

# Director, Transfer Pricing (East Hanover, NJ)

Job ID  
REQ-10010229  
Juil 19, 2024  
Etats-Unis

## Résumé

This role is based out of East Hanover, NJ. Reporting to the Executive Director Transfer Pricing, the Director, Transfer Pricing is responsible for driving the US Tax practice on all dimensions of transfer pricing. The role is key in managing the financial optimization of the US group in the context of Novartis transfer pricing strategy. The function leads the development, integration, and monitoring of operational transfer pricing as well as compliance with US regulations and OECD principles in alignment with Novartis Transfer Pricing Strategy.

## About the Role

### Leading Tax

- Member of the US Tax LT driving the continuous development of a finance/accounting based tax organization with analytical orientation prepared for internal and external needs and challenges. Ensure close collaboration with business stakeholders locally and globally.
- Lead the US tax effort and maximize the value delivered in support of federal and state tax reporting, compliance, and controversy, act as trusted and respected advisor with stakeholders and senior management.
- Provide leadership and technical support as a function aligned with tax planning and transfer pricing based on strong finance and accounting skills, promoter of the strategic integration of US Tax into the local and global Novartis organization including business partnering and technical expertise on all dimensions of tax reporting and compliance.
- Representative of US tax function with policy makers, fiscal authorities, industry associations, tax director community and other external stakeholders to front Novartis on specific tax matters.

### Compliance and Risk Management

- Contribution to the development, implementation and ongoing adaptation of the global TP Policy, including definition of governance framework & key processes, objectives and priorities.
- Engage with global TP team to define profitability targets in line with the applicable TP method and ensure execution of the target setting process.
- Partner with and provide guidance to funds flow and finance on the development and implementation of transfer pricing policies, including the integration of acquired businesses.
- Monitor regulatory and legislative developments in US and OECD tax and transfer pricing regulations, to govern and optimize the transfer pricing strategy at US and global Novartis level.
- Management and coordination of external providers and internal stakeholders from finance, business and legal who contribute to the TP objectives and their execution.
- Ensure proper preparation of local TP documentation.

## Planning and Structuring

- Lead the development of valuation models to support TP policies for intangible property.
- Lead development and negotiation of bilateral Advance Pricing Agreement and/or transfer pricing audits
- Member of the Tax Team who leads and supports colleagues responsible for divisional and regional tax matters with TP technical expertise in connection with business restructurings and TP audits.

## People and Development

- Foster an environment of collaboration and professional development, create a sense of empowerment, teamwork and ownership to elevate the US tax team to a knowledge center covering all US tax areas and pro-actively interconnected within US Tax and with US and global stakeholders (HQ Tax, Global FRA, M&A, finance, treasury, funds flow, BR, Development, commercial, legal, etc.)
- Act as a role model and mentor to the US Tax team members, embracing business partnering, knowledge sharing and technical excellence at the crossroads of tax, finance/accounting, and legal.
- Work closely with other tax executives on resourcing and prioritization of activities that best align to the overall tax vision and objectives.
- Ensure training and development opportunities for team members and stakeholders.
- Active member of the global tax function driving the strategy, priorities, initiatives, and activities of the global tax function, in close collaboration with business and finance stakeholders.

## Key Performance Indicators

- Contribution to US and Group ETR through optimal and compliant TP policy, target setting, execution and risk management
- Successful completion of significant TP audits, APAs and MAPs
- Successful integration of acquired businesses.
- Proactive Tax Planning and Tax Risk management at the forefront of upcoming changes in tax regulations and policies (national and international)

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**Commitment to Diversity & 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 \$174,400.00 - \$261,600.00 /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.

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### **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](mailto: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.

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Finance

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Corporate

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Site

East Hanover

Company / Legal Entity

U061 (FCRS = US002) Novartis Services, Inc.

Functional Area

Audit et Finance

Job Type

Full time  
Employment Type  
Regular  
Shift Work  
No

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