

## Head of Legal, Latin America and Canada

Job ID  
REQ-10062166

10月 01, 2025

USA

### 摘要

#LI-Hybrid

Location: East Hanover, New Jersey, United States

The Novartis International Legal team is seeking a new Head of Legal for Latin America and Canada (LACAN). This individual will be responsible for providing legal leadership for the entire LACAN Region comprising of 5 directly reporting countries (Canada, Columbia, Brazil, Mexico and Argentina) together with 1 cluster (ACC Cluster Panama) and 1 head of business development partnership. The incumbent will: (a) be an active member of both the LACAN Leadership Team and the International Legal Leadership Team and any related executive committees; (2) act as the primary Legal business partner and advisor to the regional LACAN team; (3) provide strategic direction and leadership for all significant legal matters within the Region; (4) maintain an engaged team of lawyers in the LACAN Region that exemplifies the Novartis S&L function “FITT Commitment”; (5) proactively identify, assess and mitigate legal and broader enterprise risk across the LACAN Region; and (6) create and maintain collaborative platforms to create impact for the patients and business in the LACAN Region.

## About the Role

### Key responsibilities:

- Act as a business partner for the LACAN Region Leadership Teams, providing strategic direction and leadership for all legal matters, and collaborating effectively with other LACAN leaders to ensure legal priorities are addressed and to assist on all non-legal matters where possible.
- Oversee legal support in the LACAN Region: ensure proper legal support and documentation is provided by the country lawyers in LACAN relating to launches, BD&L, market access, employee relations, intellectual property, litigation, corporate compliance, tax & insurance compliance, and contract management; keep the Region Leaders informed of relevant legal developments; ensure LACAN Region 's corporate compliance, including adherence to tax, governance and insurance regulations, with collaboration to ERC and other functions.
- Identify and assess legal and enterprise risks in the LACAN Region and formulate/implement plans to mitigate risks identified. Support the business by identification of opportunities based on the Legal framework within the LACAN Region. Actively shape the external legal environment through well-thought external engagement strategies and advocacy on Pharma related legal topics.
- Limit litigation risk exposure in the LACAN Region, including risk derived from clinical issues and employee relations, working closely with the relevant functions. Drive successful outcomes to significant litigations, providing senior level guidance/support to local lawyers and assisting with internal communications, project management and liaison with teams in Basel and US. Review the key deals in the LACAN Region, e.g. M&A, BD&L, etc., and coach/train the local lawyers on best practices.
- Manage the Legal Heads of the LACAN Region countries; handling employee selection, retention and development; ensure quality and efficiency of the work being performed by the respective legal teams, and training on key areas of legal risk and enabling opportunities, all in keeping with the S&L "FITT" Framework.
- Assess the LACAN Region 's legal needs and develop resource plans, role profiles, outside counsel budgets etc. Strengthen outside counsel panels and train legal team on key areas.
- Monitor legal budgets across the LACAN Region, including internal headcount and outside counsel legal spend, driving efficient use of outside counsel.
- Drive collaboration across the LACAN Region (from sharing local expertise to talent development), including also interaction with other S&L functions like Operations, R&D, Corporate Legal, etc.
- Act as the primary Legal business partner/advisor for any country/country group in the LACAN Region without local Novartis internal counsel, providing advice and instructing external counsel - cover temporary absences and any longer-term gaps in recruitment.
- Engage as a key thought and people leader in S&L and International Legal, and as key participant in the International Legal Team.
- Continually engage operationally with the Head International Legal and functionally with the President LACAN, to ensure that all legal opportunities, risks, and other matters are well communicated and timely handled with appropriate manager input.

### Essential requirements:

Education: Law school graduate & Bar member required.

Languages: Fluency in English is essential, Spanish speaking strongly preferred.

Experience:

- Minimum 12 years post Bar experience required, ideally gained within a healthcare / pharmaceutical environment, or alternatively, with FMCGs, a highly regulated industry, or a top-tier law firm representing healthcare & technology clients.
- Managed a geographically diverse and/or medium-sized team for 3-5 years
- Identified, triaged, and managed the business through a variety of legal issues; ability to analyze complex legal issues.
- Identified, triaged, and managed the business through a variety of legal issues; strong verbal & written communication skills; together with a high ability to influence and negotiate.
- Proven ability to: handle time pressure & demanding clients; work well in cross-functional teams, with a professional & culturally sensitive work ethic.
- Sound experience in managing a high volume of activity, involving multiple, often complex projects simultaneously.
- Demonstrate professional and culturally sensitive work ethic.
- Commercial and business acumen, ideally in the pharmaceuticals sector.

Novartis Compensation Summary:

The salary for this position is expected to range between \$261,100.00 and \$484,900.00 USD 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  
Legal

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

Legal & Intellectual Property & Compl.

Job Type

Full time

Employment Type

Regular

Shift Work

No

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