Customs Manager - Romania

Deadline:
29-01-2027

Contact person:
Milena Fereníková

Office:
Bucharest, Romania

Location:
Bucharest

We're Hiring: Customs Manager – Romania
Location: Bucharest or surrounding area, Romania (Hybrid)
Office: City Gate South Tower, 9th floor, Piata Presei Libere 3–5, Sector 1, 013702 Bucharest, Romania
Expected start date: December 2026 / January 2027

About Scan Global Logistics

Scan Global Logistics (SGL) is a global logistics and freight forwarding company with more than 50 years of experience in the industry. Established in Denmark, SGL has grown into an international logistics provider with a presence across all six continents. We provide comprehensive transport and supply chain solutions, including air, ocean, road, and rail freight. Our approach combines global reach with local expertise, a strong customer focus, and a hands-on, can-do attitude.
At SGL, we believe in making the world a little less complicated. We value people who take ownership, think creatively, collaborate openly, and go the extra mile to find the right solutions.
Our Romanian organization is part of our wider CEE network, and we are now looking to strengthen our local capabilities by establishing our own customs brokerage operations.

About the role

Build something new. Make an impact. Shape our customs operations in Romania.

We are looking for an experienced and proactive **Customs Manager** *to establish and develop our customs brokerage capabilities in Romania from the ground up.*
This is an exciting opportunity for a customs professional who combines strong technical knowledge with a hands-on approach and enjoys building processes, developing operations, and taking ownership.
As part of our growing Romanian organization and the wider CEE team, you will play a key role in establishing our own customs operations, securing the necessary registrations and authorizations, and developing a reliable customs service to support our existing logistics business and customers.
You won't simply inherit an established department – **you will have the opportunity to build it.**

What will you do?

•Build and develop customs operations
•Establish SGL's customs brokerage capabilities in Romania from scratch.
•Lead the customs registration and licensing process for the Romanian entity.
•Identify and coordinate the required customs authorizations, registrations, and compliance requirements.
•Set up the necessary customs processes, procedures, and operational framework.
•Identify and implement suitable customs software and systems.
•Develop the customs function in line with the growth of the Romanian business.
Manage day-to-day customs activities
•Handle and oversee customs operations and declarations during the initial phase.
•Ensure compliance with Romanian and EU customs legislation and regulations.
•Provide practical customs expertise and solutions for customer requirements.
•Coordinate customs-related matters with customers, authorities, and internal

stakeholders.
•Identify operational risks and continuously improve processes and service quality.

Develop the team

•Initially take ownership of the customs function independently.
•Gradually build and develop a small customs team as operations grow.
•Collaborate closely with the Romanian Branch Manager and CEE management.
•Work with regional customs experts and colleagues across the SGL network.

What are we looking for?

•At least **5 years of relevant customs experience**, ideally within a customs agency, freight forwarding company, or logistics provider.
•Proven experience managing customs operations and, preferably, customs registration and licensing projects.
•Strong knowledge of Romanian customs procedures, legislation, and regulatory requirements.
•The ability to independently manage Romania-specific customs matters, registrations, and operational challenges.
•Experience with customs declarations and day-to-day customs operations.
•Good understanding of EU customs regulations.
•**Active working knowledge of English and Romanian (written and spoken).**
•Strong organizational, communication, and problem-solving skills.
•Confidence in working independently while collaborating with a wider regional team.

Your mindset matters as much as your experience

We are looking for someone who:
•Has a builder's mindset and enjoys creating something from the ground up.
•Takes ownership, works independently, and is proactive.
•Has a strong sense of responsibility and compliance.
•Is pragmatic, solution-oriented, and customer-focused.
•Communicates openly, honestly, and transparently.
•Is a collaborative team player with a low-ego approach.
•Has the potential and ambition to develop and lead a team as the business grows.

What can you expect?

•A unique opportunity to build a new customs brokerage operation from scratch.
•Real ownership and responsibility from day one.
•The opportunity to shape processes, systems, and the future customs organization in Romania.
•Support and cooperation from experienced regional customs professionals and CEE management.
•A collaborative international working environment.
•The opportunity to grow professionally and develop your own team as the business expands.
•Competitive renumeration package and benefits (Private health and pension insurance, meal vouchers)

What does success look like?

During your first 6–12 months, you will establish the foundations of our Romanian customs operations, drive the necessary registrations and licensing activities, implement the required processes and systems, and start providing customs services to SGL's Romanian customers.
As the business grows, you will have the opportunity to expand the function and build your own team.

Interested?

If you are an experienced customs professional who enjoys taking ownership, solving challenges, and building something new, we would love to hear from you.

Join Scan Global Logistics and help us build the future of customs operations in Romania!