

Head of Financial Reporting & Accounting (m/f/d)

Job ID
REQ-10088709

十月 01, 2026

Germany

摘要

#LI-Hybrid

Location: Munich, Germany

Relocation Support: Yes

Are you ready to shape the future of financial reporting and accounting at one of the world's leading healthcare companies? As Head of Financial Reporting & Accounting, you will play a pivotal leadership role at the heart of Novartis' finance organization, driving strategic direction, operational excellence, and financial integrity across complex global and regional environments. This is a unique opportunity to lead high-performing teams, influence senior stakeholders, champion digital innovation, and help transform finance through modern technologies, automation, and data-driven decision making. If you are a collaborative finance leader who thrives on delivering impact while developing talent and inspiring change, we would love to hear from you.

About the Role

Key Responsibilities

- ▮ Shape and execute Financial Reporting and Accounting strategy aligned with regional and global business priorities.
- ▮ Lead, develop, and inspire high-performing Financial Reporting and Accounting teams across complex organizational structures.
- ▮ Ensure accurate, timely, and compliant financial reporting for internal and external stakeholders.
- ▮ Drive continuous improvement of finance processes, systems, controls, and operating models.
- ▮ Lead budgeting, forecasting, and financial performance monitoring to support strategic decision making.
- ▮ Oversee risk management activities and proactively address accounting, regulatory, and compliance risks.
- ▮ Partner with senior leaders to deliver business insights and drive operational and financial excellence.

Essential Requirements

- ▮ Bachelor's degree in Finance, Accounting, Business Administration, or a related field with a recognized accounting qualification.
- ▮ Extensive experience in financial reporting, technical accounting, statutory reporting, and financial controls.
- ▮ Proven track record leading large teams, developing talent, and driving organizational change.
- ▮ Strong knowledge of German accounting, tax, and regulatory requirements within multinational organizations.
- ▮ Demonstrated success leading transformation initiatives, simplifying processes, and improving business performance.
- ▮ Experience applying digital, automation, and artificial intelligence solutions while exercising strong professional judgment.
- ▮ Excellent stakeholder management, influencing, and communication skills across global and senior leadership audiences.

Desirable Requirements

- ▮ Experience within German, Austrian, or Swiss finance and regulatory environments.
- ▮ Combined experience in a Big Four professional services firm and industry finance leadership roles.

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: 117,700 EUR to 176,500 EUR

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety

of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

Read our brochure to learn more about our global total rewards offering:

<https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

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.

Adjustments for Applicants with Disabilities:

The law provides for severely disabled / equal applicants the opportunity to involve the local representative body for disabled employees (SBV) in the application process. If you would like to request this, please let us know in advance as a note on your CV.

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 \(PDF 30 MB\)](#)

Primary location salary range
€ 117,700.00 - € 176,500.00

部门
Finance

Business Unit
Finance

地点
Germany

站点
Munich (Novartis Business Services GmbH)

Company / Legal Entity
DE61 (FCRS = DE061) Novartis Business Services GmbH

Functional Area
Audit & Finance

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6ac7320e9b896142874547", 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_data_layer.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) }
```

Novartis is committed to building an outstanding, inclusive work environment and diverse team's representative of the patients and communities we serve. Hiring decisions are only based on the qualification for the position, regardless of gender, ethnicity, religion, sexual orientation, age and disability. The law provides for severely disabled / equal applicants the opportunity to involve the local representative body for disabled employees (SBV) in the application process. If you would like to request this, please let us know in advance as a note on your CV.

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