

## Director, US Tax Credit and Incentives

Job ID  
REQ-10057463

7月 28, 2025

USA

### 摘要

The Director, US Tax Credit and Incentives is responsible for managing US tax and non-tax related incentives, including R&D tax credits to optimize Novartis' position, considering impact on the company, ensuring compliance with local regulations, and managing relationships with tax authorities. This role includes leading processes concerning federal and state tax schemes in areas such as Research and Development, Manufacturing, and Real Estate investments. The incumbent will also collaborate with the Global Tax team to implement a centralized and efficient process for tax and non-tax related incentives across all countries. Further, the Director will be responsible for special projects such as financial assessments and other strategic projects related to the US tax organization.

This role is required to be in our East Hanover, NJ office 3x/week. Please only apply if this works for you.

### About the Role

## Key Responsibilities:

### Leadership

- Member of the US team specialized in tax and non-tax related incentives, including R&D tax credits. Develops Novartis' US tax incentives strategy, collaborating with internal partners (including Operations, Public Affairs) and external partners (including Governments, Tax and other Authorities) to ensure timely assessment and claim completion in the areas e.g. of R&D, Manufacturing, and Real Estate
- Constantly grow as center of competence and knowledge sharing for all matters on incentive management, including R&D tax credits, from compliance to tax incentive policy and tax transparency.
- Develops a plan and a process to build and expand the role.
- Drive formalization and standardization of tax incentive management processes
- Communicate and collaborate with the business on regulatory changes and create awareness in trainings
- Support the review of US federal and state ETR drivers and support the overall tax quarterly provision process and forecast
- Monitor external regulatory changes, such as new incentive schemes and state-aid rules

### Planning and structuring

- Develop the strategy and drive opportunities for optimizing tax and non-tax incentives in the US, including R&D tax credits in the areas e.g. of R&D, Manufacturing, and Real Estate
- Implement a centralized and proactive approach to drive incentives, especially in areas where significant future investments are anticipated
- Build up and constantly improve the tax incentive monitoring and documentation process for financial reporting and filing with the adequate government authorities/tax authorities
- Ensure full compliance with local rules and regulations in close collaboration with internal and external stakeholders
- Design, implement, and enhance internal governance, transparency, and processes in alignment with Global
- Guide on tax proceedings, including audits and litigations to sustain the benefits of the tax incentives to Novartis

### Compliance and Risk Management:

- File incentives in compliance with regulations. Mitigate and reduce tax incentive exposures with thorough documentation of the underlying financial base and audit trail
- Contribute to Group ETR management through tax risk management
- Drives productivity generating savings through internalization of activities that would otherwise be outsourced to external partners
- Collaborate with Director of Tax Technology & Transformation for the continuous improvement of the design, integration and implementation of technology in the US aligned with Global
- Lead special projects pertaining to the US tax organization

## Minimum Requirements:

- Masters degree in economics, law, accounting or finance with additional qualification
- Knowledge and understanding of tax accounting and interdependencies with tax compliance and planning, ideally also in the area incentives, including R&D tax credits
- Proven ability to collaborate with and influence key business functions and external stakeholders to drive outcomes
- Capacity for strategic thinking combined with attention to detail
- Relevant experience with ERP (SAP preferred) and integrating tax technology solutions
- Curiosity and ability to learn and adapt to dynamic environments.

## Benefits & Rewards

The salary for this position is expected to range between \$160,300 and \$297,000 per year. The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors. Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards. US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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>

## EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

#### 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.

部门  
Finance

Business Unit  
Universal Hierarchy Node

地点  
USA

状态  
New Jersey

站点  
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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