

Global Financial Controls & Compliance Process Experts

Senior Manager

Job ID

REQ-10082892

Sep 01, 2026

LOC_CZ

About the Role

Key Responsibilities

- Shape and establish the scope, responsibilities and ways of working for a newly created cross-process SME role within Global Financial Controls & Compliance.
- Drive stronger collaboration, knowledge sharing and best-practice adoption across process SME teams, helping reduce silos and build consistent approaches.
- Partner with Global Process Owners, FC&C Operations, Group Methodology, IT application controls teams and external auditors to align control design, remediation and methodology requirements.
- Lead cross-process coordination and project management activities, ensuring priorities, dependencies, decisions and actions are clearly managed.
- Strengthen IT application controls capability across the SME team, acting as an ambassador for system-enabled controls, automated controls, workflows and configuration considerations.
- Support the evolution of the control environment in the context of S/4HANA / Lean Digital Core transformation, helping translate business and system change into robust control design.
- Identify opportunities to harmonize, simplify and improve global controls processes, including opportunities for digital enablement, automation and more efficient monitoring.

Essential Requirements

- 10+ years experience in finance controls, internal controls, risk, audit, compliance or related areas within a global, matrixed organization.
- Strong understanding of Internal Control over Financial Reporting, SOX / SOX 404 requirements, control design, remediation and control testing environments.
- Experience working with IT application controls, automated controls, system workflows, segregation of duties or finance systems control environments.
- Proven ability to work cross-process, connect stakeholders, diagnose gaps and translate complex requirements into pragmatic ways of working.
- Strong stakeholder management skills, with the ability to build trusted relationships across Finance, Digital / IT, audit, methodology and operations teams.
- Strong project management, coordination and change management capability, with a track record of driving clarity and momentum across multiple priorities.
- Fluency in written and spoken English and at least one additional European language; additional language skills are advantageous.

Desirable Requirements

- Professional certification such as CISA, CIA, CPA, ACCA or equivalent, particularly where linked to IT audit, systems controls or financial controls.
- Experience gained in a Big Four advisory / audit environment, ideally combined with in-house experience in a global organization or transformation setting.

Benefits & Rewards

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

Expected Annual Base Salary Range for role: 1,172,150.00 - 1,674,500.00 - 2,176,850.00 CZK Annual

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

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.

You may be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

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, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion / EEO paragraph

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 all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to di.cz@novartis.com and let us know the nature of your

request and your contact information. Please include the job requisition number in your message

Role Requirements

Primary location salary range

Kč1,172,150.00 - Kč2,176,850.00

Division

DIV_FI

Business Unit

Finance

Location

LOC_CZ

Site

Prague

Company / Legal Entity

CZ02 (FCRS = CZ002) Novartis s.r.o.

Alternative Location 1

LOC_GB

Functional Area

FCT_FN

Job Type

Full time

Employment Type

Regular

Shift Work

No

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