

ERC Head Adriatic

Job ID
REQ-10084111

8月 27, 2026

Croatia

摘要

Responsible for overseeing and contributing to the development and implementation of a effective Ethics, Risk & Compliance Program within the respective country or cluster in alignment with the Company, Divisions, Organizational Units or Function strategy. Support the local leadership to ensure the proper implementation of the ERC / Risk / BCM & NEM / TPRM Program.

About the Role

Major Accountabilities:

- Drive robust implementation of the ERC Program and provide support to local unit.
- Provide strategic direction and guidance and support local implementation activities using existing ERC tools.
- Up skill the capabilities of the teams by providing training.
- Perform on boarding of new comers.

- Develop and update supporting materials and tools related to Ethics Risk and Compliance /Risk / EPRM.
- Support and promote compliance with relevant regulations in scope of the role and fostering a culture of continuous improvement.
- Support Country President and local LT on Compliance topics.
- Support design of an effective Anti-Bribery / TPG framework and support robust implementation.
- Review and refine the Antibribery / TPG strategy, policy, process and systems.
- Provide strategic support and manage ERC Projects.
- Provide support to cluster ERC upon request.

Key performance indicators:

- Adherence to Novartis policy and guidelines
- Project and stakeholder feedback.

Minimum Requirements:

Work Experience:

- Regulatory Knowledge: Deep understanding of the regulatory environment within which we operate
- Risk Management: Proven experience in risk assessment, mitigation, and monitoring
- Compliance Mastery: Track record in managing complex compliance programs, ensuring adherence to ethical business practices
- Leadership: Experience in leading teams towards ethical, risk, and compliance goals
- Communication: Solid stakeholder management and communication skills; driving change through trust and collaboration
- Digital & Tech Risk Awareness: Deep understanding of new technologies, AI and ability to assess and manage related risks effectively
- Cross functional Collaboration: Experience in uniting various stakeholders across the organization on compliance topics
- Data Analytics: Experience in analysing complex risk and compliance related data to derive insights for informed decision making
- Geographic Exposure: Cross country exposure and collaboration

Skills:

- Self-Awareness
- Provide clarity on goals
- Inspirational
- Empowerment
- Navigates Complexity
- Learning agility, and Resilience
- Strategic Thinking (Connecting the dots and looking at bigger picture) ()
- Critical thinking (Analytical thinking/ problem solving)
- Fast decision making
- Prioritization
- Delivering Collective Impact
- Proactive and Accountable

- Stakeholder Management
- Courage
- Influencing
- Social awareness and interpersonal & comms skills (read the room)
- Business Stewardship Functional Capabilities
- Business Acumen
- Risk Management
- Ethical Leadership
- Strong Execution

Languages:

- English
- Croatian

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部门

Ethics Risk & Compliance

Business Unit

Audit & Compliance

地点

Croatia

站点

Croatia

Company / Legal Entity
HR03 (FCRS = HR003) Novartis Hrvatska d.o.o.

Functional Area
Legal & Intellectual Property & Compl.

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
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"kalturaplayer6a9a153b8483a267556634", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.plugins["transcript"]) { config.plugins["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 }; } if (kPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins["playkit-js-hotspots"] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins["playkit-js-moderation"] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
(kPlayer.plugins["googleAnalytics"]) { 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 } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.  
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise =  
_thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // _thumbnailEmbed() returns a  
Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to  
capture the player directly. thumbEmbedPromise .then(function(player) {  
window.kalturaPlayerVideos.push(player); // Notify kaltura_dataLayer.js that a new player is ready so  
it can // attach custom event listeners immediately, regardless of when // the user clicked the  
thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', {  
detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) {  
console.error(e.message) }
```

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