

Compliance & Controls Manager, People Services & Solutions (PS&S)

Job ID
REQ-10059250

8月 07, 2025

India

摘要

#LI-Hybrid

Primary Location: Hyderabad, India

Other Locations: Czech Republic, Mexico, Malaysia

Are you passionate about building a proactive, integrity-driven organization that always does the right thing? As a Compliance & Control Manager with in People Services & Solutions (PS&S), you ' ll be a key partner in co-creating a resilient and forward-thinking PS&S organization across our Hub & Spoke model and country operations. Your mission will be to embed risk awareness and a “doing the right thing” mindset into every layer of process design and delivery—ensuring our global compliance standards and principles are not just met, but lived. This is your opportunity to shape how Novartis safeguards trust and drives excellence in everything we do.

About the Role

Key Responsibilities

- Provide input and feedback on compliance priorities across value streams and NOCCs to the Compliance Head
- Implement operational objectives while fostering innovation and continuous improvement
- Lead risk management initiatives and conduct periodic evaluations of financial controls
- Conduct internal assessments and self-reviews to evaluate compliance effectiveness
- Support process and technology solutions through timely testing and documentation
- Cultivate a mindset of proactive compliance assessment across PS&S teams
- Guide P&O projects to ensure alignment with governance and compliance frameworks
- Collaborate with value stream leaders to identify and implement process enhancements
- Monitor key metrics and SLAs to ensure compliance standards are consistently met
- Deliver training and engagement sessions to build compliance awareness across teams

Essential Requirements

- Minimum 12 years of experience in compliance, or related functions
- Graduate or postgraduate degree; finance or accounting background preferred
- Experience in HR administration and compliance functions
- Exposure to internal and external audits as a SPOC or audit team member
- Strong program management and global matrix collaboration skills
- Proven ability to co-create customer-focused solutions and drive operational excellence
- Expertise in risk management and compliance within HR services

Desirable Requirements

- Experience supporting change management initiatives across global HR operations
- Familiarity with compliance tools and technologies used in multinational environments

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>

部门
People & Organization

Business Unit
Universal Hierarchy Node

地点
India

站点
Hyderabad (Office)

Company / Legal Entity
IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Alternative Location 1
INSURGENTES, Mexico

Alternative Location 2
Prague, Czech Republic

Alternative Location 3
Selangor, Malaysia

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work

No

[Apply to Job](#)

Accessibility and accommodation

Novartis is 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 recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversityandincl.india@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.



Job ID
REQ-10059250

Compliance & Controls Manager, People Services & Solutions (PS&S)

[Apply to Job](#)

Source URL:

<https://www.novartis.com.cn/careers/career-search/job/details/req-10059250-compliance-controls-manager-people-services-solutions-pss>

List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://talentnetwork.novartis.com/network>
3. <https://www.novartis.com/careers/benefits-rewards>
4. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Hyderabad-Office/Compliance---Controls-Manager--People-ServicesREQ-10059250>
5. <mailto:diversityandincl.india@novartis.com>
6. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Hyderabad-Office/Compliance---Controls-Manager--People-ServicesREQ-10059250>