

POSITION SPECIFICATION

Position	TGS Privacy Compliance Manager
Job Group	TBD
Company	Becton, Dickinson and Company
Location	TBD
Reporting Relationship	Director, TGS Risk and Compliance Indirect reporting to Privacy Office

OPPORTUNITY SUMMARY

This individual will sit within the Functional Excellence group within Technology and Global Services (TGS). Reporting to the Director, TGS Risk & Compliance, the TGS Privacy Compliance Manager will be responsible for promoting and embedding the privacy by design concept and principles across the TGS organization and working to foster data privacy and data protection compliance in the BD IT system landscape according to relevant regulations and internal policies. The TGS Privacy Compliance Manager will work with BD's Privacy Office to ensure that the appropriate privacy oversight and controls are effectively implemented and monitored for the IT organization's systems and processes and that they meet the BD privacy standards as defined by the Privacy Office.

This challenging position requires cross-functional knowledge of business processes, technical control, and understanding of privacy and security compliance requirements. The ideal candidate brings detailed knowledge of various privacy regulations (i.e. GDPR, CCPA, etc.) and experience with implementing privacy compliance in the IT environment within organizations similar in size and complexity to BD.

JOB RESPONSIBILITIES

Primary responsibilities will include:

- Function as the TGS organization's Privacy Compliance SME and key point of contact for privacy related concerns within the technology organization
- Develop deep knowledge of global privacy obligations, processes, best practices, and solutions utilized by BD. Utilize this knowledge to drive requirements and process improvements within TGS' privacy compliance landscape
- Consult with BD's Data Privacy office and Legal office to ensure that sound protocols are in place within TGS to manage privacy obligations and to identify new regulations that are applicable to BD any must be considered for the TGS organization
- Participate within BD's TGS Regulatory Impact Assessment meetings and act as the privacy SME to determine if new projects or changes to existing systems are in-scope for privacy compliance
- Assist project teams within TGS with performing privacy assessments, including Record of IT Applications (RITA) and Record of Processing Activities (ROPA), or Data Protection Impact Assessments (DPIA), including providing guidance on information to be gathered and aspects to be considered for completion of the related questionnaires to be managed

through the OneTrust system (privacy governance application in use at BD)

- Review ROPA and RITA assessments and identify issues within IT process and systems and assist the IT organization with defining remediation plans that will address privacy compliance gaps
- Develop and maintain scalable mechanisms and processes to intake, prioritize, and triage data subject requests or other requests that flow through the privacy office and require TGS action
- Coordinate privacy related requests within the TGS organization
- Execute and assist in creating complex cross-functional project plans to meet emerging global privacy obligations
- Provide feedback to drive improvement on existing mechanisms
- Assist in maintaining other documentation such as privacy-focused policies, standard operating procedures, and work instructions as necessary within TGS
- Contribute to design, implement and illustrate the Technical and Organizational Measures (TOMs) required by the BD IT assets and work with the Privacy Office and other appropriate functions to implement the necessary technical and security controls

QUALIFICATIONS & EXPERIENCE

The candidate will be able to leverage past experiences and knowledge to act as the privacy SME for TGS and be able to foster privacy by design and privacy compliance within IT processes and systems. The candidate will maintain effective communication with team members and functional leadership in all activities required to plan, perform, monitor, and support privacy compliance within TGS.

- 5+ years of experience in a privacy, legal, compliance or risk management role
- Detailed knowledge of the General Data Protection Regulation (GDPR) along with practical experience in fostering a GDPR compliant IT environment through control implementation
- Working knowledge or the ability to learn other emerging privacy regulations
- Ability to partner with Privacy and Legal to ensure that privacy compliance activities and initiatives within IT align with Corporate standards
- Ability to exercise sound judgement, problem solve, and make decisions in complex situations
- Ability to think both strategically and tactically in a complex, highly regulated environment
- Proven ability to take ownership, self-motivate, and deliver results in ambiguous environments
- Problem solver, able to troubleshoot issues independently or escalate when necessary, sense of accountability and sound professional judgment
- Experience defining technical requirements and specifications, writing policy, and adapting requirements to technical and business needs
- Excellent written and verbal communication skills
- Security or Privacy industry certifications preferred (e.g. IAPP CIPT or ISACA Privacy Certification)
- Experience with Governance, Risk, and Compliance tools and technology preferred, including OneTrust
- Knowledge of compliance methods, standards, processes, governance models, and industry standard compliance frameworks

EDUCATION

A bachelor's degree in a subject related to one of the following functions: Information Technology, Information Systems Management, Information Security, Business Management, or a related field.