

## Associate Director, Labor Rights

Job ID  
REQ-10048506

4月 22, 2025

Malaysia

### 摘要

We are seeking a strategic collaborative and solutions-focused Associate Director, Labor Rights to lead the execution of Novartis' global labor rights program, with a focus on the Asia Pacific, Europe and Middle East (APMA) region.

This role is critical to meeting our corporate responsibility under the Corporate Sustainability Due Diligence Directive (CSDDD) and ensuring sustainable, ethical sourcing through high-impact engagement with external partners. The Associate Director will be accountable for identifying, assessing, and mitigating labor rights risks across Novartis value chain.

This is a senior role requiring strong leadership, analytical depth, and the ability to influence both internal stakeholders and external partners. The successful candidate will combine risk expertise with exceptional communication skills and a track record in human and labor rights, ideally within a corporate context.

About the Role

## Key Responsibilities:

- Act as the regional lead and go-to expert for the business and external partners on labor rights risk management.
- Lead risk assessments & due diligence on labor rights and raw material certification for all in-scope external partners, including developing, tracking, and closing mitigation actions/corrective action plans (CAPAs), in line with Novartis global labor rights risk management protocols.
- Design and deliver capability-building programs for external partners using a maturity model framework.
- Lead training efforts across internal stakeholders, external partners, and workers to deepen understanding of the Third-Party Code (TPC).
- Integrate digital risk monitoring tools (e.g., worker voice surveys, grievance platforms) into routine assessments and remediation.
- Investigate and close relevant SpeakUp cases related to external partners.
- Contribute to the design and continuous improvement of global risk protocols, including TPQs, audit methodologies, and remediation frameworks.
- Build and maintain influential relationships with senior leaders across relevant functions viz. Procurement, External Partner Risk Management (EPRM), Legal and others and with external partners to co-develop ethical sourcing solutions.
- Track KPIs that measure external partner compliance and program effectiveness and provide data analytics and reporting as required.
- Engage with civil society, unions, and industry bodies to align Novartis labor rights approach with best practices.
- Actively contribute to broader Human Rights team strategy and cross-functional collaboration.

## Requirements:

- Degree or equivalent experience in law, human rights, supply chain management, international relations, international development, or related fields.
- Experience in labor rights risk management, including hands-on engagement with external partners on labor rights compliance with international labor standards.
- Proven expertise in external partner transformation (from low to high compliance) and labor rights risk mitigation approaches.
- Experience with digital tools for labor rights monitoring and technology-enabled risk assessment.
- Fluency in English; additional languages relevant to the APMA region are a plus.

## Key Skills and Attributes:

- Strong influencing and negotiation skills to drive external partner compliance.
- Skilled in effective risk assessments, data interpretation, and independently generating actionable insights for informed decision-making in complex risk scenarios.
- Excellent communication abilities to effectively convey labor rights concepts to diverse stakeholders (internal and external) supporting clear, informed decision making.
- Agile and adaptable to regional complexity and evolving regulatory landscapes.
- Strong ownership mindset with the ability to lead multiple initiatives independently and deliver high-impact results with minimal supervisor insight.
- Commitment to a people-first, risk-based approach that prioritizes worker well-being.

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部门

Ethics Risk & Compliance

Business Unit

Universal Hierarchy Node

地点  
Malaysia

站点  
Selangor

Company / Legal Entity  
MY01 (FCRS = MY001) Novartis Corporation (Malaysia) Sdn. Bhd. (19710100054)

Alternative Location 1  
Hyderabad (Office), India

Functional Area  
Legal & Intellectual Property & Compl.

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

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