

Director, Risk & Assurance Partner

Job ID

REQ-10075721

Apr 16, 2026

LOC_US

About the Role

Key Responsibilities:

- Maintain and update the US risk and control register for assigned business function grouping, ensuring accuracy, completeness, and alignment with evolving business risks.
- Facilitate annual risk and control assessments, including calibration of residual risk scores in partnership with cross-functional stakeholders and business advisors.
- Evaluate key risk indicators (KRIs) associated with specific risk areas during risk assessment and calibration, ensuring robust and data-driven risk scoring.
- Establish and conduct annual testing plans to evaluate the effectiveness of controls and identify areas for improvement.
- Identify and conduct deep-dive risk analyses to generate functional risk insights and support business partnering.
- Track and report on action plans for ineffective controls and high-risk areas, ensuring timely implementation of “reduce” plans and mitigation strategies.
- Collaborate extensively with business advisor teams to exchange insights, support risk calibration, and enhance the accuracy of risk and compliance health dashboards.
- Partner with the Risk & Assurance Enablement team to define and communicate requirements for technology, analytics, and reporting solutions that support integrated risk management processes.
- Support continuous improvement of risk management processes, leveraging data and technology to enhance risk detection and assurance outcomes.

Key Performance Indicators:

- Timeliness and accuracy of risk and control register updates
- Quality and impact of annual risk assessments and testing plans
- Effectiveness of KRI evaluation and integration into risk scoring
- Completion and effectiveness of action plans for high-risk areas
- Stakeholder satisfaction and engagement
- Quality of collaboration and information exchange with business advisor and Risk & Assurance Enablement teams

Desirable Requirements:

- Bachelor's degree required; advanced degree preferred (e.g., MBA, JD, MS in Risk Management, Data Analytics, or related field)
- 7+ years of experience in risk management, healthcare compliance, or assurance roles, preferably in the pharmaceutical/healthcare industry
- Strong analytical, problem-solving, and project management skills
- Experience facilitating risk assessments and controls testing
- Demonstrated ability to collaborate across functions and with business advisor and enablement teams
- Familiarity with risk management platforms and data analytics tools

Benefits & Rewards

The salary for this position is expected to range between \$176,400 and \$327,600 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>

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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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Division

DIV_EC

Business Unit

Audit & Compliance

Location

LOC_US

Site

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

FCT_LI

Job Type

Full time

Employment Type

Regular

Shift Work

No

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