

# Head Ethics, Risk and Compliance

Job ID  
REQ-10080290  
июл 02, 2026  
Ирландия  
Available in: English

## Сводка

#LI-Hybrid  
Location: Dublin, Ireland

Relocation Support: This role is based in Dublin, Ireland. Novartis is unable to offer relocation support: please only apply if accessible.

What if you could help shape the ethical foundation of a leading healthcare organization while influencing decisions that impact millions of patients worldwide? As Head Ethics, Risk & Compliance, you will be a trusted advisor to senior leaders, championing a culture of integrity, transparency, and accountability across Novartis Ireland. This is a highly visible leadership role where you will partner with the business to proactively identify risks, strengthen compliance practices, and foster ethical decision-making, enabling our teams to reimagine medicine responsibly and sustainably.

## About the Role

### Key Responsibilities

- Lead and continuously strengthen the Ethics, Risk & Compliance program across Novartis Ireland.
- Serve as a trusted advisor to senior leaders on ethics, compliance, and risk-related decisions.
- Act as a business steward and independent challenger, supporting leaders to own and actively manage compliance risks.
- Promote a strong Speak Up culture and psychological safety across the organization.
- Foster a culture of integrity, accountability, and ethical decision-making across the organization.
- Leverage data and insights to proactively identify, assess, and mitigate risks while promoting proactive risk management
- Drive compliance awareness through impactful training and communication
- Maintain strong assurance and audit readiness by driving monitoring activities, remediation efforts, and follow-up on findings
- Drive transparency reporting and ensure adherence to applicable laws and company standards.
- Build strong internal and external partnerships to enhance trust and strengthen Novartis' reputation.

### Essential Requirements

- Bachelor's degree in Business, Law, Finance, or another relevant discipline.
- Significant experience in ethics, risk, compliance, or related functions within healthcare industries.
- Proven ability to influence senior stakeholders and drive ethical business decisions as well as to work independently and lead through influence in a matrix organization
- Demonstrated judgment and ability to navigate ambiguity while balancing business objectives and compliance expectation
- Strong understanding of healthcare regulations, compliance frameworks, and risk management principles.
- Experience leading cross-functional initiatives and collaborating effectively within matrix organizations.
- Excellent communication and stakeholder management skills with a proactive mindset.

### 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: 85.400 - 158.600 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.

Read our brochure to learn more about our global total rewards offering:

[https://www.novartis.com/sites/novartis\\_com/files/novartis-life-handbook.pdf](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.

**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>

**Benefits and Rewards:** Learn about all the ways we'll help you thrive personally and professionally.

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

Primary location salary range

€85,400.00 - €158,600.00

Дивизион

Ethics Risk & Compliance

Business Unit

Audit & Compliance

Место

Ирландия

Сайт

Dublin (Country President Office (CPO))

Company / Legal Entity

IE02 (FCRS = IE002) Novartis Ireland Ltd

Functional Area

Юристы, Интеллектуальная собственность, Compliance

Job Type

Full time

Employment Type

Regular

Shift Work

No

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5. [https://novartis.wd3.myworkdayjobs.com/en-US/Novartis\\_Careers/job/Dublin-Country-President-Office-CPO/Head-Ethics--Risk-and-Compliance\\_REQ-10080290-1](https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Dublin-Country-President-Office-CPO/Head-Ethics--Risk-and-Compliance_REQ-10080290-1)