



Compliance Team Manager

Base Location (virtual)

We're looking for an exceptional individual who wants to develop or continue a career in Worker Classification Compliance. We are a group of analytical, creative, and motivated people who are tackling complex human capital management challenges and delivering world-class solutions to our enterprise clients. If you have a desire to be part of a great team, in a challenging and growing space, you'll want to explore this opportunity.

You'll be responsible for managing a team of Compliance Analysts, including helping support them in handling complex client escalations and questions, working through and approving restructure requests for independent contractor evaluations from the team. You will also be responsible for internal and client-facing compliance duties related to the classification and verification of independent contractors, including, but not limited to evaluation, review, IC restructure, acting as escalation point for clients and contractors when initial classification results require review, growing client relationships, providing subject matter expertise, development and maintenance of electronic IC defense documents and hard copy billing documents, monitoring and follow-up of pending IC project action items, responding to client and IC inquiries, additional duties as required by business needs.

What you'll get to do:

- Independent contractor classifications
- IC restructures
- Six-month evaluations
- Client and partner interaction, to provide highly-responsive information as requested
- IC outreach, through clear and professional phone calls and e-mails
- Maintenance and management, training research, customer support
- Daily checking and following-up with contractors for documents and next steps
- Build electronic audit defense compliance files and keep them updated with new documentation
- Create billing files
- Resolve email and telephone inquiries relating to documentation, SOW's, POs, invoice payments, consolidated billing etc.
- Additional duties and responsibilities as required by business needs.

Skills and experience we value:

- Bachelor's degree required
- Strong organizational skills with the ability to effectively multi-task to handle multiple projects and competing priorities
- Self-motivated individual that works well independently and with, or at the head of a team – must be comfortable working with varied groups (i.e. executive management, internal teams, clients and contractors)
- Attention to detail with an ability to meet tight timelines
- Positive and energetic phone skills, excellent listening skills, strong writing skills
- The highest level of integrity



- Proficient with standard corporate productivity tools (email, voicemail, MS Office)
- Specific experience in independent contractor compliance is strongly preferred
- Experience working in staffing or related field, with knowledge of MSP and VMS is preferable

Benefits and location:

- Pursuant to Colorado regulations, if this job is performed in Denver CO, the salary range is \$63,000 - \$68,000 plus bonus potential
- The current delivery team is based in all four US time zones, and this position can be based in North America
- Eligible for variable compensation plan based on performance and company goals
- Paid vacation, sick days, and holidays
- Medical, dental, and vision insurance
- 401(k) retirement plan
- Voluntary life insurance
- Flexible Work Program (work from home and hybrid options)
- Many more ancillary benefits
- Periodic travel of less than 20%

How to apply:

Send your cover letter and resume to recruiter@people20.com and reference the job title and location.

About People2.0

People2.0 is the world's leading enabler of global, mobile, flexible, and remote work arrangements. The company's employer of record (EOR) and agent of record (AOR) establishments around the world, networked by its proprietary FlexLife™ technology platform, create a unique global ecosystem within which talent suppliers can engage any category of worker in any work arrangement, anywhere, while independently working professionals have access to business support services and portable benefits. Global workforce deployment is facilitated through a single master services agreement and one point of contact. Visit People20.com.

People2.0 is committed to providing equal employment opportunities to all associates and applicants without regard to race, color, national origin or ancestry, citizenship status, religion, sex (including pregnancy, lactation, childbirth or related medical conditions), sexual orientation, physical or mental disability, age, veteran status, uniformed servicemember status, gender identity, genetic information (including testing and characteristics) and any other characteristic prohibited by federal, state or local law. Our commitment to equal opportunity employment applies to all persons involved in our operations and prohibits unlawful discrimination by any employee, including supervisors and co-workers.

In furtherance of this commitment, the Company is committed to providing a work environment that is free of prohibited harassment. As a result, the Company strictly prohibits sexual harassment and harassment against applicant and employees based on any legally recognized status, as defined above, or any other status protected by federal, state, or local laws.

