

## Head Global Compliance & Controls, People Services & Solutions (PS&S)

Job ID  
REQ-10059719

9月 02, 2025

India

### 摘要

#LI-Hybrid

Primary Location: Hyderabad, India

Other Locations: Czech Republic, Mexico, Malaysia

As Head of Global Compliance & Controls for People Services & Solutions (PS&S), you will lead the transformation of PS&S into a role-model function—one that is proactively compliant and deeply rooted in a culture of awareness and integrity. You ' ll partner to co-create a forward-thinking, always-doing-the-right-thing-ready PS&S organization across hubs, spokes, and countries. By embedding risk and compliance capabilities into our DNA, you ' ll ensure that every process we design, develop, and deliver aligns with global standards and principles. This is your opportunity to lead with purpose, shape enterprise-wide governance, and leave a lasting impact on how Novartis operates globally.

## About the Role

### Key Responsibilities

- Lead global compliance strategy for People Services & Solutions (PS&S) across hubs, spokes, and countries
- Design and implement a robust risk management framework for PS&S operations
- Translate P&O strategy into actionable compliance plans and monitor execution
- Partner with finance and compliance teams to ensure SOX and financial control alignment
- Represent PS&S in global risk and governance committees, including the Global P&O Risk Committee
- Foster a mindset of continuous compliance awareness and preparedness across PS&S teams
- Lead and develop a small, high-performing team across multiple geographies, fostering collaboration and accountability
- Provide expert consultation on process and technology design to ensure compliance integration
- Collaborate with internal and external teams to support readiness for assessments and reviews
- Promote a culture of proactive compliance and continuous improvement across all PS&S functions

### Essential Requirements

- Graduate or postgraduate degree, preferably in finance, accounting, or a related discipline minimum 15 years of experience in compliance, or related functions.
- Strong experience in P&O risk and compliance within a global or matrixed organization
- Proven leadership in financial risk management and compliance assessments
- Demonstrated ability to lead and develop diverse teams across multiple geographies
- Experience managing compliance during mergers, acquisitions, or organizational restructuring
- Deep understanding of global compliance standards, governance, and regulatory frameworks
- Ability to translate strategic goals into actionable compliance plans and monitor execution
- Strong interpersonal and influencing skills with a proactive, digitally fluent mindset

### Desirable Requirements

- Experience working with governance boards or compliance committees in a global organization
- Exposure to digital transformation initiatives within HR or compliance functions

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

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

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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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