

## Head of Tax & Insurance, France

Job ID  
REQ-10078030

5月 22, 2026

France

### 摘要

#LI-Hybrid

Location: Paris, France

Relocation Support: This role is based in Paris, France. Novartis is unable to offer relocation support: please only apply if accessible.

Shape how Novartis navigates complex tax and insurance topics in one of Europe's most dynamic markets—while building a high-performing, future-ready team. In this role, you will lead the tax and insurance agenda across all Novartis entities in France, acting as a trusted advisor to the Country Chief Financial Officer and Novartis Global Tax. Beyond technical leadership, you will invest heavily in people: coaching, developing, and inspiring a team of tax professionals to grow their expertise and confidence in a fast-evolving regulatory environment. You will guide French tax compliance and risk management end to end, lead audits and constructive dialogue with the French tax authorities, and steer priority topics such as Base Erosion and Profit Shifting Pillar Two, tax transparency, transfer pricing, and research and development tax credits. At the same time, you will help modernize how the function operates—strengthening governance, leveraging technology, and creating a culture of continuous improvement and collaboration.

## About the Role

### Key Responsibilities

- Lead tax and insurance strategy for all Novartis entities in France, partnering with local and global stakeholders.
- Advise business leaders on French, European Union, and international tax developments and their implications.
- Own end-to-end tax compliance and risk management, ensuring alignment with local law and global policy.
- Lead tax audits, disputes, and negotiations with French tax authorities, coordinating internal teams and external counsel.
- Oversee transfer pricing governance, documentation, and intercompany positions, coordinating profitability monitoring with finance and treasury.
- Drive tax planning for transactions and restructurings, identifying technology opportunities to strengthen transparency and efficiency.
- Coach and develop the France tax team, setting priorities, building capabilities, and managing external advisers effectively.

### Essential Requirements

- University degree in Law or Business Administration with additional education or qualification in taxation.
- Extensive experience leading French corporate tax matters within a complex, regulated, and international environment.
- Proven track record managing tax audits, disputes, and negotiations with French tax authorities.
- Strong knowledge of international tax topics, including transfer pricing and tax transparency requirements.
- Demonstrated people leadership experience, including coaching, developing teams, and leading through change.
- Fluent written and spoken French and English, with the ability to engage senior stakeholders clearly and credibly.

### Desirable Requirements

- Experience working within a multinational organization, partnering with global tax teams and diverse business stakeholders.
- Professional tax or legal certification, or strong engagement in external tax or industry forums and networks.

Vos avantages en rejoignant Novartis :

- Fourchette de rémunération: 82,100 - 152,500 €
- Une prime annuelle
- Un focus sur votre développement de carrière
- Une démarche Qualité de Vie au Travail vous permettant de proposer des améliorations pour votre quotidien
- Une attention particulière portée à votre équilibre vie pro / personnelle avec des dispositifs comme le télétravail, le temps réduit annualisé ou le congé parentalité
- Une couverture sociale avancée pour vous et vos proches
- 27 jours de congés payés & au moins 14 jours de RTT par an
- Différents programmes de reconnaissance des employés

Engagement envers la diversité et l'inclusion / EEO :

Novartis s'engage à créer un environnement de travail exceptionnel et inclusif et des équipes diversifiées représentatives des patients et des communautés que nous servons.

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

Finance

Business Unit  
General Management

地点  
France

站点  
Paris Headquarter (NGF)

Company / Legal Entity  
FR04 (FCRS = FR004) Novartis Groupe France SA

Functional Area  
Audit & Finance

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

```
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