

Manager | Ethics, Risk and Compliance

Job ID
REQ-10087177

9月 11, 2026

Brazil

摘要

The ERC Manager oversees and contributes to the development and implementation of an effective Ethics, Risk & Compliance Program within the country or cluster, aligned with Company, Division, Organizational Unit and Function strategy. Under the leadership of the ERC Head, the role supports local leadership in the implementation of the ERC, Risk, Business Continuity Management (BCM), Novartis Emergency Management (NEM) and External Partner Risk Management (EPRM) programs, provides business advisory and capability building, and contributes to strategic compliance and risk projects.

Novartis does not offer relocation support for this position: please apply only if this position is accessible to you.

O(a) Gerente de ERC (Ética, Risco e Compliance) supervisiona e contribui para o desenvolvimento e a implementação de um Programa eficaz de Ética, Risco e Compliance no país ou cluster, alinhado à estratégia da empresa, da divisão, da unidade organizacional e da função.

Sob a liderança do(a) Head de ERC, essa função apoia a liderança local na implementação dos programas de Ética, Risco e Compliance (ERC), Gestão de Riscos, Gestão da Continuidade de

Negócios (BCM), Gestão de Emergências da Novartis (NEM) e Gestão de Riscos de Parceiros Externos (EPRM). Além disso, atua como consultor(a) de negócios, promove o desenvolvimento de capacidades organizacionais e contribui para projetos estratégicos relacionados a compliance e gestão de riscos.

A Novartis não oferece suporte para realocação para esta vaga: candidate-se somente se esta vaga for acessível para você.

About the Role

Key responsibilities:

- Provide strategic direction and guidance to TA Heads and support local implementation activities using existing tools.
- Upskill team capabilities through training and business advisory.
- Perform onboarding of key leaders and support objective setting and performance management processes.
- Develop and update supporting materials and tools related to Ethics, Risk & Compliance, Risk, EPRM, BCM and NEM.
- Support the Leadership Team on cross-divisional compliance matters.
- Support the design and robust implementation of an effective Anti-Bribery and Third-Party Governance (TPG) framework, as requested by the relevant leadership.
- Review and refine Anti-Bribery and TPG strategy, policies, processes and systems.
- Develop pragmatic implementation tools and senior-management presentations for the Anti-Bribery and TPG framework.
- Provide strategic support and manage or contribute to ERC, BCM, NEM, TPRM and Risk projects.
- Manage or actively participate in strategic projects across a range of compliance topics.
- Report technical complaints, adverse events and special-case scenarios related to Novartis products within 24 hours of receipt.
- Support the distribution of marketing samples, where applicable.

Essential requirements:

- Demonstrated experience collaborating across boundaries and working in cross-cultural and geographically broad environments.
- Experience in project management, operations management and execution.
- Knowledge and experience in auditing, business continuity management, compliance management, compliance risk, internal audit, legal systems, market risk, operational risk, risk assessment and risk management.
- Strong business-networking skills and experience engaging senior management.
- English language proficiency.

Why Novartis: Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we

achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

You ' ll receive:Competitive salary, annual bonus, life insurance, home office policy (home office 2x a week), retirement and wellbeing plans, flexible working arrangements, birthday day-off, parental leave, subsidized dining facilities, health insurance, employee recognition platform, Gympass, employee resource groups and virtual self-development tools.

If you want to learn more about our benefits, you can access the Novartis Life Handbook: <https://www.novartis.com/careers/benefits-rewards>

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

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Careers: <https://www.novartis.com/careers>

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

Responsabilidades principais:

