

# Director ERC, Strategy & Growth and Corporate Functions

Job ID

REQ-10037499

Gen 30, 2025

Repubblica Ceca

## Sommario

The Director ERC, S&G and Corporate Functions will provide independent, strategic business partnership to the respective units & functions across Strategy & Growth, Security & Legal, Finance, People & Environment, Ethics, Risk & Compliance, Internal Audit, CEO Office and Chairman Office. In this role, the Director ERC, S&G and Corporate Functions will proactively identify and anticipate business needs and risks/potential risks to help these functions achieving their own objectives with high ethical standards and in compliance with Novartis Code of Ethics, all applicable Novartis policies, regulations and professional industry codes.

## About the Role

### Key Responsibilities:

- Provide specialized ERC advise on all topics, from early concept discussion to ensure successful achievement of Unit's objectives, safe adoption of innovative solutions and that strategy and tactics meet Novartis high ethical standards, Novartis Code of Ethics, internal policies, local laws and regulations
- Support S&G & Corporate Functions' associates through effective training, pragmatic risk management and effective assurance program and fostering a culture of integrity.
- Embraces an enterprise-view to connect functions and people, removing silos, managing complexity and co-creating solutions.
- Ensure that within these functions there is a good understanding of ERC risks and support implementation of risk mitigation strategies.
- Embed the Novartis Code of Ethics and help create and sustain an ethical climate, where associates are able to bring their best and full self to work, speak their mind and embrace the values of honesty, open-mindedness, courage and accountability.
- Support implementation of internal initiatives to foster an ethical culture. Supports leaders to strengthen an ethical culture by driving open-minded discussions on dilemmas and creating a safe environment to speak up.
- Work collaboratively with Corporate/Regional/Country ERC and in general all ERC colleagues ensuring seamless ERC support from strategy to execution; support the "global to countries" flow ensuring alignment of approach, avoid duplication of efforts, clarity and consistency in guardrails, agility in decision making and implementation.
- Serves as a crucial link between teams helping to align their strategies and operations in the spirit of

integrated assurance.

- Establish and advise on compliance standards and processes based on internal policies and guidelines.
- Support smooth implementation and adoption of Doing Business Ethically and BeSure tool.

**Essential Requirements:**

- Degree in business/law, life science or another compliance-relevant subject
- Preferred 9-10 years professional experience in a compliance-related role or audit role or legal role or similar valuable experience having acquired a deep understanding of compliance risks and business activities
- In depth understanding of the operations of a pharmaceutical company including medical, governance, commercial, digital/social media, content management.
- Strong knowledge of Novartis internal policies and international and local regulatory/ compliance requirements.
- Experience with reviewing or approving business material is a plus
- Experience with digital and social media activities is a plus

**You'll receive (Applicable for Prague)**

Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week above the Labour Law requirement) ; 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report; Cafeteria employee benefit program – choice of benefits from Benefit Plus Cafeteria in the amount of 17,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); Car Allowance or Car; MultiSport Card, Employee Share Purchase Plan. Find out more about Novartis Business Services: <https://www.novartis.cz/>

**Accessibility and accommodation:**

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in any order to receive more detailed information about essential functions of a position, please send an e-mail to [inclusion.switzerland@novartis.com](mailto:inclusion.switzerland@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

**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>

**Join our Novartis Network:** Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

**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>

Ethics Risk & Compliance  
Business Unit  
Universal Hierarchy Node  
Posizione  
Repubblica Ceca  
Sito  
Prague  
Company / Legal Entity  
CZ02 (FCRS = CZ002) Novartis s.r.o  
Alternative Location 1  
Ljubljana, Slovenia  
Functional Area  
Proprietà legali e intellettuali e conformità  
Job Type  
Full time  
Employment Type  
Regular  
Shift Work  
No  
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Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

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