

Manager, Compliance Enablement and Controls

Job ID
REQ-10072974

3月 02, 2026

Mexico

摘要

The Manager, Compliance Enablement and Controls provides centralized oversight, operational leadership, and enablement across key US Ethics, Risk & Compliance (ERC) programs, with primary accountability for Healthcare Professional (HCP) Fair Market Value (FMV), non-research External Funding activities, and Compliance Training and Enablement. This role serves as a trusted operational partner, ensuring compliance with applicable laws, regulations, and Novartis policies while enabling efficient, scalable, and risk-based business execution. The position plays a critical role in strengthening controls, identifying risk signals, and continuously improving processes, systems, and stakeholder experience based business execution.

Location: M é xico, CDMX
#LI-Hybrid

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you

About the Role

Key Responsibilities :

US Fair Market Value & Enablement

- Provide ongoing support for US HCP FMV program, including FMV rate determination, exception process documentation, and periodic data management and files updates.
- Manage and triage inquiries and questions related to FMV leveling process, communicate process changes and relevant updates.
- Support periodic FMV rate updates in collaboration with third party vendors and internal stakeholders.
- Monitor timely close-outs of HCP engagements and Transfers of Value (TOV) support accurate and timely reporting obligations.
- Support enablement and process automation and optimization initiatives.

Compliance Controls & External Funding Oversight

- Support the compliance review and oversight of non-research external funding activities, including grants, sponsorships, and professional medical association engagements. Research external funding activities, including grants, sponsorships, and professional medical association engagements.
- Assess the appropriateness of arrangements with HCOs and other external entities, ensuring consistency with Novartis policies and ERC standards.
- Execute monitoring plans and identify trends, risks, and control gaps related to funding and HCP engagements.
- Recommend risk mitigation actions and process simplification opportunities based on data analysis.

Compliance Enablement & Communications

- Maintenance of US ERC business-facing compliance resources (e.g. Compliance Navigator and related agent, US ERC Hub page, WPD repository).
- Development and automation of proactive behavioral nudges and responsive communications to associates. Provide timely, accurate responses to internal inquiries related to US ERC training assignments.
- Simplify and automate senior leader reporting to USLT members related to compliance topics within their functional scope (e.g. training completions, ERC incidents, RCF activities) to ensure transparency and enable 'tone at the top' and similar actions by business leaders.

Process & System Improvement

- Across all of the areas above, identify and implement enhancements to policies, processes, forms, and systems in collaboration with US ERC team.

Key Performance Indicators

- Compliance with all applicable laws, regulations, and Novartis policies
- Timely completion of deliverables
- Reduction in control gaps, rework, and compliance risk
- Quality and effectiveness of communications, training and enablement

Essential Requirements:

- Bachelor ' s degree
- Focus in Business, Science, Medical, Compliance, or related field preferred.
- Fluent English (written and verbal)
- 5+ years in pharmaceutical, biotech, or regulated healthcare environment.
- Experience in one or more of the following: Compliance or ERC functions, HCP engagement and FMV processes, External funding or sponsorship oversight, Communications, operations or data analytics.
- Technical & Professional Competencies: Strong analytical, data interpretation, and communication skills, Proficiency with Microsoft Office (Excel, Teams), Power Automate, PowerApps, SharePoint (super-user).
- Leadership & Organizational Skills: Ability to operate independently in a complex, matrixed environment, Strong collaboration, communication, and influencing skills, Demonstrated project and process management capability, Detail oriented with strong follow through and risk awareness.

Commitment to Diversity & Inclusion:

We are committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

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>

Benefits and Rewards: Learn about all the ways we 'll help you thrive personally and professionally.
[Read our handbook \(PDF 30 MB\)](#)

部门

Ethics Risk & Compliance

Business Unit

Audit & Compliance

地点

Mexico

站点

INSURGENTES

Company / Legal Entity

MX06 (FCRS = MX006) Novartis Farmac é utica S.A. de C.V.

Alternative Location 1

Prague, Czech Republic

Functional Area

Legal & Intellectual Property & Compl.

Job Type

Full time

Employment Type

Regular

Shift Work

No

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function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
document.getElementById("kalturaplayer69a61fb811a97298829275"); var mediaContainer =
mediaElement.closest('.nc-kaltura-media'); var originalWidth = "1200px"; var originalHeight = "674px";
var originalWidthValue = parseFloat(originalWidth); var originalHeightValue =
parseFloat(originalHeight); var mediaType = "video"; var isResponsive = false; // Get computed styles
of the container element. var parentStyles = window.getComputedStyle(mediaContainer); var
finalWidth = parseFloat(parentStyles.width); if (finalWidth  var config = { targetId:
"kalturaplayer69a61fb811a97298829275", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false,
allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: { download: {
disable: true }, "playkit-js-transcript":{ position: "right", // Default: bottom;( ' left ', ' right', ' top ', 'bottom ' ) to
enable transcript. expandMode: "over", // Default: alongside;( ' alongside', ' hidden ', 'over ' )
expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable:
true } }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false },
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; config.plugins.preventSeek = { preventSeekForward:
false, preventSeek: false }; config.plugins.floating = { disable: true }; config.plugins.navigation = {
position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; config.plugins['playkit-
js-hotspots'] = { disable: true }; config.plugins['playkit-js-moderation'] = { disable: true };
config.plugins['playkit-js-info'] = { disable: true }; config.plugins.share = { disable: true };
config.ui.uiComponents = []; config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
config.plugins.googleTagManager.customEventsTracking.custom = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
false, playlistEvents: false, castEvents: false } };

```

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try { var kalturaPlayer = KalturaPlayer.setup(config); // Add the player to the global array. if (typeof
kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var
kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other
media. kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); setTimeout(() => {
setupAutoPause(kalturaPlayerVideos); }, 500); function setupAutoPause(players) {
players.forEach((currentPlayer) => { currentPlayer.addEventListener('play', () => {
players.forEach((otherPlayer) => { if (otherPlayer !== currentPlayer && typeof otherPlayer.pause ===
'function') { otherPlayer.pause(); } }); }); }); } catch (e) { console.error(e.message) }

```



VIDEO

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

Accessibility and accommodation

Novartis is committed to work with and provide reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to tas.mexico@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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