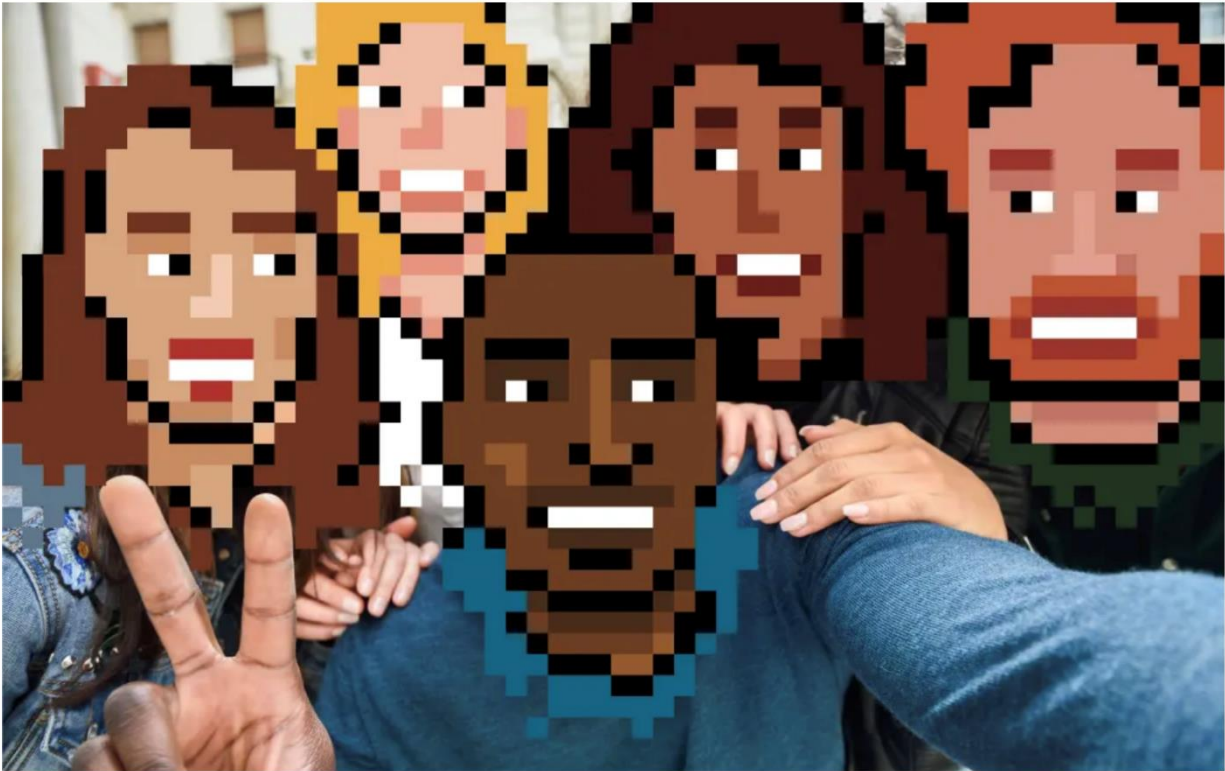


Careers – Coinbase





Engineering Manager, Product Security

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You want to be part of a winning team. We're stronger together, and you're a person who embraces being pushed out of your comfort zone.

Security is a primary competency at Coinbase, and the Security Team keeps a watchful eye over every aspect of it. Every day, we go to battle against some of the most sophisticated attackers in the world to protect billions of dollars worth of digital assets and ensure that our customers and employees can enjoy a safe, trusted experience. As Coinbase scales globally, our team is scaling along with it, using a blend of tooling, automation, and strategic team growth to ensure that we're well-equipped to protect the next billion users of crypto.

We're looking for an Engineering Manager to join the Product Security Core (ProductSec Core) Organization. ProductSec Core team's mission is to enable Coinbase to be the most trusted & secure platform to use crypto. You will collaborate with product and engineering teams to drive secure and customer-centric product design. You will lead your team of security architects and security engineers to embed security upstream and drive cross-functional efforts to operationalize business objectives while minimizing security risks. You will own and mature the Security Development Lifecycle (SDL) for the company.

What you'll be doing:

ProductSec Core team provides security assurance services to all Coinbase product lines. These services include conducting design reviews, developing Threat Models, code reviews, penetration testing and providing trusted advisory to all engineering teams to ensure security is baked starting from the design stage to the deployment stage. This team will provide trusted security partner support



to all high risk product verticals such as investments, retail, trading and platform services. You will provide security and architectural direction for the development, design, integration, testing, and maintenance of our product suite.

Key Job Duties:

Program Development. We're looking to you to expand and formalize our Secure Architecture and Engineering Program. As Coinbase has grown, our Product Security function has developed organically. This program drives our Security bar across all services. The purpose is to prevent the likelihood and impact of security breaches through high quality design reviews and successful remediation of security vulnerabilities. We expect you to bring an automation-first mindset to champion and drive automation of manual tasks, and process improvements across product security operations and advocate for internal security principles, and identify creative ways to embed concepts of security by design into operational activities.

