

## Associate Director, Labor Rights

Job ID  
REQ-10048444

4月 23, 2025

Mexico

### 摘要

We are seeking a strategic collaborative and solutions-focused Associate Director, Labor Rights to lead the execution of Novartis global labor rights program, with a focus on the Americas region. This role is critical to meeting our corporate responsibility under the Corporate Sustainability Due Diligence Directive (CSDDD) and ensuring sustainable, ethical sourcing through high-impact engagement with external partners. The Associate Director will be accountable for identifying, assessing, and mitigating labor rights risks across Novartis value chain.

This is a senior role requiring strong leadership, analytical depth, and the ability to influence both internal stakeholders and external partners. The successful candidate will combine risk expertise with exceptional communication skills and a track record in human and labor rights, ideally within a corporate context.

### About the Role

#LI-Hybrid

#CDMX

#### Key Responsibilities:

- Act as the regional lead and go-to expert for the business and for external partners on labor rights risk management.
- Lead risk assessments & due diligence on labor rights and raw material certification for all in-scope external partners, including developing, tracking, and closing mitigation actions/corrective action plans in line with Novartis global labor rights risk management protocols and international human rights standards.
- Design and deliver capability-building programs for external partners using a maturity model framework.
- Lead training efforts across internal stakeholders, external partners, and workers to deepen understanding of the Third Party Code (TPC).
- Integrate digital risk monitoring tools (e.g., worker voice surveys, grievance platforms) into routine assessments and remediation.
- Investigate and close relevant SpeakUp cases related to external partners in coordination with local and regional teams.
- Contribute to the design and continuous improvement of global risk protocols, including Third Party Questionnaires (TPQs), audit methodologies, and remediation frameworks.
- Build and maintain influential relationships with senior leaders across relevant functions viz. Procurement, External Partner Risk Management (EPRM), Legal, Ethics Risk & Compliance (ERC) and others as well as with external partners to co-develop ethical sourcing solutions.
- Track KPIs that measure external partner compliance and program effectiveness and provide data analytics and reporting as required.
- Engage with civil society, unions, and industry bodies to align Novartis labor rights approach with best practices.
- Perform all Business Development Licensing and Mergers & Acquisitions related human rights risk assessments.
- Actively contribute to broader Human Rights team strategy and cross-functional collaboration.

#### Requirements:

- Degree or equivalent experience in law, human rights, supply chain management, international relations, international development, or related fields.
- Experience in labor rights risk management, including hands-on engagement with external partners on labor rights compliance with international labor standards.
- Proven expertise in external partner transformation (from low to high compliance) and labor rights risk mitigation approaches.
- Experience with digital tools for labor rights monitoring and technology-enabled risk assessment.
- Strong leadership, analytical depth, and the ability to influence both internal stakeholders and external partners. Risk expertise with exceptional communication skills and a track record in human and labor rights, ideally within a corporate context.
- Fluency in English; additional languages relevant to the Americas region are a plus.

## Key Skills and Attributes:

- Strong influencing and negotiation skills to drive external partner compliance.
- Skilled in effective risk assessments, data interpretation, and independently generating actionable insights for informed decision-making in complex risk scenarios.
- Excellent communication abilities to effectively convey labor rights concepts to diverse stakeholders (internal and external) supporting clear, informed decision making.
- Agile and adaptable to regional complexity and evolving regulatory landscapes.
- Strong ownership mindset with the ability to lead multiple initiatives independently and deliver high-impact results with minimal supervisor insight.
- Commitment to a people-first, risk-based approach that prioritizes worker well-being.

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

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Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

部门  
Ethics Risk & Compliance

Business Unit  
Universal Hierarchy Node

地点  
Mexico

站点  
INSURGENTES

Company / Legal Entity  
MX06 (FCRS = MX006) Novartis Farmacéutica S.A. de C.V.

Functional Area  
Legal & Intellectual Property & Compl.

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

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