

Director, Compliance Controls and Governance

Job ID
REQ-10067021

11月 19, 2025

USA

摘要

The Director, Compliance Controls and Governance will be accountable for implementing healthcare compliance controls and oversight for non-research transfers of value to third-party healthcare associations and organizations, such as grants, sponsorships, and corporate memberships, as well as commercial activities at national, regional, and local congresses. The individual will develop clear policies, standards, and processes to ensure these arrangements are appropriate and compliant. Acting as the subject matter expert and ERC representative, they will review and approve external funding activities and advise on financial arrangements related to congresses. Additionally, they will establish controls and processes to mitigate fraud, abuse, and healthcare compliance risks within this domain.

This role is required to be in our East Hanover, NJ office 3x/week. Please only apply if this works for you.

About the Role

Key Responsibilities:

- Provide ongoing support and be the single point of contact in Ethics, Risk, & Compliance for non-research related external funding arrangements and commercial arrangements at congresses.
- Complete review and evaluation of the suitability of the different types of funding requests/opportunities including the Legitimacy of Host Organization.
- Determine what benefits are appropriate to accept. Establish the appropriate review of supporting documentation including prospectuses and ensure that only appropriate benefits are purchased. Work with the project owner and 3rd party vendors to ensure documentation is updated and appropriately reflects what is being purchased.
- Evaluate fair market value - Ensure the cost of benefits align with prevailing standards and all associated documentation reflects the transfer of value.
- The ERC subject matter expert for External Funding - Work across multiple stakeholders to provide clear actionable guidance and when necessary, help to develop processes/systems that reduce risk.
- Training - Develop country training to support organizational understanding of risks and compliance-related processes.
- Processes and Systems - ERC lead on the development of all ERC-owned processes and systems that support this domain.

Desirable Requirements:

- BA/BS degree or Equivalent 4-Year degree required.
- 7+ years of experience in pharmaceutical/biotech industry
- 7+ years of relevant experience preferably in compliance operations and or compliance advising
- Understanding of healthcare compliance risks and demonstrated ability to translate that knowledge to actionable steps
- Thorough understanding of Anti-Kickback laws and regulations
- Ability to leverage publicly available resources to perform due diligence on host organizations, board of directors, owners, etc.

Benefits & Rewards

The salary for this position is expected to range between \$176,400 and \$327,600 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.

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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

Ethics Risk & Compliance

Business Unit

Audit & Compliance

地点

USA

状态

New Jersey

站点

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Legal & Intellectual Property & Compl.

Job Type

Full time

Employment Type

Regular

Shift Work
No

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