NOVARTIS

Russia Country Ethics, Risk & Compliance Head

Job ID
REQ-10079302
Sep 07, 2026
LOC_RU

About the Role

Key Responsibilities:

Strategic Risk Leadership and System Design

- Set the ERC vision and strategy for Russia, aligned to enterprise objectives, external risk signals, and market context; integrate risk intelligence into business planning and innovation.
- Design and evolve fit-for-purpose programs, controls, and governance (feedback loops, metrics, root-cause learning) that drive resilient behavior and decision-making, not mere compliance checklists.
- Establish clear decision rights, escalation pathways, and risk appetite guidance in partnership with Country, Cluster and International leadership

Deep Technical Mastery and Assurance

- Provide authoritative guidance on complex, high-stakes compliance matters in the healthcare environment; tailor global standards (ABAC, DPDAI, COI) to Russia operations in a risk-balanced manner.
- Maintain functional credibility with regulators, auditors, and cross-functional leaders; ensure policies, procedures, and monitoring meet regulatory and ethical expectations.
- Oversee promotional/non-promotional activity governance; report appropriately to the Country Leadership Team.

Culture Shaping and Integrity Leadership

- Role-model integrity and cultivate a speak-up, accountable culture that embeds ethics into performance and everyday choices.
- Use systems, signals, and narrative to promote integrity beyond compliance; improve culture metrics and perception of trust, openness, and psychological safety.
- Define and deliver an annual local training plan (Code of Ethics, SpeakUp, Anti-Bribery, Doing Business Ethically, handbooks, relevant local regulations), ensuring onboarding and refreshers are practical and impact-oriented.

Business Partnership and Enablement

- Act as a trusted advisor and problem solver to business leaders; influence upstream decisions to enable innovation and speed with integrity.
- Translate risk guidance into practical, timely business decisions; co-create mitigation strategies with business units and functions without compromising ethical standards.
- Champion One ERC across divisions, Development, and Operations to ensure a consistent, scalable approach

Risk Management, Monitoring, and Issue Handling

- Lead risk assessments, audits, monitoring, and reporting; use data and insights to prioritize remediation and strengthen controls.
- Ensure SpeakUp processes are well-communicated, fair, and effective; oversee corrective actions and remediation following investigations and committee decisions.
- Coordinate Business Continuity and Emergency Management (pandemic, disaster, earthquakes, CARBON) readiness.

Influence, Presence, and Stakeholder Engagement

- Build trust and influence across senior leadership, regulators, and industry bodies; communicate with clarity, presence, and calm under pressure.
- Engage in dialogue rather than directive; leverage storytelling and evidence to shape decisions.
- Represent the company in relevant committees and associations to synthesize public expectations, strengthen the environment, and enhance industry trust.

Team Leadership and Capability Building

- Attract, develop, and retain diverse ERC talent; allocate resources effectively and build future-ready capabilities.
- Inspire a shared vision and mission; lead through change with clarity, care, and accountability.
- Establish capability frameworks, coaching routines, and succession planning to elevate functional excellence.

What You'll Bring

- A minimum of 10 years experience within ERC or adjacent regulated enviroments, with proven mastery of ABAC, DPDAI, COI, and local regulatory frameworks
- Demonstrated systems thinking, operational design, and data-informed program leadership
- Strong executive presence, influence without authority, and cross-boundary collaboration
- Track record in culture change, speak-up enablement, and ethical leadership
- Team leadership: talent strategy, coaching, and change leadership across complex matrices

Education

University degree required, MBA degree preferred

Why Novartis

Join Novartis to help reimagine medicine and improve lives. Work in a colabortive, innovative environment focused on delivering sustainable access and impact at scale.

Role Requirements

Division
DIV_EC
Business Unit
Audit & Compliance
Location
LOC_RU
Site
Moscow (City)
Company / Legal Entity
RU07 (FCRS = RU007) Novartis Pharma LLC
Functional Area
FCT_LI
Job Type
Full time
Employment Type
Regular
Shift Work
No
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