

## Ethics Risk & Compliance Operational Excellence Head Sub Saharan Africa

Job ID  
REQ-10039056

6月 04, 2025

South Africa

### 摘要

The ERC Head Operational Excellence SSA supports the ERC Head and SSA regional team to drive the implementation of the corporate Ethics, Risk & Compliance (ERC) program and Global Health Division ERC Program across the SSA Region. The role is responsible for leading and contributing to ERC Operational Excellence initiatives across SSA in close collaboration with SSA ERC Head, Country ERC team and Corporate ERC. It demonstrates an “enterprise mindset” by pro-actively identifying improvement & standardization opportunities related to ERC processes across SSA and driving a culture of sharing learnings and best practices. It leverages existing technologies and analytics to simplify processes and mitigate business risks.

### About the Role

Major Accountabilities

- Compliance & operation excellence oversight:
  - Coordinate and support deployment of new global projects, policies and policies interdependencies, processes or systems impacting ERC framework including consistency on DBE and BeSure interpretation, reviews and reconciliations across SSA
  - Act as BeSure spoke for SSA
  - Be trusted ERC Stuart, offering support advice and guidance to the regional CCO team to ensure activities are conducted ethically and in compliance with internal policies and applicable laws, regulations and industry codes.
  - Support the ERC Head SSA to drive the implementation and effectiveness of the corporate ERC program across the SSA Region.
- Practice sharing & learning – Support a ‘learning’ community on the countries by consistently promoting good practices, calling-out and addressing redundancies, inefficiencies, watch outs and fragmentation of approaches.
- Training, awareness forums pursuing excellence in execution: Support, deliver and maximize region-specific training workshops and awareness sessions to promote a culture of connectedness and technical upskilling throughout the regional ERC organization. Including tailored support on corporate initiated training programs to ensure successful country roll-outs.
- Simplification & Standardization – Identify and drive impactful simplification and standardization initiatives based on assurance trends, with an enterprise mindset and holistic risk mitigation mindset. Stakeholder Management - create meaningful relationships and strong collaboration with key stakeholders–e.g., CCO regional team, critical business stakeholders, Operations Global team, Corporate functions ERC, Corporate ERC (Policy), Internal Audit etc.
- Enterprise Mindset- leverage GBS support, where feasible and practical – e.g., operational areas like transparency reporting, tracking Col with pending actions, e-training completions, overdue reconciliation etc.
- ERC SPOC and provide support as required for GH aspiring markets (SSA markets with distribution arm only) including third party risk management (coordinating third party audits, DD process as required etc.)
- Support the coordination and logistics of the SSA Governance committee and SSA ERC LT updates to drive the ERC program with SSA management and oversee compliance risk management and monitoring.
- Partner with the ERC country heads and ERC Head Risk Management and assurance to support in development of meaningful risk mitigation and remediation action plans using a risk based approach.
- With SSA region and Cluster management perpetuate a “tone at the top” and “middle” that reflects the Company’s commitment to ethical business conduct, in compliance with internal policies and applicable laws, regulations and industry codes
- Support ERC Head, SSA with communication, training, and monitoring activities to support awareness, detection and prevention goals across the SSA region. Develops the SSA ERC communication plan.

Novartis South Africa is committed to promoting equity (race, gender, and disability) through the filling of this post with a candidate whose transfer/promotion/appointment will promote representivity in line with the numerical targets as contained in our Employment Equity plan. While we are prioritizing designated groups, our selection process will still be based on the most suitable candidate, with the necessary skills and experience, as outlined in the job description.

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部门

Ethics Risk & Compliance

Business Unit

Innovative Medicines

地点

South Africa

站点

Midrand

Company / Legal Entity

ZA01 (FCRS = ZA001) Novartis SA (Pty) Ltd.

Alternative Location 1

Kenya, Kenya

Functional Area

Legal & Intellectual Property & Compl.

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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