

Director Financial Controls & Compliance US

Job ID

REQ-10074091

Mar 13, 2026

LOC_US

About the Role

Job Description:

The Director Financial Controls & Compliance (FC&C) US - will plan, execute, and ensure delivery of high-quality compliance, controls testing, risk advisory that meet Novartis Financial Controls Manual (NFCM) methodology standards, SOX 404 requirements and strategies. This position will lead US FC&C team in activities including assessment of business/information technology risks and evaluation of related internal controls.

Key Responsibilities

- Lead a multi-location Financial Compliance team of 12 FC&C professionals, taking responsibility for the overall US FC&C scope, including delivering on-boarding and coaching to new team members, coaching, leading, providing technical support and feedback. Rate potential and capacity of team members and provide feedback to FC&C management. Enable and lead talent development, encourage cross-functional training and knowledge sharing.
- Mastering key company policies that Financial Controls & Compliance provides assurance on, including their implementing guidelines and procedures. This includes a comprehensive understanding of NFCM, customization of policies and requirements to meet overall SOX 404 requirements as well as US specifics and needs.
- Own and oversee the end-to-end US SOX 404 and financial controls lifecycle, including annual scoping, risk assessment, prioritization of activities, and coordination across multiple initiatives and competing timelines.
- Apply effective project management to various assignments, integrations or divestures, systems and process implementations, to improve the technical and operational effectiveness of the FC&C team.
- Leverage automation, bots, AI, and major system transformations (e.g., global ERP implementations) to enhance and modernize the controls environment, while overseeing control design, risk mitigation, and compliance with SOX 404 and NFCM requirements.
- Identify root causes of control issues and reporting errors and investigate, analyze and test possible solutions or measures for improvement. Prepare memos and reviews and agree issues with responsible management. Oversee and challenge impact and exposure assessments for control deficiencies and financial reporting risks, including evaluation of severity, financial statement impact, and ensure timely escalation to senior management and governance bodies.
- Develop key-contact relationships with senior local and global management, FC&C organization, Finance and/or functional area(s) of responsibility to develop overall effective compliance strategy for US units. Will also build effective business partnering and advisory relationships with external auditors (KPMG) as well as Group stakeholders (GPO, Global FC&C, Internal Audit etc.)
- Provide thought leadership in assigned areas of subject matter expertise, maintaining efficient, effective and up to date compliance approach and continuous monitoring principles.
- Implement a collaborative approach with other experts to adopt innovative approaches, including data analytics and automation (e.g., Alteryx, Celonis), to enhance risk identification, control monitoring, and efficiency.
- Liaise with defined key stakeholders in selected divisions/business units and functions to understand the business and stay informed about changes in business and financial risks.
- Highlight risks to local and global management, including significant, recurring and emerging issues where appropriate, for reporting to the Global NFCM Governance Board Committee.
- Provide technical accounting leadership and oversight on complex accounting matters impacting controls, ensuring appropriate interpretation and application of accounting guidance, SOX 404, and internal control requirements in partnership with Finance, Accounting, and external auditors.

Essential Requirements

- Bachelor's degree required
- 12 years of SOX 404 (15 preferred), accounting, compliance, audit experience required, with 5+ years of Financial Controls & Compliance experience, including the ability to operate effectively in complex, fast-paced, and evolving environments
- Demonstrated knowledge and understanding of PCAOB standards, with the ability to exercise judgment and challenge conclusions in complex situations.
- Strong interpersonal and communication skills to influence / motivate others under different geographies / cultural and hierarchy setting while managing competing stakeholder priorities
- Proven people leadership, organizational, and prioritization skills, including the ability to structure work, allocate resources effectively, make trade-offs, and re-prioritize in response to emerging risks and business needs

Desirable Requirements:

- Degree subject area in Finance or Accounting preferred; Master's degree in Finance Accounting/ Business and/or CA/CPA/CIA/ACCA certification a plus
- Multi-national and/or multi-dimensional organization experience preferred; experience within the pharmaceutical industry/manufacturing experience a plus
- Strong IT audit and controls knowledge, including experience evaluating SOC 1 reports, automated and IT-dependent controls, and system-driven financial reporting risks within a SOX 404 environment; SAP experience a plus.
- Strong technical accounting background with demonstrated experience interpreting and applying accounting guidance in a SOX 404 and internal controls environment, including complex or non-routine transactions.

Benefits & Rewards

The salary for this position is expected to range between \$145,600 and \$270,400 per year. The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors. Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards. US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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>

Role Requirements

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

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Employment Type
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Shift Work
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