NOVARTIS

ERC Operations Business Partner (US)

Job ID
REQ-10089797
Окт. 28, 2026
США

Сводка

#LI-Hybrid

Location: Indianapolis, United States, Millburn, United States or Durham, United States

Relocation Support: This role is based in Indianapolis, Millburn or Durham, United States. Novartis is unable to offer relocation support: please only apply if accessible.

Make an impact where ethics, risk and compliance meet critical business decisions. As ERC Operations Business Partner (US), you will partner with leaders across US Operations, providing strategic advice, governance, oversight and constructive challenge to strengthen ethical culture and compliance. You will use data-driven insights, sound judgement and modern digital tools to help leaders identify and manage risk, make well-informed decisions and embed accountability into everyday operations. Working across functions and sites, you will help advance Ethics, Risk and Compliance frameworks while supporting a culture of integrity, transparency and continuous improvement.

About the Role

Key Responsibilities

- Advise site leadership on ethics, risk and compliance, providing insight, oversight and independent challenge.
- Strengthen governance and accountability by embedding compliance considerations into routine leadership decision-making.
- Identify, assess and monitor compliance risks, supporting effective remediation plans and sustained risk reduction.
- Implement ethics and compliance policies, initiatives and awareness programs across US Operations sites.
- Support SpeakUp, conflicts of interest and misconduct processes, ensuring appropriate guidance, escalation and follow-through.
- Strengthen ethical culture through targeted initiatives, leadership engagement, training and ethical decision-making.
- Leverage digital and artificial intelligence-enabled insights while partnering cross-functionally to improve compliance effectiveness and efficiency.

Essential Requirements

- University degree in Business, Law, Science or another relevant field.
- Minimum five years of ERC experience ideally in the pharmaceutical, medical device or healthcare industry.
- Strong judgement to navigate complex situations and balance ethical, legal and business considerations.
- Ability to confidently challenge and influence senior business leaders while managing complex stakeholder relationships.
- Excellent organizational, communication, training and facilitation skills, with confidence working across functions and cultures.
- Willingness to travel across Novartis Operation sites across the United States

Benefits & Rewards

The salary for this position is expected to range between $152.600 and $283.400 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

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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)

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Дивизион
Ethics Risk & Compliance
Business Unit
Other
Место
США
Состояние
Indiana
Сайт
Indianapolis
Company / Legal Entity
U061 (FCRS = US061) Novartis Services, Inc.
Alternative Location 1
Durham, North Carolina, США
Alternative Location 2
Millburn, New Jersey, США
Functional Area
Юристы, Интеллектуальная собственность, Compliance
Job Type
Full time
Employment Type
Regular
Shift Work
No

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