Team Management. Any team is only as strong as the individuals it's composed of. Your primary concern will be the growth, development and health of the team. You'll nurture the team, mentor them and unblock them. You'll help your teammates find work they enjoy, and find ways to get through the work they don't. We'll ask you to hire more individuals to your team, so you'll need to identify what skills and personalities you need to get the job done. Set clear targets and objectives, and establish KPIs for the team.

Operations. Finally, we're looking for someone who will be accountable to the operations of the team. You'll work with your leadership to develop goals and metrics, and then we expect you to hold yourself accountable to them. Your quality bar defines the quality of the team, and we're expecting yours to be high. From timelines to reviews, you'll work to make sure the Security Partners team runs smoothly. We'll also ask you to coordinate and bring in other security teams such as privacy, trust and safety, offensive security engagements as we need them. You'll spend a significant amount of time communicating to your team, to your peers, and across the company.

What we're looking for in you:



At least 3 years experience in managing product or application security teams that have had to adapt to the changing needs of a business experiencing rapid growth

At least 6 years experience and solid foundation in security

You are passionate about growing people and helping them achieve their goals

You'll be providing support and mentorship for application security engineers, so you'll need to have enough experience in the field to guide them as they grow.

From time to time, you may take on a review project for yourself to keep your skills relevant

We look for individuals who are clear, direct, and kind in their communications.

Ability to communicate with technical SMEs and non-technical stakeholders in order to drive alignment.

You have an energy and self-drive for continuous learning as Crypto is a constantly and rapidly changing space

Ability to do both long term thinking and short term planning

We'll need a manager capable of becoming a SME in one of our product technical architecture. This requires deep technical experience in software development, secure design, threat modeling, and application security

Building stakeholder relationships is a crucial aspect of the role. A successful candidate will use every interaction as an opportunity to build trust through effective, positive, and efficient communication

Nice to haves:

You have experience in cryptography or blockchain technology

If you have extensive experience securing large Rails, NodeJS, and Golang codebases, we can immediately start applying what you've learned to the code we are asked to secure. Even better if you've spent time training others on how to secure those codebases.

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Director, Global Benefits

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The Director of Global Benefits is responsible for the vision, philosophy, and strategy for global benefits across Coinbase's 5,000+ employees, as well as overseeing the execution and evolution of that work throughout all geographies and employee types.

The person in this role will have a truly unique opportunity to envision the future of benefits within the world's largest remote-first company, and to oversee the execution of a strategy that attracts, retains, and supports the company's most important asset—our people. They will oversee a team that includes Benefits Strategy and Operation Leads, and be a significant and visible contributor to our Total Rewards Principles, our employee value proposition, and overall employee experience.

If your knowledge and passion for employee benefits is matched by your curiosity and your thirst for innovation, we should talk.

This position reports to the Global Director of Employee Experience within the Total Rewards organization.

What you'll be doing (ie. job duties):



Execute the Benefits vision and strategy in support of Coinbase's overarching mission People Success Team, and Total Rewards organizational goals; develop a clear story and roadmap to achieve this vision and strategy

Develop data-driven POVs on employee offerings that balance high engagement with reasonable cost; align People Success and Executive Leadership teams by supporting POVs with clear and compelling communications

Build active and effective cross-functional partnerships across the People, Talent, Legal, Finance, Accounting, and Tax teams to create and manage Coinbases's global benefits offerings

Design and drive an effective benefits communications approach that ensures all employees develop and maintain a clear understanding of offerings, policies, and key dates

Support team leaders to develop the systems, processes, and frameworks that ensure an optimal experience for employees around benefit- related processes and events (e.g. Open enrollment, life events, onboarding, etc.)

Evaluate and (as appropriate) evolve the vendor landscape for Benefits to ensure it fits Coinbase's current and future needs; manage or delegate vendor relationships to ensure optimal execution and fit with Coinbase culture; lead negotiations and annual contract renewals with vendors and carriers

Partner with our benefits and retirement administrators to maintain compliance with both federal and state regulations (ERISA, HIPAA, FMLA, COBRA, ACA, CFRA, etc.)

Lead complex, cross-functional projects by developing clarity on objectives, understanding stakeholder requirements and Coinbase processes, and building consensus around creative solutions

Lead, mentor, and develop a strong team of global benefits professionals

What we look for in you (ie. job requirements):

10+ years Benefits experience, 5+ years management experience

Experience...



In one or more fast-paced, high-growth companies

Adapting and evolving benefits operations and strategy through multiple phases of a company's growth

Leading full cycle company-wide Open Enrollment

Delivering large projects and process improvements while managing through midstream change, and supporting a team to do the same

Overseeing benefits diligence for global and domestic M&A targets

Implementing and scaling benefits in new geographies via organic growth

Deep knowledge of...

Design components for global health and wealth plans/policies/schemes

Regulations on benefits, retirement, leaves of absence - both in and out of the U.S.

