

# LDC Core Enablement Business and IT Controls

Job ID  
REQ-10017960  
Oct 29, 2024  
India

## Summary

This role will help drive the execution of Novartis' ambition to turn process, data and digital into a strategic asset to become a leading medicines company powered by advanced therapy platforms and data science. Partner with the Business functions (mostly FRA) in the area of responsibility and support execution of digital requirements and process standardization within the business process. This role works closely with the Global Process Owner (GPO) teams / LDC workstream leads in the design and implementation of adequate Internal Controls fully embedded within the respective business processes. The incumbent will actively work with LDC Business and IT Controls (BITC) Lead and other LDC BITC SPOCs to support evolution of NFCM framework (incl. tools) in line with process changes as per LDC.

Support identification of Key Risk Areas within the business processes and leverage technology advancements (e.g., Data mining, AI/ML etc.) to design rules / exception-based reports / analytics to support Continuous Controls monitoring, resulting in timely remediation, sustained compliance, operational effectiveness, and greater transparency.

## About the Role

## Key Responsibilities:

- Ensure NFCM matrix accurately reflects the standardized business processes as per LDC, and evaluate opportunities to minimize redundancies (i.e., leaner control matrix)
- Closely work with LDC FC&C Lead and other LDC FC&C SMEs to ensure consistent approach for collaboration across LDC process streams, to support design of appropriate internal controls within the business processes.
- Support integration between Business and IT Controls topics, to enhance efficiency of compliance mainly in relation to IT Application Controls (NFCM / SOX relevant applications, interfaces, etc.).
- Liaise with Group FC&C - Methodology team to ensure alignment on potential changes to NFCM controls, methodology and further integration with NFCM framework.
- Collaborate with GPO teams / LDC workstream leads in the respective business processes during the process design to ensure harmonization, standardization and simplification, and elimination of step-outs not adding value to improve operational excellence.
- Perform risk assessment of the TO-BE business processes, in collaboration with GPO teams and identify most appropriate internal controls to address the Financial Compliance risks within the process. Support identification of key risk areas within the business processes and propose design of appropriate internal controls and monitoring mechanisms to adequately mitigate the risk.
- Identify opportunities for improved compliance and increase productivity via automation of manual

controls, where feasible. Leverage digital opportunities to design efficient and compliant business processes driven by inherent application / automated controls, workflows and supported by exception-based compliance reports.

- Evaluate and drive business acceptance of digital opportunities (Data mining, Machine learning / AI etc.) specific to topics relevant for Financial Compliance, such as continuous controls monitoring & fraud detection, to ensure better insights on risk as well as efficiencies in managing compliance.
- Support implementation of the Compliance tool and roll-out for the internal controls within the area of responsibility (including testing as necessary). Leverage Compliance tool and other digital solutions to enhance efficiencies in Control execution and testing, through automation of rule-based activities.
- Ensure definition of standard job positions across business processes, for creation of standard job roles in ERP. Support definition of strong Access governance and well-regulated Access controls to ensure minimal access conflicts (/segregation of duties).
- Accountable for the development of training materials and to deliver trainings on the changes to Internal controls within the business process.
- Support cultural change, explore new ways of working, collaborate and support the overall success of the program and execute the required changes to meet business objectives.

## **Essential requirements:**

- University degree in Finance or related field
- Advanced degree in business, finance, or economics preferred Experience.
- At least 10 years' experience with Financial and Internal controls in country and global roles, collaborating across teams, managing complexity, and leading change.
- Good knowledge of Business processes and Internal Controls.

## **Desirable requirements:**

- Excellent communication, collaboration and leadership skills with proven speaking, presentation, and facilitation experience in internal and external environments
- Leverages business understanding and its requirements in the design of the Transformation Program agreed end states/outcomes.
- Problem solving and root cause identification skills. Able to work effectively at all levels in an organization.
- Understands the competing organizational needs beyond own part of business. Able to interpret complex information and to influence internal and external peers.
- Strong analytical and decision-making abilities, capable to understand situations, interdependencies, and challenges in a holistic way.
- Ability to effectively prioritize and execute tasks in a high-pressure environment.
- Can conform to shifting priorities, demands and timelines through analytical and problem-solving capabilities.
- Flexible and reacts to changes promptly and efficiently.
- Proactive, result orientated and with a strong customer centric attitude.
- Interest to learn, explore and develop within the given role.

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>

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Commitment to Diversity and Inclusion:

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**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

Operations

Business Unit

CTS

Location

India

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Alternative Location 1

Prague, Czech Republic

Functional Area

Audit & Finance

Job Type

Full time

Employment Type

Regular

Shift Work

No

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

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