

# **Global Financial Controls and Compliance (FCC) Process Expert – Source to Pay (S2P), T&E (Travel and Expenses) and PRO (Procurement)**

Job ID  
REQ-10030105  
Jan 08, 2025  
India

## **Summary**

The Global Financial Controls and Compliance (FCC) Process Expert Source to Pay (S2P), T&E (Travel and Expenses) and PRO (Procurement) is responsible for overseeing and identifying financial E2E process risks and control requirements relevant to the NFCM S2P, T&E, and PRO framework.

This role involves close collaboration with GPOs (Global Process Owners) and relevant function stakeholders to assess risks and provide advice on the design of adequate internal controls over financial reporting.

The Global FCC Process Expert is expected to be a strong business partner and advisor for GPO teams and functions, demonstrating strong leadership skills to drive financial compliance accountability at all organizational levels and enhance process control excellence.

The Global FCC Process Expert proactively collaborates with the FCSG (Financial Compliance, Standards and Governance) team, GPOs, and the LDC (Lean Digital Core) project team to assess emerging financial risks associated with the implementation of new processes and systems. In alignment with FCSG, this role is crucial in defining and designing effective controls before, during, and after the implementation of new systems and ERP.

## **About the Role**

### **Key responsibilities:**

- Conduct and oversee regular global-level E2E financial risk assessments of the process in collaboration with GPOs and relevant functions. Proactively contribute to necessary updates to the NFCM framework in liaison with NFCM Methodology team. If global control deficiencies are identified, advice and collaborate with relevant stakeholders on the definition of mitigating actions and ICFR impact assessment. Ensure adequate documentation of Financial Compliance memo and assesses the impact on financial control design gaps.
- Collaborate with cross-functional teams and GPOs to integrate risk considerations and assess impact on NFCM controls. Drive development of a high-quality internal financial control framework - ensure process controls are adequately designed to address all identified risks while balancing efficiency and effectiveness.
- Drive continuous process/systems control improvement, automation and standardization. Oversee monitoring of all internal and external audit issues relating to the process and propose process control

solutions where relevant. Work in close partnership with GPOs and IT to gain a comprehensive understanding of the global IT landscape for the S2P, T&E, and PRO processes. This includes identifying relevant global interfaces, automated controls, and reports that are critical for Internal Controls Over Financial Reporting (ICFR) and providing guidance to relevant business owners on the implementation and compliance with NFCM requirements.

- Lead planning of the process global walkthroughs with external auditor. GPOs and relevant process owners to lead the global walkthroughs for respective area, supported by Global FCC Process expert.
- Understands projects (system or process related) within the function, participates on process/system design to eliminate financial risks, assesses potential impact on financial compliance, ensures and collaborates with project team to deliver project compliance memo on time and with high quality. Maintains NFCM Control Work Instructions up to date and ensures training within needed control owner and FCC communities
- Oversees NFCM compliance within the process and supports GPOs on driving global process compliance. Lead change management activities surrounding enhancement of process, controls, including coordinating training, sharing updates and highlights, and providing timely communication around the process control environment
- Define areas of priority and focus; drive process deep-dives to identify process-control gaps, oversee definition and implementation of solutions to enhance internal controls assurance. Own NFCM expertise, continuously enrich process knowledge through partnering with the GPOs and relevant functions, FCSG, and Operations community
- Lead initiatives that help driving a preventative approach in the risk and issue identification. Ensure transparent, reliable and agile stakeholder management despite global complexity; being the interface between the FCC team, GPOs and relevant process owners. Identify opportunities for automation and the use of digital technology to improve financial compliance. Contribute to the implementation of digital tools and solutions for anomaly detection and control automation by partnering with dedicated teams.
- Leverage data analytics and to enhance the detection of irregularities and ensure robust internal controls. Stay abreast of technological advancements and industry best practices in digital audit techniques and tools. Foster a culture of continuous improvement and proactive risk management.

#### **Essential Requirement:**

- Bachelor's degree in Accounting, Finance, Business Administration, or a related field.
- Certified Public Accountant (CPA), Certified Internal Auditor (CIA), or other relevant professional certifications preferred.
- Minimum of 7-10 years of experience in internal audit, compliance, or related fields.
- Knowledge of S2P, T&E, and PRO processes
- Strong understanding of SOX requirements

#### **Desirable Requirements:**

- Experience in complex, multinational business setup ideally in Pharma and shared services industry
- Good knowledge of SAP and MS Office
- Excellent analytical, problem-solving, and communication skills.
- Proven ability to manage multiple projects and meet deadlines.
- Project management skills and international experience, ability to work cross functional
- Experience in standardization and harmonization of processes and controls
- Good communication and interpersonal skills to motivate others

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

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Division

Finance

Business Unit

CTS

Location

India

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Alternative Location 1

Home Worker, United Kingdom

Alternative Location 2

London (The Westworks), United Kingdom

Alternative Location 3

Prague, Czech Republic

Functional Area

Audit & Finance

Job Type

Full time

Employment Type

Regular

Shift Work

No

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