NOVARTIS

DDIT ISC Director SOX Compliance

Job ID
REQ-10089308

十一月 26, 2026

Czech Republic

摘要

At Novartis, we are reimagining medicine through digital innovation, operational excellence, and strong governance. As part of the Information Security & Compliance (ISC) organization, the Director, DDIT ISC SOX Compliance is accountable for leading the global SOX IT Compliance Program and ensuring the effectiveness, sustainability, and continuous improvement of IT controls supporting Novartis financial reporting processes. The role serves as the central compliance authority for SOX IT governance across Data, Digital & IT and acts as a strategic partner to Finance Compliance, external auditors, IT leadership teams, Business Information Security Managers (BISMs), application owners, and delivery organizations.

This position provides leadership for SOX governance, management testing oversight, audit coordination, deficiency management, methodology development, executive reporting, and compliance transformation initiatives.

The role plays a critical part in maintaining a strong internal control environment while helping the organization modernize compliance through automation, analytics, and AI-enabled capabilities.

About the Role

Major Accountabilities:

- Own and continuously improve the DDIT SOX IT Compliance Program. Ensure alignment of SOX IT controls, governance processes, methodologies, and operating procedures with Novartis Internal Management Framework (IMF) and Finance Compliance requirements.
- Define governance frameworks, accountability models, and compliance operating processes. Oversee execution of SOX IT management testing activities across the global control portfolio.
- Serve as the primary liaison for external auditors on Information Technology compliance matters.
- Provide oversight of IT General Controls (ITGC), IT Application Controls (ITAC), and other SOX-relevant compliance domains.Partner with DDIT leadership to strengthen control ownership, accountability, and sustainable compliance practices.
- Oversee global SOX testing activities and ensure consistent execution quality.
- Drive timely remediation of control deficiencies and sustainable corrective actions.
- Lead annual and ongoing identification of SOX-relevant systems, applications, infrastructure services, and technology processes.
- Partner with Finance Compliance, enterprise architects, program leaders, and IT organizations to maintain an accurate and sustainable SOX scope.
- Assess compliance impacts of cloud, enterprise resource planning, and transformation initiatives.
- Advance compliance capabilities through automation, analytics, and continuous monitoring. Deliver executive reporting, risk insights, and governance updates to senior leadership.

Essential Requirement:

- University degree in Information Technology, Information Systems, Computer Science, Cybersecurity, Audit, Risk Management, Finance, Accounting, or related discipline.
- Significant experience in IT Compliance, SOX, Internal Controls, Audit, Risk Management, Cybersecurity Governance, or related fields.
- Demonstrated experience leading enterprise-wide compliance or governance programs.
- Strong knowledge of: SOX IT Controls , IT General Controls (ITGC) , IT Application Controls (ITAC) , Risk and control frameworks , Internal audit practices , Governance and compliance operating models.
- Experience working with senior leadership and external auditors within a global organization.

Desirable Requirements

- Experience within pharmaceutical, healthcare, life sciences, or other highly regulated industries.
- Professional certifications such as: CISA , CISSP ,CISM . Similar governance, risk, compliance, or audit certifications.

Expected Annual Base Salary Range for role: 1,729,910.00 - 3,212,690.00 CZK Annual

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

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.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

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 & Inclusion:

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 working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an email to di.cz@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message

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
K č 1,729,910.00 - K č 3,212,690.00

部门
Operations

Business Unit
Information Technology

地点
Czech Republic

站点
Prague

Company / Legal Entity
CZ02 (FCRS = CZ002) Novartis s.r.o.

Functional Area
Information Technology

Job Type
Full time

Employment Type
Regular

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6b091806cfe6c915555714", 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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