

## Global Head Customs and Trade Compliance - RLT (m/f/d)

Job ID  
REQ-10069577

2月 04, 2026

Germany

### 摘要

#LI-Hybrid  
Location: Germany, Spain

We ' re looking for a strategic, hands-on Supply Chain leader to develop and implement a comprehensive global strategy for trade compliance across the Radio Ligand Therapy (RLT) platform to ensure its products comply with all applicable regulations. Define Standards and Policies that cover all relevant import and export laws and regulations for all RLT Tech Ops sites producing commercial and non-commercial materials.

As a key member of both the Global Logistics Organization, you will support and implement the standards, assess the risks, communicate, monitor, and train the Customs and Trade Compliance (CTC) community (Regional and Local). Together with Local CTC, identify areas to streamline the importation and distribution of RLT products and implement opportunities for cost savings within the network.

If you ' re ready to optimize supply chains end-to-end, influence regional strategy, and lead the operational excellence journey at a global and site level, this role offers the platform, visibility, and

impact you ' re looking for.

## About the Role

### Key responsibilities:

- Develop and execute global trade compliance strategies for import/export controls across the Radio Ligand Therapy (RLT) platform, aligned with international regulations.
- Design, implement, and maintain global customs and trade policies, procedures, standards, and training to ensure adherence to evolving trade laws and internal guidelines.
- Lead, manage, and continuously improve global trade compliance programs, including internal control frameworks, audits (with focus on high-risk countries), and closure of corrective actions.
- Establish and oversee global guidelines for trade sanctions, product classification, country of origin, duty optimization, licensing, technical data, recordkeeping, and third-party compliance.
- Operate and enhance the Center of Excellence for customs and trade, ensuring efficient processes, high-quality master data, and consistent standards across the network.
- Define, track, and analyze regional customs and trade KPIs, identify gaps and risks, and drive improvement initiatives to prevent compliance issues.
- Lead the design, direction, and continuous enhancement of import/export control systems and documentation templates to support compliant and efficient global RLT shipments.
- Serve as a key point of contact for customs and trade compliance matters, including managing government inquiries, investigations, and coordination with external counsel and internal stakeholders.
- Partner cross-functionally (Order Management, Legal, Tax, Funds-flow, Supply Chain, regional SCM, BD&L, M&A) to embed compliant trade processes into new business setups and ongoing operations.
- Ensure full compliance with GMP, regulatory, and internal quality requirements in all customs and trade activities, driving continuous improvement and value creation through duty savings and optimized processes.

### Essential Requirements:

- Undergraduate/4-year degree in International Trade, Business Administration, Law, or related field; advanced degree preferred.
- Fluent written and spoken English; additional language(s) an advantage.
- 5+ years ' experience in a global customs/trade compliance role within a multinational company, or 10+ years ' operational customs/trade experience at local/regional level (EU, North America, Asia); healthcare industry experience preferred.
- Proven ability to influence, build trust, and manage stakeholders across multiple entities and functions, with strong communication skills.
- Demonstrated integrity and ability to set clear direction, align teams, and drive towards common objectives.
- Strong analytical, conceptual, and process-oriented mindset, with experience defining and documenting business processes.
- Solid understanding of ERP systems and how they support trade compliance requirements,

plus deep knowledge of customs laws, regulations, and global customs concepts.

- Leadership experience driving high performance and continuous improvement as part of a management or leadership team.

You ' ll receive:

Competitive salary, Annual bonus, Flexible working schedule, tailored to your needs, possibility to work from home, Pension scheme, Employee Recognition Scheme, Expanded program for the promotion of health in the field of physical, mental and social well-being (Wellbeing), employment at Top SI Employer, Unlimited learning and development opportunities.

Commitment to Diversity and Inclusion:

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

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients ' lives. Ready to create a brighter future together? <https://www.novartis.com/about/strategy/people-and-culture>

Benefits and Rewards: Learn about all the ways we ' ll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

部门

Operations

Business Unit

Production / Manufacturing

地点

Germany

站点

Munich (Novartis Business Services GmbH)

Company / Legal Entity

DE61 (FCRS = DE061) Novartis Business Services GmbH

Functional Area

Technical Operations

Job Type

Full time

Employment Type

Temporary (Fixed Term)

Shift Work

No

```
function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
document.getElementById("kalturaplayer69834b215c6a4507230575"); var mediaContainer =
mediaElement.closest('.nc-kaltura-media'); var originalWidth = "1200px"; var originalHeight = "674px";
var originalWidthValue = parseFloat(originalWidth); var originalHeightValue =
parseFloat(originalHeight); var mediaType = "video"; var isResponsive = false; // Get computed styles
of the container element. var parentStyles = window.getComputedStyle(mediaContainer); var
finalWidth = parseFloat(parentStyles.width); if (finalWidth < originalWidthValue) {
var config = { targetId:
"kalturaplayer69834b215c6a4507230575", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false,
allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: { download: {
disable: true }, "playkit-js-transcript":{ position: "right", // Default: bottom; ( ' left ', ' right', ' top ', 'bottom' ) to
enable transcript. expandMode: "over", // Default: alongside; ( ' alongside', ' hidden ', 'over' )
expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable:
true } }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false },
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; config.plugins.preventSeek = { preventSeekForward:
false, preventSeek: false }; config.plugins.floating = { disable: true }; config.plugins.navigation = {
position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; config.plugins['playkit-
js-hotspots'] = { disable: true }; config.plugins['playkit-js-moderation'] = { disable: true };
config.plugins['playkit-js-info'] = { disable: true }; config.plugins.share = { disable: true };
config.ui.uiComponents = []; config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
config.plugins.googleTagManager.customEventsTracking.custom = [];
```

```
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents: false, playlistEvents: false, castEvents: false } };
```

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try { var kalturaPlayer = KalturaPlayer.setup(config); // Add the player to the global array. if (typeof kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other media. kalturaPlayer.loadMedia({entryId: "1dgfvmafo"}); setTimeout(() => { setupAutoPause(kalturaPlayerVideos); }, 500); function setupAutoPause(players) { players.forEach((currentPlayer) => { currentPlayer.addEventListener('play', () => { players.forEach((otherPlayer) => { if (otherPlayer !== currentPlayer && typeof otherPlayer.pause === 'function') { otherPlayer.pause(); } })); }); }); } catch (e) { console.error(e.message) }
```



**VIDEO**

Novartis is committed to building an outstanding, inclusive work environment and diverse team's representative of the patients and communities we serve. Hiring decisions are only based on the qualification for the position, regardless of gender, ethnicity, religion, sexual orientation, age and disability. The law provides for severely disabled / equal applicants the opportunity to involve the local representative body for disabled employees (SBV) in the application process. If you would like to

request this, please let us know in advance as a note on your CV.

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3. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Munich-Novartis-Business-Services-GmbH/Job-Posting-Title-Global-Head-Customs-and-Trade-Compliance---RLT--m-f-d-REQ-10069577-1>
4. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Munich-Novartis-Business-Services-GmbH/Job-Posting-Title-Global-Head-Customs-and-Trade-Compliance---RLT--m-f-d-REQ-10069577-1>