

CS07 Manager – Risk, Compliance and Sustainability

Disclaimer

These Occupational Frameworks and Skill Profiles have been developed as workforce planning, occupational mapping and skills reference resources for the Australian textile, clothing and footwear (TCF) industry. They are intended to describe the typical functions, responsibilities, skills and capabilities associated with occupations across the industry.

These documents are not intended to replace or override industrial instruments or employment arrangements, including awards, enterprise agreements, employment contracts, position descriptions, classification structures, licensing or regulatory requirements, or other statutory obligations. Where differences arise, the relevant industrial, legislative or regulatory requirements take precedence. The Skill Profiles should be used as complementary reference documents to support workforce planning, career development, training and skills recognition.

1. Job role

TCF sub-sector	Cross sector
Job role	CS07 Manager – Risk, Compliance and Sustainability
Job role description	Leads the development and oversight of risk management, regulatory compliance and ethical sourcing frameworks within a textile, clothing or footwear enterprise. The role ensures the organisation complies with workplace health and safety, trade regulations, environmental requirements and responsible sourcing standards that apply to domestic operations and global supply chains. In the Australian TCF industry—where many businesses source materials and manufacture products internationally—the Director – Risk and Compliance monitors supplier practices, supply chain transparency and regulatory obligations. The role works closely with executive leadership, supply chain, operations and finance teams to manage organisational risk, maintain compliance systems and strengthen corporate governance.
Performance expectations	• Develop and implement enterprise risk management frameworks. • Ensure compliance with workplace health and safety, trade and regulatory obligations. • Oversee ethical sourcing and responsible supply chain practices. • Monitor supplier compliance with labour, environmental and governance standards. • Maintain corporate governance policies and compliance systems. • Identify and mitigate operational, financial and supply chain risks. • Support organisational compliance with sustainability and reporting requirements. • Develop internal capability in compliance and risk management practices.

Specialisation	May specialise in supply chain compliance and responsible sourcing, corporate governance and regulatory compliance, sustainability and ESG reporting, or risk management in global manufacturing and sourcing networks.
Application in other TCF sectors	The skills used in this senior management role are largely transferable across different sectors of the TCF industry, and they are also broadly applicable to other manufacturing processing and production industries that operate complex supply chains, product development cycles and market-driven production systems.

2. Key tasks and critical work functions

Key tasks	• Develop enterprise risk management policies and governance frameworks. • Monitor regulatory requirements affecting textile, clothing and footwear businesses. • Implement supplier compliance and ethical sourcing monitoring systems. • Conduct internal compliance audits and risk assessments. • Maintain documentation and reporting for regulatory compliance. • Support executive leadership with risk analysis and mitigation strategies. • Coordinate incident management and compliance investigations. • Collaborate with supply chain, operations and finance teams on compliance systems.
Critical work functions	• Identification and mitigation of enterprise and supply chain risks. • Maintenance of corporate governance and compliance systems. • Monitoring of responsible sourcing and supplier compliance. • Alignment of risk management with operational and commercial decision making. • Protection of organisational reputation and regulatory standing.

3. Technical skills

Risk management systems	Develop and implement enterprise risk management frameworks.
Regulatory compliance	Ensure compliance with WHS, trade, environmental and corporate regulations.
Supply chain compliance	Monitor ethical sourcing and supplier labour standards.
Corporate governance	Maintain governance policies, internal controls and compliance reporting.
Compliance auditing	Conduct internal compliance reviews and risk assessments.
Sustainability and environmental, social and governance (ESG) reporting	Support ESG reporting requirements.

Compliance systems management	Maintain compliance documentation, reporting systems and data records.
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4. Generic Skills

Leadership	Lead organisational risk management and compliance initiatives.
Communication	Communicate regulatory requirements and compliance expectations clearly.
Analytical thinking	Analyse organisational risks and compliance performance.
Problem solving	Resolve compliance issues and operational risks.
Collaboration	Work closely with executive leadership and operational teams.
Ethical judgement	Promote responsible business practices and organisational integrity.

5. Emerging skills

Emerging skills	- Supply chain traceability and transparency systems. - Modern slavery risk monitoring and reporting. - Environmental sustainability compliance and reporting. - Digital compliance monitoring platforms. - Global regulatory monitoring for international supply chains. - Integration of ESG reporting with corporate governance frameworks.
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6. VET Qualifications and Skill Sets

Entry-level preparation	BSB50120 Diploma of Business or equivalent
Advanced development	BSB60120 Advanced Diploma of Business or equivalent or bachelor's degree in business, law, governance, risk management or corporate compliance.

7. Job progression

Possible job progression	Compliance Manager → Risk Manager → Manager - Risk, Compliance and Sustainability.
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8. Classification

Australian Qualifications Framework	AQF Level 5-7.
Australian Bureau of Statistics (ABS) Skill Levels	Skill Level 1-2.
Open Source Classification of Occupations for Australia (OSCA)	111431 Policy and planning manager.



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