, Business Administration, Finance, Sustainability, Risk or related field.
- An extensive and relevant experience in compliance, risk or audit functions, ideally in a complex international environment (e.g. manufacturing, supply chain, pharma, energy, consumer goods, mining, logistics, financial services).
- Demonstrated ability to set up or improve a group-wide compliance function, including financial controls and ESG governance.
- Knowledge of regulatory frameworks such as OECD Due Diligence Guidance, CSRD, GRI or other ESG standards.
- Familiarity with BPP, AML/KYC, RJC and Kimberley Process is a plus, or strong willingness to acquire expertise in these areas.
- Experience with traceability systems, pipeline control mechanisms or audit frameworks related to ethical sourcing is a strong asset.
- Strategic and structured mindset with a hands-on approach; able to design policies as well as oversee their practical implementation.
- Strong interpersonal and communication skills; capable of advising senior leadership and building trust across cultures and functions.
- Strong personality, with a high level of autonomy, resilience, and ownership.
- Excellent command of English; other languages (Dutch, French) are an asset.
- Willingness to travel internationally.



INTERESTED ?

Send your application letter and CV to **Search & Selection** for the attention of Mr. Marc Van Beethoven : m.vanbeethoven@searchselection.com.

You can also register on-line on our website www.searchselection.com and apply directly for this vacancy by following reference number : 16304.

OFFER

IGC Group offers a key role within a prestigious international group. You can expect : • A dynamic and ethical work environment with high visibility and global exposure. • A strategic position with direct impact on the group's governance, sustainability and risk profile. • A competitive remuneration package including benefits and performance incentives. • A comprehensive internal onboarding and training program on the diamond product, sourcing, production, pipeline, supply chain and customer segments. • A clear long-term career path toward executive leadership, depending on performance and evolving business needs.