Ability to

Effectively communicate with executives and line-level employees

Expertise in building trusted relationships with leaders at all levels

Manage competing stakeholder demands in an ever-changing environment

Interpret and use people data to craft compelling stories, and translate it into actionable strategy

Balance strategic vision-building and rolling up your sleeves

Maintain a deep sense of empathy and understanding for the needs of diverse groups of people

Anticipate employee needs and questions, and build scalable systems to support them

Evaluate new programs and platforms and implement offerings for alignment with global Benefits strategy

Multitask, perform under pressure, and deal with ambiguity in a fast paced environment



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Head of Controls (Marktfolge)

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We are looking for the second Managing Director of Coinbase Germany GmbH, the BaFin licensed subsidiary of Coinbase Global Inc.

What you'll be doing (ie. job duties):

MD ("Geschäftsführer") of Coinbase Germany, responsible for controls ("Marktfolge")

Creates, updates and maintains risk models in coordination with respective functions (e.g. Enterprise Risk, Finance)

Establishes and manages risk management and risk control processes incl. risk assessments of changes, e.g. new products

Establishes/oversees proper controls of first line in coordination with compliance and other functions

Manages external and internal audits including follow-on works

Oversees all policies and procedures and handles company administration

Establishes constructive relationships with competent authorities (esp. BaFin), ensures respective information flow

What we look for in you (ie. job requirements):

10+ years experience



Strong background in 2nd line functions (primarily risk, but also compliance, IT sec etc.) in regulated German financial services entities (banks, payment providers, Fintechs, asset managers etc.) or service providers (consulting, audit)

Proven track record of setting up and running governance and controls framework

Leadership experience (ideally in a regulated entity), satisfactory to BaFin as MD

Experience with BaFin and auditors

Ideally experience working with US/UK based parent

Masters degree in finance, business and related

Fluency in German and English

Nice to have:

Crypto/Fintech background

Tech-focus

Finance experience

P31514

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Senior Manager Compliance, KYC/EDD

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This role is for the KYC EDD Senior Manager as part of the Financial Crimes Compliance Services function in the Financial Crimes Compliance team, reporting to the Head of Financial Crimes Compliance Services. In this role, you will be responsible for designing and executing various onboarding initiatives for the rapidly growing Retail and Institutional businesses. Onboarding Institutional and Retail customers with adherence to Coinbase's AML program, BSA/AML, KYC, CDD, and EDD policies, procedures and standards appropriate for each jurisdiction in which Coinbase operates. You will serve as the subject matter expert and escalation point within the KYC EDD team and the broader AML team and manage client onboarding and remediations.

To be successful in this role, you will need to have a proven track record of creating processes and procedures for an onboarding KYC program, have an enthusiastic and positive attitude, have a strong knowledge of KYC best practices, and a proven ability of taking innovative approaches to solving complex regulatory challenges. The role will include responsibility for certain core compliance activities, as detailed below.

What you'll be doing (ie. job duties):

Oversee enhanced due diligence reviews for retail and international institutional high risk applicants and clients

Recruit, train, and manage Onboarding EDD managers and analysts and ensure adherence to AML policies and procedures



Design and write processes and procedures for scaling a rapidly growing KYC program

Lead strategic tasks for implementing new components such as Refresh and Periodic Reviews

Act as point of escalation for KYC/Onboarding Managers and associates and cross functional teams

Manage/Lead/assist both small and large scale compliance projects

Work closely with AML and KYC team members to define scope, engage stakeholders, and drive execution of key initiatives

Assist with preparing regulatory reporting and correspondence across multiple jurisdictions

Work with sales, coverage, account managers, customer experience operations, product and engineering teams to design and test various KYC project initiatives

Be comfortable with operating in ambiguity and adapting to changing priorities

Work closely with the Head of Financial Crimes Services, KYC Director, the Global Head of AML, and others to drive internal KYC team's planning and strategy across short and long term

Partner with and provide oversight of First Line KYC functions

What we look for in you (ie. job requirements):

10+ years of prior experience in managing, designing, and implementing an onboarding KYC program for a financial institution, preferably with digital assets and/or fintech experience;

Detailed knowledge of global anti-money laundering, counter-terrorist financing, and sanctions risks and regulations (e.g., BSA, 4MLD, FinCEN CDD Rule, OFAC Sanctions, USA PATRIOT Act, etc.)

Strong leadership, relationship management skills, and project management experience;



Exceptional analytical skills;

Strong communication skills and presence: ability to interface with internal and external teams;

Work in a cross-functional and matrixed environment

Highly organized with meticulous attention to detail

Strong leadership and strategic thinking skills

Nice to haves:

Prior experience at a FinTech is a plus

Knowledge of the cryptocurrency industry

Notice for Colorado applicants as required by sb19-085 (8-5-20). Target annual salary for this role performed in Colorado, is \$245,225 + target bonus + target equity + benefits (including medical, dental, vision and 401(k)).

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