

Associate Director ERC Behavioral Science

Job ID
REQ-10033284

1月 10, 2025

Ireland

摘要

Location, Dublin; Ireland, Prague; Czech Republic, London; UK or Basel; Switzerland

Are you passionate about driving behavior change for ethics? As our Associate Director ERC (Ethics, Risk & Compliance) Behavioral Science, you'll have the unique opportunity to do just that! You'll play a key role in enabling high-profile transformative change within our organization, fostering an ethical culture anchored in behavioral science principles and methodologies.

In this global role, you'll make a significant contribution to the development of our ethical culture, helping to drive the overall success of our Ethics, Risk and Compliance function. You'll report directly to the Head Capability Development, ERC, giving you the opportunity to make a real impact. We look beyond Pharma for talent so this could be you!

About the Role

Key Responsibilities:

- Drive the design, data analysis and roll-out of the Global Ethics Survey to measure ethical behaviors across Novartis. Present actionable insights back to senior management and support units/teams in their development of practical action plans.
- Lead efforts to enable a behavioral science approach to how Novartis drives ethics, identifies and manages risks, and ensures compliance with policy and guidelines.
- Drive evidence-based strategies and large-scale initiatives to enable behavior change for ethics based on behavioral science, including designing, piloting and experimentally testing behavioral science-backed initiatives to drive ethical behavior.
- Collaborate with teams across ERC, key stakeholders and employees to understand their point of views and needs and incorporate these insights into culture and change initiatives.
- Deliver actionable insights through behavioral research using mixed methods (e.g. survey design, user experience testing etc.) and perform data analysis using statistical software (e.g. R) to measure impact.
- Leverage insights to design interventions for driving ethical behavior, putting ethics at the core of processes and driving organizational change, e.g. people manager upskilling, commercial practices, hiring etc.
- Support senior stakeholders in understanding behavioral insights and actioning on practical insights.
- Support project management, workshop preparation and facilitation, and ensuring we are staying on track and true to the delivered insights.
- Stay abreast of industry trends, model practices, and emerging research in behavioral science, ethics, and organizational culture, and share insights and recommendations with internal partners.

Essential Requirements:

- Degree in a relevant field (Behavioral Science, Psychology, Organizational Behavior, or a related field).
- Many years' experience in employee experience, organizational development, change management, or culture transformation roles, with a focus on behavioral change or behavioral ethics.
- Strong understanding of behavioral science methodologies, including study design and data analysis, and behavioral science principles, including habit formation, motivation, decision-making, and behavioral economics.
- Excellent communication, facilitation, and interpersonal skills, with the ability to influence and inspire others at all levels of the organization.
- Creative problem-solving abilities and a passion for driving positive change and innovation within organizations.
- Ability to work in an ambiguous, undefined environment.

Commitment to Diversity & Inclusion:

- We are committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

部门

Ethics Risk & Compliance

Business Unit

Corporate

地点

Ireland

站点

Dublin (NOCC)

Company / Legal Entity

IE02 (FCRS = IE002) Novartis Ireland Ltd

Alternative Location 1

Basel (City), Switzerland

Alternative Location 2

London (The Westworks), United Kingdom

Alternative Location 3
Prague, Czech Republic

Functional Area
Legal & Intellectual Property & Compl.

Job Type
Full time

Employment Type
Regular

Shift Work
No

[Apply to Job](#)

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



Job ID
REQ-10033284

Associate Director ERC Behavioral Science

[Apply to Job](#)

Source URL:

<https://www.novartis.com.cn/careers/career-search/job/details/req-10033284-associate-director-erc-behavioral-science>

List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://talentnetwork.novartis.com/network>
3. <https://www.novartis.com/careers/benefits-rewards>
4. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Dublin-NOCC/Associate-Director-ERC-Behavioral-ScienceREQ-10033284-2>
5. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Dublin-NOCC/Associate-Director-ERC-Behavioral-ScienceREQ-10033284-2>