

ERC Head

Job ID
REQ-10052968
Jun 09, 2025
China

Summary

This is a senior level ERC business partnering role supporting Novartis International strategic TA and some key functions in mainland China (and/or Hong Kong), to act ethically, manage risk and deliver with integrity the company priorities. Moreover, to ensure Novartis China business practices comply with internal guidelines & policies and external applicable regulations, laws and policies in close collaboration with the relevant cross functional teams.

About the Role

Major accountabilities:

- Partner with strategic brands to set overall strategy and develop activity plans with clear intent, legitimate business needs and risk management process which are in line with Novartis Code of Ethics, DBE principles and handbooks.
- Act as strategic advisor to provide value-added advice to the complex project models and innovative initiatives, and collaborate with X-functional teams to establish risk governance framework for high risk project models;
- Support leadership in developing KPIs to enhance manager's accountability by leveraging data analytics and lead compliance culture campaigns such as ambassador/navigator programs;
- Develop comprehensive compliance training curriculum and plans for sales, marketing and other relevant teams - including existing associates and new joiners, to ensure they are fully aware of the Novartis Code of Ethics, policies, and processes.
- Handle compliance related incidents and complicated investigation cases, and partner with business and X-functional teams to develop and oversee closure of remediation actions resulting from investigations, monitoring, or audits.
- Act as a strategic and trusted compliance business partner to support TA/other critical functions in making value-based decisions.
- Proactively advise/offering guidance and collaborate with global and local cross functional teams to drive and enable a range of high-profile strategic projects to address the unmet needs of HCP and patients and strengthen Novartis' reputation.
- Engage early and timely communicate with internal stakeholders including senior management, marketing, sales, VA, PA, Comms & PA and medical on compliance related matters to provide value-based insights.
- Keep up to date on the regulatory environment and any internal change and promptly identify the emerging risks and come up with solutions to better support business enablement.
- Handle compliance related incidents and take agreed corrective remediation actions together with cross-functional teams.

Requirements:

- Bachelor Degree and above
- High level of personal & work integrity, independence, tenacity and resilience.
- 10+ years of consulting firm related background & in-house pharma MNC experience, holding finance/legal related certificate would be the plus
- Ability to maintain professional demeanor even when confronted with stressful and/or potentially adversarial situation with strong stakeholder management skills ;
- Demonstrate the ability and savvy to effectively interact and work collaboratively with senior stakeholders and multiple cross functional teams;
- Demonstrated flexibility, proactiveness to initiate and take on new tasks and ability to effectively operate within a fast-paced environment.
- Mandarin - Native Speaker; English - Fluent

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>

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Division

Ethics Risk & Compliance

Business Unit

Innovative Medicines

Location

China

Site

Shanghai (Shanghai)

Company / Legal Entity

CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd

Functional Area

Legal & Intellectual Property & Compl.

Job Type

Full time

Employment Type

Regular

Shift Work

No

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Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the

recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversityandincl.china@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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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