

Director Financial Controls & Compliance US

Job ID
REQ-10007743
Jul 19, 2024
USA

Summary

#LI-Hybrid About the role: The Director Financial Controls & Compliance US - will plan, execute, and deliver high quality compliance, controls testing, risk advisory that meet Novartis NFCM methodology standards, SOX 404 requirements and strategies. This position will lead US FC&C team in activities including assessment of business/information technology risks and evaluation of related internal controls.

About the Role

Your Key Responsibilities:

- Lead a multi-location Financial Compliance team of 12 FC&C professionals, taking responsibility for the overall US FC&C scope, including delivering on-boarding and coaching to new team members, coaching, leading, providing technical support and feedback. Rate potential and capacity of team members and provide feedback to FC&C management. Enable and lead talent development, encourage cross-functional training and knowledge sharing.
- Mastering key company policies that Financial Controls & Compliance provides assurance on, including their implementing guidelines and procedures. This includes a comprehensive understanding of NFCM, customization of policies and requirements to meet overall SOX 404 requirements as well as US specifics and needs.
- Apply effective project management to various assignments, integrations or divestures to improve the technical and operational effectiveness of the FC&C team.
- Leverage automations, bots, AI to elevate controls environment management to a continuous and efficient process. Deliver or support special US and Global projects and implementations like S4HANA Digital Landscape Transformation (LDC)
- Identify root causes of control issues and investigate, analyze and test possible solutions or measures for improvement. Prepare memos and reviews and agree issues with responsible management.
- Develop key-contact relationships with senior local and global management, FC&C organization, Finance and/or functional area(s) of responsibility to develop overall effective compliance strategy for US units. Will also build effective business partnering and advisory relationships with external auditors (KPMG) as well as Group stakeholders (GPO, GFC&C, Internal Audit etc.)
- Provide thought leadership in assigned areas of subject matter expertise, maintaining efficient, effective and up to date compliance approach and continuous monitoring principles.
- Implement a collaborative approach of working with other experts to adapt and employ innovative approaches and methods, such as use of data analytics leveraging automation like Alteryx, Celonis.
- Liaise with defined key stakeholders in selected divisions/business units and functions to understand the business and stay informed about changes in business and financial risks.
- Highlight risks to local and global management, including significant, recurring and emerging issues

where appropriate, for reporting to the Global NFCM Governance Board Committee.

Role Requirements

Essential Requirements:

- Bachelor's degree or Equivalent 4-year degree required
- 15+ years of SOX 404, accounting, compliance, audit experience required, with 5+ years of Financial Controls & Compliance experience
- Demonstrated knowledge and understanding of PCAOB standards
- Strong interpersonal and communication skills to influence / motivate others under different geographies / cultural and hierarchy setting
- People Leadership skills

Desirable Requirements:

- Degree subject area in Finance or Accounting preferred; Master's degree in Finance Accounting/ Business and/or CA/CPA/CIA/ACCA certification a plus
- Multi-national and/or multi-dimensional organization experience preferred; experience within the pharmaceutical industry/manufacturing experience a plus
- IT audit experience and acumen is a plus; SAP experience preferred

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>

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.

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between \$166,400.00 and \$249,600.00 / year; *however, while salary ranges are effective from 1/1/24 through 12/31/24, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities.* The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

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>

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EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers and take pride in maintaining a diverse environment. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, gender, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We are committed to building diverse teams, representative of the patients and communities we serve, and we strive to create an inclusive workplace that cultivates bold innovation through collaboration and empowers our people to unleash their full potential.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Division

Finance

Business Unit

CTS

Location

USA

Site

East Hanover

Company / Legal Entity

U061 (FCRS = US002) Novartis Services, Inc.

Functional Area

Audit & Finance

Job Type

Full time

Employment Type

Regular

Shift Work

No

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