

Director, Compliance & Risk Operations

Job ID
REQ-10062440

9月 26, 2025

USA

摘要

#LI-Hybrid

Join Novartis in a new role as the Director of Compliance & Risk Operations, responsible for scaling and leading Novartis' Integrated Marketing Organization (IMO)-focused capability that ensures marketing content compliance, monitors in-market activities, and drives proactive prevention and effective remediation of incidents. This role is pivotal in safeguarding brand integrity, optimizing operational processes and systems, and enhancing reputation through a standardized approach (e.g. FDA Quality Systems Guidance, Six Sigma, Total Quality Management).

This position will be based in East Hanover, NJ and will not have the ability to be located remotely. Please note that this role would not provide relocation, and only local candidates will be considered. This position will require 5% travel as defined by the business (domestic and/or international).

About the Role

Key Responsibilities:

- Compliance: Establish and oversee protocols to ensure all in-market promotional content is used appropriately and in accordance with Novartis policies and procedures.
- Functional Oversight: Implement and run real-time operation to report, triage, and assess potential compliance risks in the market.
- Remediation: Develop and execute investigation and corrective action processes, including root cause analysis for compliance incidents.
- Optimization: Promote continuous improvement by encouraging experimentation and embedding proactive risk management solutions across teams.
- Leadership: Lead high-performing, globally distributed team, fostering collaboration, accountability, and development.
- Communication: Present regular updates to senior leadership and stakeholders, highlighting improvements, risks, and recommendations.
- Optimization: Conduct self-audits and data-driven reviews to analyze operational effectiveness and prioritize impactful changes.
- Workflow: Streamline content processes by establishing efficient structures that improve responsiveness and reduce risk.
- Project Management: Oversee strategic initiatives in incident management and content compliance, ensuring visibility and scalability.
- Transparency: Define and track KPIs, scaling reporting systems to guide decisions and strengthen compliance capabilities.

Essential Requirements:

- Bachelor's degree required; advanced degree preferred
- Proven experience in building capabilities related to marketing risk management, compliance, or incident management, preferably in pharmaceuticals, financial services, or another regulated industry
- 5+ years leading teams, preferably with experience overseeing global teams.
- Data-driven mindset with proficiency in performance analytics and reporting (OKRs, KPIs, scorecard development).
- Excellent communication and stakeholder management abilities
- Ability to simplify complex ideas and influence at all levels of the organization
- Purpose-driven - high-integrity, clear, and compassionate leader seeking to elevate associate and organizational success

Desirable Requirements:

- Six Sigma Green/Black Belt

Novartis Compensation Summary: The salary for this position is expected to range between \$168,000 and \$312,000 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>

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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 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
US

Business Unit
Universal Hierarchy Node

地点
USA

状态
New Jersey

站点
East Hanover

Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area
Marketing

Job Type
Full time

Employment Type
Regular

Shift Work
No

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