

# ERC Director GH Programs, Partnerships & Medical Affairs

Job ID

REQ-10038394

Mar 02, 2025

India

## Resumen

The ERC Director GH Programs, Partnerships & Medical Affairs will act as an independent and strategic business partner to all associates within GH Programs, GH Medical Affairs & External Affairs and Strategic Partnership (EASP) teams including SSA EASP team and referred to as Business Partners. They will provide advice and guidance on strategic partnerships, ensuring alignment with the GH Partnership Framework and Novartis' Doing Business Ethically policy. In this role, the ERC Director GH Programs, Partnerships and MA will proactively identify and anticipate business needs and risks/potential risks to help teams to achieve their objectives with high ethical standards and in compliance with all applicable professional industry codes and Novartis codes of conduct, policies and regulations.

## About the Role

### Major accountabilities:

- **Business partnership:** · Provides specialized ERC advice on all topics, from early concept discussion to ensure successful achievement of Business Partners' objectives, safe adoption of innovative solutions and that strategy and tactics meet Novartis high ethical standards, Novartis Code of Ethics, internal policies, local laws and regulations · Supports Business Partners' associates through effective training, pragmatic risk management and effective monitoring and oversight frameworks to foster a culture of integrity. · Embraces an enterprise-view to connect functions and people, removing silos, managing complexity and co-creating solutions.
- **Risk Assessment:** · Proactively identifies, assesses, anticipates risks associated to activities conducted by Business Partners to manage and mitigate the risks in a pragmatic and effective manner. · Ensures that within these units there is a good understanding of ERC risks.
- **Ethics & Integrity:** · Embeds the Novartis Code of Ethics and help create and sustain an ethical climate, where associates are able to bring their best to work, speak their mind; and embrace the values of honesty, open-mindedness, courage and accountability. · Supports implementation of internal initiatives to foster an ethical culture. · Supports leaders to strengthen an ethical culture by driving open-minded discussions on dilemmas and creating a safe environment to speak up. · Fosters a dialogue with our people to do what's right and emphasizes the importance of protecting the company's reputation to fulfill our mission to reimagine medicine to improve and extend people's lives. · Shapes the external environment in a thoughtful way, by engaging with relevant stakeholders.
- Acts as an ERC Corporate Functions leadership member in managing and motivating the whole ERC, CFs team; supports team development through feedback and coaching, while creating a positive work environment that fosters collaboration and engagement.

- **Cross collaboration:**
- Works collaboratively with all ERC colleagues across the organization to ensure seamless ERC support from strategy to execution; support the “global to countries” flow ensuring alignment of approach, avoid duplication of efforts, clarity and consistency in guardrails, agility in decision making and implementation.
- Serves as a crucial link between teams; helping to align their strategies and operations in the spirit of integrated assurance.
- Acts always in the spirit of “One ERC” to fully leverage the power of our function’s resources to support the business.
- **Procedures and Processes:**
- Establishes and advises on compliance standards and processes based on internal policies and guidelines.
- Supports smooth implementation and adoption of Doing Business Ethically and BeSure tool.
- Identifies gaps in the implementation process and creates appropriate CAPAs to drive ethical behavior and compliant conduct.

### **Minimum Requirements:**

#### **Education (minimum/desirable):**

Degree in business/law, life science or other compliance-relevant subject

#### **Work Experience:**

- Preferred 9-10 years professional experience in a compliance-related role or audit role or legal role or similar valuable experience having acquired a deep understanding of compliance risks and business activities
- In depth understanding of the operations of a pharmaceutical company including medical, value and access, commercial, digital/social media, content management.
- Strong knowledge of Novartis internal policies and international and local regulatory/compliance requirements.
- Experience with launch & brand strategies, medical governance and medical activities
- Experience with reviewing or approving business material is a plus
- Experience with digital and social media activities is a plus

#### **Skills:**

- Excellent interpersonal skills and ability to develop trusting relationships with stakeholders
- Strong partnering skills to identify and leverage knowledge from across the organization
- Excellent analytical/reasoning, problem solving, organizational and multi-tasking skills
- Strong policy, process and project management skills
- Knowledge expert of Novartis compliance policies, procedures and how they apply to associates’ roles and responsibilities.
- Excellent presentation skills and executive presence.
- Experience developing content and delivering quality education programs
- Demonstrated ability to establish strong external networks accessed and relationships built with experts in the field, industry peers and regulatory authorities to remain current on compliance and other industry related trends
- Demonstrated ability to prepare and deliver analytical, written and oral communications appropriate for multiple audiences and levels within the organization

- Demonstrated track record of partnering with business to establish a common vision to enhancing business performance

#### 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>

#### 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.

#### Accessibility and accommodation

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

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

Ethics Risk & Compliance

Business Unit

Corporate

Ubicación

India

Sitio

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Alternative Location 1

Kenya, Kenia  
Alternative Location 2  
Midrand, Sudáfrica  
Functional Area  
Propiedad legal e intelectual y cumplimiento  
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.

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