NOVARTIS

Russia Country Ethics, Risk & Compliance Head

Job ID
REQ-10079302

九月 07, 2026

Russian Fed.

摘要

The Head of Ethics, Risk & Compliance (ERC) Russia leads Ethics, Risk, and Compliance (ERC) for Russia as an enterprise-minded, strategic partner who enables responsible growth with integrity. Shape and execute a fit-for-purpose ERC strategy that anticipates risks, embeds ethics into culture, and translates global standards (e.g., ABAC, DPDAI, COI) into practical, business-relevant solutions. Build a high-performing ERC team, strengthen trust with regulators and stakeholders, and design systems that make integrity a competitive advantage in a complex, highly regulated pharma environment.

About the Role

Key Responsibilities:

Strategic Risk Leadership and System Design

- Set the ERC vision and strategy for Russia, aligned to enterprise objectives, external risk signals, and market context; integrate risk intelligence into business planning and innovation.
- Design and evolve fit-for-purpose programs, controls, and governance (feedback loops, metrics, root-cause learning) that drive resilient behavior and decision-making, not mere compliance checklists.
- Establish clear decision rights, escalation pathways, and risk appetite guidance in partnership with Country, Cluster and International leadership

Deep Technical Mastery and Assurance

- Provide authoritative guidance on complex, high-stakes compliance matters in the healthcare environment; tailor global standards (ABAC, DPDAI, COI) to Russia operations in a risk-balanced manner.
- Maintain functional credibility with regulators, auditors, and cross-functional leaders; ensure policies, procedures, and monitoring meet regulatory and ethical expectations.
- Oversee promotional/non-promotional activity governance; report appropriately to the Country Leadership Team.

Culture Shaping and Integrity Leadership

- Role-model integrity and cultivate a speak-up, accountable culture that embeds ethics into performance and everyday choices.
- Use systems, signals, and narrative to promote integrity beyond compliance; improve culture metrics and perception of trust, openness, and psychological safety.
- Define and deliver an annual local training plan (Code of Ethics, SpeakUp, Anti-Bribery, Doing Business Ethically, handbooks, relevant local regulations), ensuring onboarding and refreshers are practical and impact-oriented.

Business Partnership and Enablement

- Act as a trusted advisor and problem solver to business leaders; influence upstream decisions to enable innovation and speed with integrity.
- Translate risk guidance into practical, timely business decisions; co-create mitigation strategies with business units and functions without compromising ethical standards.
- Champion One ERC across divisions, Development, and Operations to ensure a consistent, scalable approach

Risk Management, Monitoring, and Issue Handling

- Lead risk assessments, audits, monitoring, and reporting; use data and insights to prioritize remediation and strengthen controls.
- Ensure SpeakUp processes are well-communicated, fair, and effective; oversee corrective actions and remediation following investigations and committee decisions.
- Coordinate Business Continuity and Emergency Management (pandemic, disaster, earthquakes, CARBON) readiness.

Influence, Presence, and Stakeholder Engagement

- Build trust and influence across senior leadership, regulators, and industry bodies; communicate with clarity, presence, and calm under pressure.
- Engage in dialogue rather than directive; leverage storytelling and evidence to shape decisions.
- Represent the company in relevant committees and associations to synthesize public expectations, strengthen the environment, and enhance industry trust.

Team Leadership and Capability Building

- Attract, develop, and retain diverse ERC talent; allocate resources effectively and build future-ready capabilities.
- Inspire a shared vision and mission; lead through change with clarity, care, and accountability.
- Establish capability frameworks, coaching routines, and succession planning to elevate functional excellence.

What You'll Bring

- A minimum of 10 years experience within ERC or adjacent regulated enviroments, with proven mastery of ABAC, DPDAI, COI, and local regulatory frameworks
- Demonstrated systems thinking, operational design, and data-informed program leadership
- Strong executive presence, influence without authority, and cross-boundary collaboration
- Track record in culture change, speak-up enablement, and ethical leadership
- Team leadership: talent strategy, coaching, and change leadership across complex matrices

Education

University degree required, MBA degree preferred

Why Novartis

Join Novartis to help reimagine medicine and improve lives. Work in a colabortive, innovative environment focused on delivering sustainable access and impact at scale.

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
Ethics Risk & Compliance

Business Unit
Audit & Compliance

地点
Russian Fed.

站点
Moscow (City)

Company / Legal Entity
RU07 (FCRS = RU007) Novartis Pharma LLC

Functional Area
Legal & Intellectual Property & Compl.

Job Type
Full time

Employment Type
Regular

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:

"kalturaplayer6af282f525521307889639", provider: { widgetId: "10m7rm1pm", partnerId: "2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop: false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options: {}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [{ presets: ['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get: kPlayer.ui.components.Remove }] } }; // Check and add plugins only if they exist if (kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if (kPlayer.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 (kPlayer.plugins["preventSeek"]) { config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; } config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation = { position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if (kPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; } if (kPlayer.plugins["moderation"]) { config.plugins['playkit-js-moderation'] = { disable: true }; } if (kPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } if (kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if (kPlayer.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 } }; }

// Ensure the global player registry array always exists, regardless of embed type. window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise = thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbnailEmbed() returns a Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to capture the player directly. thumbEmbedPromise .then(function(player) { window.kalturaPlayerVideos.push(player); // Notify kaltura datalayer.js that a new player is ready so it can // attach custom event listeners immediately, regardless of when // the user clicked the thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', { detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) { console.error(e.message) }

Job ID
REQ-10079302

Russia Country Ethics, Risk & Compliance Head

Apply to Job



Job ID
REQ-10079302

Russia Country Ethics, Risk & Compliance Head

Apply to Job

Source URL:
https://prod1.novartis.com.cn/careers/career-search/job/details/req-10079302-russia-country-ethics-risk-compliance-head

List of links present in page

1. https://www.novartis.com/about/strategy/people-and-culture
2. https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf
3. https://novartis.talentsys.ru/gateway.html?recTitle=Russia+Country+Ethics%2C+Risk+%26+Compliance+Head&requisition=REQ-10079302&redirect=https%3A%2F%2Fnovartis.wd3.myworkdayjobs.com%2Fen-US%2FNovartisCareers%2Fjob%2FMoscow-City%2FRussia-Country-Ethics--Risk---Compliance-HeadREQ-10079302
4. https://novartis.talentsys.ru/gateway.html?recTitle=Russia+Country+Ethics%2C+Risk+%26+Compliance+Head&requisition=REQ-10079302&redirect=https%3A%2F%2Fnovartis.wd3.myworkdayjobs.com%2Fen-US%2FNovartisCareers%2Fjob%2FMoscow-City%2FRussia-Country-Ethics--Risk---Compliance-HeadREQ-10079302