

Ethics, Risk & Compliance Manager

Job ID

REQ-10077132

May 25, 2026

LOC_CA

About the Role

Key Responsibilities

- Partner with business leaders to provide pragmatic Ethics, Risk and Compliance guidance on conduct, risk, and decision-making.
- Enable business initiatives while ensuring alignment with Novartis policies, industry codes, and applicable laws.
- Proactively identify emerging risks and support ethical, compliant outcomes across functions.
- Design and deliver role-based, risk-focused training in ethics, compliance, and risk management.
- Strengthen transparency practices through effective collaboration with internal and external stakeholders.
- Lead country-level risk assessments, issue management, remediation, and compliance monitoring activities.
- Use data, insights, and technology, including artificial intelligence, to enhance risk sensing and compliance effectiveness.

Essential Requirements

- University degree in Law, Business, Life Sciences, or a related discipline.
- Experience within the Canadian pharmaceutical or life sciences sector.
- Professional experience in ethics, risk, compliance, legal, or governance roles.
- Ability to translate policies and regulatory requirements into clear, practical business guidance.
- Experience operating in a matrixed, cross-functional environment.
- Strong stakeholder engagement skills with sound judgment and credibility.
- Analytical mindset with experience using data and technology, including artificial intelligence, to manage risk.

Desirable Requirements

- Professional certification in compliance, ethics, or risk management.

Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Remuneration Range for role:

- CAD 107,525 - 149,270

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our [brochure](#) to learn more about our global total rewards offering: https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements. A full overview of your compensation package applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

At Novartis Canada, we are determined to be a valued partner and advocate, with a deep understanding of patient needs along the entire care journey – from drug development, to diagnosis, to access and beyond. Part of the way we are doing this is by leveraging data, technology, and partnerships.

Research & Development: we focus on four core therapeutic areas: Cardiovascular, Renal & Metabolic, Immunology, Neuroscience and Oncology. We also develop and deliver treatments through other promoted and established brands, which today are helping millions of patients. Over the last three years, our average annual research and development investment in Canada was over \$30 million, and we conduct clinical trial research in every region throughout Canada.

Commitment to Diversity and Inclusion: Novartis is committed to building outstanding, inclusive work environment and diverse team's representatives of the patients and communities we serve.

Role Requirements

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>

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

Division

DIV_EC

Business Unit

Legal

Location

LOC_CA

Site

Toronto

Company / Legal Entity

CA04 (FCRS = CA004) NOVARTIS PHARMA CANADA INC.

Functional Area

FCT_LI

Job Type

Full time

Employment Type

Regular

Shift Work

No

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