

Head of Financial Reporting & Accounting (m/f/d)

Job ID

REQ-10088709

Oct 01, 2026

LOC_DE

About the Role

Key Responsibilities

- Shape and execute Financial Reporting and Accounting strategy aligned with regional and global business priorities.
- Lead, develop, and inspire high-performing Financial Reporting and Accounting teams across complex organizational structures.
- Ensure accurate, timely, and compliant financial reporting for internal and external stakeholders.
- Drive continuous improvement of finance processes, systems, controls, and operating models.
- Lead budgeting, forecasting, and financial performance monitoring to support strategic decision making.
- Oversee risk management activities and proactively address accounting, regulatory, and compliance risks.
- Partner with senior leaders to deliver business insights and drive operational and financial excellence.

Essential Requirements

- Bachelor's degree in Finance, Accounting, Business Administration, or a related field with a recognized accounting qualification.
- Extensive experience in financial reporting, technical accounting, statutory reporting, and financial controls.
- Proven track record leading large teams, developing talent, and driving organizational change.
- Strong knowledge of German accounting, tax, and regulatory requirements within multinational organizations.
- Demonstrated success leading transformation initiatives, simplifying processes, and improving business performance.
- Experience applying digital, automation, and artificial intelligence solutions while exercising strong professional judgment.
- Excellent stakeholder management, influencing, and communication skills across global and senior leadership audiences.

Desirable Requirements

- Experience within German, Austrian, or Swiss finance and regulatory environments.
- Combined experience in a Big Four professional services firm and industry finance leadership roles.

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: 117,700 EUR to 176,500 EUR

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.

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

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:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

Adjustments for Applicants with Disabilities:

The law provides for severely disabled / equal applicants the opportunity to involve the local representative body for disabled employees (SBV) in the application process. If you would like to request this, please let us know in advance as a note on your CV.

Role Requirements

Primary location salary range

€117,700.00 - €176,500.00

Division

DIV_FI

Business Unit

Finance

Location

LOC_DE

Site

Munich (Novartis Business Services GmbH)

Company / Legal Entity

DE61 (FCRS = DE061) Novartis Business Services GmbH

Functional Area

FCT_FN

Job Type

Full time

Employment Type

Regular

Shift Work

No

[Apply to Job](#)

Job ID

REQ-10088709

Head of Financial Reporting & Accounting (m/f/d)

[Apply to Job](#)

Source URL: <https://prod1.jobapi.novartis.com.cn/req-10088709-head-financial-reporting-accounting-mfd>

List of links present in page

1. <https://prod1.jobapi.novartis.com.cn/req-10088709-head-financial-reporting-accounting-mfd>
2. https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf
3. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Munich-Novartis-Business-Services-GmbH/Head-of-Financial-Reporting---Accounting--m-f-d-_REQ-10088709
4. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Munich-Novartis-Business-Services-GmbH/Head-of-Financial-Reporting---Accounting--m-f-d-_REQ-10088709