

ERC Head Adriatic

Job ID

REQ-10084111

Jul 31, 2026

LOC_HR

About the Role

Major Accountabilities:

- Drive robust implementation of the ERC Program and provide support to local unit.
- Provide strategic direction and guidance and support local implementation activities using existing ERC tools.
- Up skill the capabilities of the teams by providing training.
- Perform on boarding of new comers.
- Develop and update supporting materials and tools related to Ethics Risk and Compliance /Risk / EPRM.
- Support and promote compliance with relevant regulations in scope of the role and fostering a culture of continuous improvement.
- Support Country President and local LT on Compliance topics.
- Support design of an effective Anti-Bribery / TPG framework and support robust implementation.
- Review and refine the Antibribery / TPG strategy, policy, process and systems.
- Provide strategic support and manage ERC Projects.
- Provide support to cluster ERC upon request.

Key performance indicators:

- Adherence to Novartis policy and guidelines
- Project and stakeholder feedback.

Minimum Requirements:

Work Experience:

- Regulatory Knowledge: Deep understanding of the regulatory environment within which we operate
- Risk Management: Proven experience in risk assessment, mitigation, and monitoring
- Compliance Mastery: Track record in managing complex compliance programs, ensuring adherence to ethical business practices
- Leadership: Experience in leading teams towards ethical, risk, and compliance goals
- Communication: Solid stakeholder management and communication skills; driving change through trust and collaboration
- Digital & Tech Risk Awareness: Deep understanding of new technologies, AI and ability to assess and manage related risks effectively
- Cross functional Collaboration: Experience in uniting various stakeholders across the organization on compliance topics
- Data Analytics: Experience in analysing complex risk and compliance related data to derive insights for informed decision making
- Geographic Exposure: Cross country exposure and collaboration

Skills:

- Self-Awareness
- Provide clarity on goals
- Inspirational
- Empowerment
- Navigates Complexity
- Learning agility, and Resilience
- Strategic Thinking (Connecting the dots and looking at bigger picture) ()
- Critical thinking (Analytical thinking/ problem solving)
- Fast decision making
- Prioritization
- Delivering Collective Impact
- Proactive and Accountable
- Stakeholder Management
- Courage
- Influencing
- Social awareness and interpersonal & comms skills (read the room)
- Business Stewardship Functional Capabilities
- Business Acumen
- Risk Management
- Ethical Leadership
- Strong Execution

Languages:

- English
- Croatian

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>

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[Read our handbook \(PDF 30 MB\)](#)

Division

DIV_EC

Business Unit

Audit & Compliance

Location

LOC_HR

Site

Croatia

Company / Legal Entity

HR03 (FCRS = HR003) Novartis Hrvatska d.o.o.

Functional Area

FCT_LI

Job Type

Full time
Employment Type
Regular
Shift Work
No
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