

## Country Ethics, Risk and Compliance Head

Job ID  
REQ-10031494

1月 21, 2025

Poland

### 摘要

The Head of Ethics, Risk & Compliance (ERC) International Poland is responsible for developing, implementing and overseeing an effective ERC program, in alignment with the strategy and priorities from the Company and Function.

This includes ensuring adequate training and communication on ERC related standards and building capabilities to facilitate ethical decision making. As a trusted business partner, the Head of ERC will strive to identify and manage risks impacting the local organization, ensuring compliance with company policies and applicable laws and regulations.

### About the Role

Major accountabilities:

- As member of the Country Leadership Team, persuade and engage the leaders to continually monitor effectiveness of the ERC program, including cultural drivers of ethical decisions and

integrity, for continuous improvement

- Provide comprehensive, contextual advice in order to influence actions regarding local business-owned implementation of ERC Policies and Guidelines
- Actively engage with local external and internal ERC networks, including the local industry association, to shape and influence the environment, and build trust around Novartis reputation
- Lead in developing, refining, and adapting standards related to ERC to meet evolving requirements; promote consistently high standards and operational excellence
- Conduct local communication, training, and monitoring activities to support ERC awareness, risk identification and prevention goals
- Find solutions to existing and new Ethics, Risk & Compliance issues and develop appropriate and innovative practices and guidelines.

#### Essential Requirements:

- Bachelor Degree in Business, Law, Finance or other relevant subjects is required. Postgraduate degree is preferred.
- Fluency in English required in addition to Polish
- Extensive experience working in pharmaceutical, device or healthcare industries with relevant exposure to Ethics, Risk and Compliance function or related components preferred
- Crisis management
- Experience in dealing with investigations of misconduct
- Familiarity with healthcare laws and regulations
- Risk management, including third party risk management

#### Desirable Requirements:

- Prior experience managing the ERC program at Country or Cluster level
- Knowledge of Compliance Program principles and structure; Compliance Certification status a plus

#### 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

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部门

Ethics Risk & Compliance

Business Unit

Innovative Medicines

地点

Poland

站点

Warsaw

Company / Legal Entity

PL03 (FCRS = PL003) Novartis Poland Sp. z o.o.

Functional Area

Legal & Intellectual Property & Compl.

Job Type

Full time

Employment Type

Regular

Shift Work

No

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