- Fornecer dire ç ã o estrat é gica e orienta ç ã o aos Heads de TA, apoiando as atividades de implementa ç ã o local por meio das ferramentas existentes.
- Desenvolver as capacidades da equipe por meio de treinamentos e consultoria de neg ó cios.
- Conduzir o onboarding de l í deres-chave e apoiar os processos de defini ç ã o de objetivos e gest ã o de desempenho.
- Desenvolver e atualizar materiais de apoio e ferramentas relacionadas a É tica, Risco e Compliance, Gest ã o de Riscos, EPRM, BCM e NEM.
- Apoiar a equipe de lideran ç a em temas de compliance que envolvam m ú ltiplas divis õ es.
- Apoiar o desenho e a implementa ç ã o eficaz de um framework de Antissuborno e Governan ç a de Terceiros (TPG), conforme solicitado pela lideran ç a relevante.
- Revisar e aprimorar a estrat é gia, pol í ticas, processos e sistemas de Antissuborno e TPG.
- Desenvolver ferramentas pr á ticas de implementa ç ã o e apresenta ç õ es executivas para a alta lideran ç a relacionadas ao framework de Antissuborno e TPG.
- Fornecer suporte estrat é gico e gerenciar ou contribuir para projetos de ERC, BCM, NEM, TPRM e Gest ã o de Riscos.
- Gerenciar ou participar ativamente de projetos estrat é gicos em diversos temas de compliance.
- Reportar reclama ç õ es t é cnicas, eventos adversos e situa ç õ es especiais relacionadas aos produtos da Novartis dentro de 24 horas ap ó s o recebimento.
- Apoiar a distribui ç ã o de amostras promocionais, quando aplic á vel.

Requisitos essenciais:

- Experiência comprovada em colaboração entre diferentes áreas e atuação em ambientes multiculturais e geograficamente diversos.
- Experiência em gestão de projetos, gestão operacional e execução.
- Conhecimento e experiência em auditoria, gestão de continuidade de negócios, gestão de compliance, riscos de compliance, auditoria interna, sistemas jurídicos, risco de mercado, risco operacional, avaliação de riscos e gestão de riscos.
- Forte capacidade de networking e relacionamento com stakeholders, incluindo experiência em interação com a alta liderança.
- Proficiência em inglês.

Por que a Novartis?: Nosso propósito é reinventar a medicina para melhorar e estender a vida das pessoas, e nossa visão é nos tornarmos a empresa de medicamentos mais valorizada e confiável do mundo. Como podemos alcançar isso? Com as nossas pessoas. São nossos colaboradores que nos impulsionam todos os dias para alcançar nossas ambições. Faça parte dessa missão e junte-se a nós! Saiba mais aqui: <https://www.novartis.com/about/strategy/people-and-culture>

Você receberá Salário competitivo, bônus anual, seguro de vida, política de home office (home office 2 vezes por semana), planos de aposentadoria e bem-estar, horários de trabalho flexíveis, day off de aniversário, licença parental, restaurante subsidiado, plano de saúde, plataforma de reconhecimento de funcionários, Gympass, grupos de recursos para colaboradores e ferramentas virtuais de autodesenvolvimento. Se quiser saber mais sobre nossos benefícios, acesse o Novartis Life Handbook: <https://www.novartis.com/careers/benefits-rewards>

<https://www.novartis.com/careers/benefits-rewards>

Compromisso com a Diversidade e Inclusão: A Novartis está comprometida em construir um ambiente de trabalho excepcional e inclusivo, com diversos times representativos de pacientes e comunidades que atendemos. Junte-se à nossa Rede Novartis: Se esta vaga não for adequada à sua experiência ou objetivos de carreira, mas você deseja permanecer conectado para saber mais sobre a Novartis e nossas oportunidades de carreira, junte-se ao Novartis Careers: <https://www.novartis.com/careers>

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
Legal

地点
Brazil

站点
Santo Amaro

Company / Legal Entity
BR03 (FCRS = BR003) NOVARTIS BIOCIENTIAS S.A

Functional Area
Legal & Intellectual Property & Compl.

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6aa49dd7dbb7a078221218", 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 kalturadatalayer.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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List of links present in page

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2. <https://www.novartis.com/careers/benefits-rewards>
3. <https://www.novartis.com/careers/benefits-rewards>
4. <https://www.novartis.com/careers>
5. <https://www.novartis.com/about/strategy/people-and-culture>
6. <https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>
7. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Santo-Amaro/Manager---Ethics--Risk-and-ComplianceREQ-10087177-1>
8. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Santo-Amaro/Manager---Ethics--Risk-and-ComplianceREQ-10087177-1>