

ERC Manager, COE

Job ID
REQ-10060569

8月 26, 2025

China

摘要

Center of Excellence, as a central team, is responsible for company-level Ethics, Risk and Compliance governance & controls, red flag follow-ups and project-based enhancements at the company level to bring clarity, efficiency, and effectiveness to the organization in empowering employees to embed ERC into decision making.

About the Role

Major accountabilities:

Policy, Training & Global Projects, being responsible for:

- The development and maintenance of all global and local ERC Policies & SOPs, as well as the training materials and application tools

- Annual training delivery, including cycle meeting, new hire training, policy fresh training
- Lead culture campaigns to enhance ERC awareness and accountability across the organization.
- Collaborate with global to land global projects in China.

Risk Controls & Project, being responsible for:

- End-to-end review of the high risk and emerging risk areas, to identify the risks and improvement opportunities in terms of processes and controls. On one hand, to keep enhancing the risk governance against changing environment and risk exposure; on the other hand, to mitigate to enhance consistency at Company level.

Digital innovation, Data analytics, being responsible for:

- Deploy digital channel communication/interaction of ERC messages/discussions
- Leverage systems to robust controls and processes.
- Data analytics to identify trends, red flags, outliers.

Capability & qualification requirement

- At least 5 years work experience in relevant areas, for example, compliance, audit and other control functions. Work experience in pharmaceutical industry would be preferred
- High level of personal integrity & self-motivation
- Strategic thinking capability
- Collaborative with other teams/functions/business

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部门
Ethics Risk & Compliance

Business Unit
Innovative Medicines

地点
China

站点
Shanghai (Shanghai)

Company / Legal Entity
CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd

Functional Area
Legal & Intellectual Property & Compl.

Job Type
Full time

Employment Type
Regular

Shift Work
No

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