NOVARTIS

Ethics Risk & Compliance Head

Job ID
REQ-10090854

十月 26, 2026

Latvia

摘要

Maternity leave coverage (12 - 18 months) Responsible for overseeing and contributing to the development and implementation of a effective Ethics, Risk & Compliance Program within the respective country (Baltics and Ukraine) or cluster in alignment with the Company, Divisions, Organizational Units or Function strategy. Support the local leadership to ensure the proper implementation of the ERC / Risk / BCM & NEM / TPRM Program.

About the Role

Major Accountabilities:

- Under leadership of a ERC Leader and in close co-ordination with Senior Business and Senior Representatives from other Functions (e.g. Internal Audit, Speak up, Legal, Policy Custodians).
- Drive robust implementation of the ERC Head role and provide support to Country Presidents.

- Provide strategic direction and guidance to the ERC Heads and support local implementation activities using existing tools.
- Up skill the capabilities of the teams by providing training and conducting country visits.
- Perform on boarding of key leaders and drive objective setting and performance management process.
- Develop and update supporting materials and tools related to Ethics Risk and Compliance.
- Support and promote compliance with relevant regulations in scope of the role and fostering a culture of continuous improvement.
- Support design of an effective Anti-Bribery / TPG framework and support robust implementation, upon request of respective leadership.
- Review and refine the Antibribery / TPG strategy, policy, process and systems.
- Develop pragmatic tools to support the implementation of the anti-bribery framework via the divisions and develop presentations re the Antibribery / TPG framework to Senior Management.
- Provide strategic support and manage / contribute to ERC / BCM NEM/ EPRM/ RISK Projects.
- Provide strategic support to ERC upon request, including managing / being an active team member of strategic Projects for a range of Compliance topics.
- Reporting of technical complaints / adverse events / special case scenarios related to Novartis products within 24 hours of receipt.

Key performance indicators:

- Adherence to Novartis policy and guidelines
- Project and stakeholder feedback.

We offer:

Base pay starting from 45k - 85k annually

Other bonuses as per guideline

Temporary Contract 12-18 months

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)

Primary location salary range
€ 45,920.00 - € 85,280.00

部门
Ethics Risk & Compliance

Business Unit
Audit & Compliance

地点
Latvia

站点
Latvia

Company / Legal Entity
LV01 (FCRS = LV001) SIA Baltics, Latvia

Functional Area
Legal & Intellectual Property & Compl.

Job Type
Full time

Employment Type
Temporary (Fixed Term)

Shift Work
No

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