

# Head Protective Security Asia Pacific

Job ID  
REQ-10024451  
Nov 13, 2024  
India

## Resumen

As the REFS representative at the cluster/country level, acts As the touchpoint for customers cross-site and within the cluster/country and across all REFS domains, to gather and maintain a deep understanding of cluster/country business needs and challenging these needs to shape cluster/country level customer requirements ensuring all service activities deliver greatest value and quality

## About the Role

Head Protective Security Asia Pacific

Location – Hyderabad #LI Hybrid

About the Role:

As part of a wider team and in alignment with the Novartis Protective Security Strategy, this role is responsible for managing physical security at all Novartis sites across Asia Pacific. This is achieved by evaluating threat likelihood, impact and vulnerability to advise the detailed application of protective measures, consisting of: perimeter and building protection, access control, video surveillance, alarm monitoring, personnel protection and general crime prevention.

The purpose of the role is to protect Novartis people, property, patients and reputation as the regional point of contact for all physical security concerns and queries, supported by the 24/7 Global Security Operations Center and with the guidance of the security technology team. Success is attained through the implementation of global standards, leading outsourced security guarding providers, providing tactical direction to site security functions, in-depth security advice to senior partners, Capital Project design advice and support to business travelers.

Close assistance to Novartis Emergency Management (NEM), business continuity and site-based incident response programs is also expected.

Key Responsibilities:

- Leadership - Ensure that the Asia Pacific region is aligned with Protective Security Global Standards. Anticipate risk and react accordingly by providing pragmatic solutions, often at short notice. Develop and maintain a network of Site Security Champions across all AsiaPac sites in scope.
- Manage security suppliers and partners to ensure optimized performance targets are being met using Operational Performance Indicators (OPIs), Key Performance Indicators (critical metrics) and within Service

Level Agreements (SLAs), whilst keeping costs within budget appetite.

- Conduct desk-top and on-site security reviews, audits and assessments to ensure Novartis people, property and reputation are appropriately always protected. Implementation and Operations -Implement global policies and standards for site security in scope of Real Estate and Procurement.-
- Ensure that security services are provided to the sites within the scope of Novartis Operations in an effective, efficient and consistent/harmonized manner.
- Work closely with the security Provider, handle outsourced guarding contracts within the region and reinforce alignment to OPIs and important metrics on a periodic basis, as advised. Ensure that systems are in place to demonstrate and verify compliance with all pertinent security-related regulations, statutes, local ordinances and/or other externally driven requirements in the region.
- Ensure that good relationships are established and maintained with applicable law enforcement agencies across the region.
- Effective and efficient Security Management Systems, plus supporting programs (e.g. Physical Security, Technical Security, Threat Intelligence, Business Continuity and NEM), are in place and appropriate to the location's complexity, scale, regulatory requirement, environment considerations and business criticality.

#### Essential Requirements:

- Military or law enforcement background desirable but not crucial; recent experience within the pharmaceutical, biomedical research and/or healthcare industry ideal. Demonstrated ability to influence without authority and lead successfully in a highly matrixed global environment.
- Experience living outside of home country for over one year highly desirable, ability to listen and think strategically, lead risk and be innovative in problem solving. Capable of sound decision making; politically and financially astute with the ability to drive initiatives.
- Ensures customer and management satisfaction with the security program by ensuring adequate services are delivered at the best value for the company. All externally driven compliance requirements are met, as assessed by all appropriate external agencies during inspections, report reviews, analytical data reviews, or as assessed by internal compliance audits.
- All security guidelines are fully implemented in the region, as assessed by internal reviews and audits. Qualitative or programmatic goals and objectives are achieved within agreed-upon timelines.
- Expense budgets under control of the Head of Security Asia Pac are delivered at  $\pm 2\%$ , and not exceeded, unless significant unplanned expenses are incurred (i.e. due to major incident or agency action) and authorized by Head REFS Asia Pacific, China and Japan (APCJ).
- Hands on to MS Office based desktop applications. Excellent communication and modern presentation skills (written and verbal). Resourceful, flexible and adaptable to the changing demands of the business

#### Desirable Requirements:

- University/Advanced degree is required, in security, criminal justice, emergency management or other related field. Advanced degree is highly desirable (e.g., Master's degree or MBA) Certified Security Management Professional (CSMP) diploma level 6, or similar qualification - ideal but not crucial.
- 18 years' hands on professional experience in a range of security environments at a regional / international level and being proficient in all aspects of security operations, planning and solutions. Minimum of 3 years of experience in a leadership/supervisory role and 5 years of experience in an operational/site-based 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>

You'll receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here: <https://talentnetwork.novartis.com/network>.

**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>

División

Operations

Business Unit

CTS

Ubicación

India

Sitio

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Instalaciones y Administración

Job Type

Full time

Employment Type

Regular

Shift Work

No

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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.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.

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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