

## Senior ERC Manager

Job ID  
REQ-10076382

4月 22, 2026

Greece

### 摘要

Responsible for overseeing and contributing to implementation of an effective Ethics, Risk & Compliance Program within the respective country in alignment with the Function strategy. This includes ensuring adequate training and communication on ERC related standards, supporting implementation of risk framework and building capabilities to facilitate ethical decision making. As a trusted business partner and business steward, the Senior ERC Manger shall strive to identify and manage risks impacting the local organization, ensuring compliance with company policies and applicable industry code(s), laws and regulations.

### About the Role

#### Major Responsibilities

- Engage the stakeholders to continually monitor effectiveness of the ERC program, including cultural drivers of ethical decisions and integrity, for continuous improvement

- Provide comprehensive, contextual advice in order to influence actions regarding local business-owned implementation of ERC Policies and Guidelines
- Provide strategic support to ERC Head upon request, including managing / being an active team member of strategic Projects for a range of Compliance topics
- Actively engage with local external and internal ERC networks, including the local industry association, to shape and influence the environment, and build trust around Novartis reputation
- Lead in developing, refining, and adapting standards related to ERC to meet evolving requirements; promote consistently high standards and operational excellence
- Conduct local communication and training activities to support ERC awareness, risk identification and mitigation
- Find solutions to existing and new Ethics, Risk & Compliance issues and develop appropriate and innovative practices and guidelines.
- Ethics:
  - Nurture a culture of ethics by overseeing the implementation the Novartis Code of Ethics. Actively shape an environment that fosters ethical decisions making
  - Coordinate and offer support, direction and guidance to Novartis associates to ensure activities are conducted ethically and within the tenets of internal policies and applicable laws, regulations and industry codes.
- Risk Management:
  - Support the unit and relevant TAs and functions in scope of support in establishing effective risk management strategies and operations.
- Compliance:
  - Overseeing the implementation of the Novartis ERC Program in the unit and relevant TAs.
- Third Party Risk Management (TPRM):
  - Support the business and coordinate the TPRM operations to be executed at country level.
- Speak Up:
  - Actively promote a speak-up culture within the organization
  - Support and/or conduct to the investigation of Speak Up cases as needed, in a timely and effective manner
  - When needed participate in the Internal Review Committee (IRC), ensuring appropriate remediation activities are defined and case outcomes documented within the Speak Up case management system
- Transparency Reporting:
  - Ensure implementation of the Novartis position and guidelines
  - Action on emerging risks identified in transparency
- Other
  - Provide basic functional coordination and oversight for ERC activities at local level
  - Serve as deputy of ERC Head and member in local Leadership meetings when needed
  - Ad hoc less than 20% support to neighboring countries per operational manager ' s request
  - Participate and contribute to the Compliance network from the local industry association.

Key Performance Indicators

- Well established ERC “tone in the middle”
- Relevant functional inputs and active contribution to IM meetings are provided
- ERC topics are regularly discussed and documented in brand team meetings and cross functional team meetings
- In a timely and pragmatic manner, advice is provided on ERC aspects of business decisions
- Annual ERC training plan established executed
- Comprehensive compliance risk assessment conducted, with effective remediation actions taken timely.
- All compliance processes are established and are aligned with local regulations, relevant industry standards, and relevant company-wide policies.
- High personal integrity (as measured with all Novartis values & behaviors).
- Character to appropriately resist pressures and escalate issues to appropriate level

#### Requirements:

- Education:
  - Bachelor Degree in Business, Law, Finance or other relevant subjects is required. Postgraduate degree is preferred. Legal background is an asset.
- Languages:
  - Fluency in English required in addition to local language.
- Desired experience :
  - Minimum 5 years of work in pharmaceutical, device or healthcare industries with relevant exposure to Ethics, Risk and Compliance function or related components preferred
  - Prior experience in implementation of compliance program at Country level
  - Proven ability to lead complex projects and collaborate with different Therapy Areas, in a matrix environment
  - Crisis management
  - Experience in dealing with investigations of misconduct
  - Ability to Drive a Compliance Culture
- Knowledge:
  - Familiarity with healthcare laws and regulations
  - Knowledge of Compliance Program principles and structure; Compliance Certification a plus
  - Risk management, including third party risk management
  - Project Management

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部门

Ethics Risk & Compliance

Business Unit

Audit & Compliance

地点

Greece

站点

Maroussi

Company / Legal Entity

GR11 (FCRS = GR001) Novartis Hellas

Functional Area

Legal & Intellectual Property & Compl.

Job Type

Full time

Employment Type

Regular

Shift Work

No

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"1Qm7rm1pm", partnerId: "2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause:
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sources: { options: {}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true,
showSpeedMenu: false }, css : "/modules/custom/arcticnckalturaaddon/css/kalturavideo.css",
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components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get: KalturaPlayer.ui.components.Remove } ] }; // Check and add plugins only if they exist if (KalturaPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if (KalturaPlayer.plugins["transcript"]) { config.plugins["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 }; } if (KalturaPlayer.plugins["preventSeek"]) { config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; } config.plugins.floating = { disable: true }; if (KalturaPlayer.plugins["navigation"]) { config.plugins.navigation = { position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if (KalturaPlayer.plugins["hotspots"]) { config.plugins["playkit-js-hotspots"] = { disable: true }; } if (KalturaPlayer.plugins["moderation"]) { config.plugins["playkit-js-moderation"] = { disable: true }; } if (KalturaPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if (KalturaPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if (KalturaPlayer.plugins["googleAnalytics"]) { 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: "1_dgfvmafo"}); } catch (e) { console.error(e.message) }
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