

Country Ethics Risk and Compliance Head

Job ID
REQ-10052695

8月 19, 2025

Egypt

摘要

-Responsible for overseeing and contributing to the development and implementation of an effective Ethics, Risk & Compliance Program within the respective country 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 / EPRM Program.

About the Role

Key responsibilities:

- As member of the Country Leadership Team, persuade and engage the leaders to continually monitor effectiveness of the ERC program, including cultural drivers of ethical decisions and integrity, for continuous improvement
- Provide comprehensive, contextual advice in order to influence actions regarding local business-owned implementation of ERC Policies and Guidelines

- Actively engage with local external and internal ERC networks, including the local industry association, to shape and influence the environment, and build trust around Novartis reputation
- Lead in developing, refining, and adapting standards related to ERC to meet evolving requirements; promote consistently high standards and operational excellence
- Conduct local communication, training, and monitoring activities to support ERC awareness, risk identification and prevention goals
- Find solutions to existing and new Ethics, Risk & Compliance issues and develop appropriate and innovative practices and guidelines.

- Nurture a culture of ethics by overseeing the implementation the Novartis Code of Ethics. Actively shape an environment that fosters ethical decisions making. Coordinate and offer support, direction and guidance to Novartis associates to ensure activities are conducted ethically and within the tenets of internal policies and applicable laws, regulations and industry codes.

- Overseeing the implementation of the Novartis ERC Program.Ensure ERC topics are regularly discussed and documented in Leadership Team meetings or Country ERC Committee meetings
- Plan and execute risk-based monitoring of key business processes relying on centralized testing activities. Share insights with the local Leadership Team and recommend actions to address key issues and trends.
- External Partner Risk Management (EPRM) - Support the rollout and implementation of EPRM processes. Provide advice and support where needed on EPRM matters, deal with escalations on third party engagements.
- Speak Up - Actively promote a speak-up culture within the organization, Support and/or conduct to the investigation of Speak Up cases as needed, in a timely and effective manner, Participate in the Investigation Review Committee (IRC), ensuring appropriate remediation activities are defined and case outcomes documented within the Speak Up case management system
- Transparency Reporting - Sponsor and oversee disclosure processes and ensure implementation of the Novartis position and guidelines as applicable. Action on emerging risks identified in transparency.
- Other
 - o Provide basic functional coordination and oversight for ERC activities at local level
 - o Serve as ERC representative and member in local Leadership meetings
 - o Operational management of local ERC team. Ensure that the local ERC Team is adequately resourced
 - o Ensure that the local ERC Team is adequately resourced
 - o Develop Associates within the local team for potential succession in ERC, with a special focus on key talents
 - o Participate and contribute to the Compliance network from the local industry association.
 - o Ensure NEM processes are properly implemented.

Essential Requirements:

- Bachelor ' s degree in business, Law, Finance or other relevant subjects is required. Postgraduate degree is preferred.

- Fluency in English required. Arabic preferred.
- Minimum 7 years of work in pharmaceutical, device or healthcare industries with relevant exposure to Ethics, Risk and Compliance function or related components preferred
- Experience in a highly regulated industries (e.g. banking, FMCG)
- Proven ability to lead complex projects and collaborate with different Therapy Areas, in a matrix environment

Desirable Requirements:

- Familiarity with healthcare laws and regulations
- Crisis management
- Experience in dealing with investigations of misconduct
- Results driven, pragmatic, focused and problem-solving mindset
- Strong collaborator, networking and relationship management
- Effective communication/presentation skills. Ability to influence senior stakeholders
- Knowledge of Compliance Program principles and structure; Compliance Certification status a plus

Why Novartis:

Our purpose is to reimagine medicine to improve and extend people ' s lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

You ' ll receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

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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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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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部门

International

Business Unit

Innovative Medicines

地点

Egypt

站点

New Cairo

Company / Legal Entity

EG02 (FCRS = EG002) Novartis Pharma S.A.E

Functional Area

Legal & Intellectual Property & Compl.

Job Type

Full time

Employment Type

Regular

Shift Work

No

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