

Associate Director, Global Security Investigator

Job ID
REQ-10000460
Apr 10, 2024
USA

Summary

Novartis protects 750 million patients and employs more than 100,000 employees in over 140 countries.

Deliver professional cross-divisional/cross-functional Global Security (GS) investigations throughout the United States, representing the vanguard of Novartis's Corporate Governance response to internal fraud, healthcare compliance, corruption and other alleged internal misconduct, including violation of company policies, improper conduct and regulatory violations involving employees, customers and/or affiliates.

Investigate pharmaceutical crime and create the conditions to bring counterfeiters and illegal traders to justice, improve patient safety, preserve Novartis reputation, recover losses through legal action, and create a tangible return on investment for the business.

Location: Onsite

About the Role

- Investigate other internal and external security threats that involve or could impact upon Novartis, including but not limited to kidnaps/abduction, extortion, blackmail, activism, extremism, workplace violence and other threats to associates, theft of Novartis property/IP.
- Through collaboration with the core Executive Protection (EP) team and relevant stakeholders, provide EP for the ECN when travelling and at meeting venues across the region.
- Drive proactive and reactive security initiatives and reviews across the region to protect Novartis associates, estate, products, proprietary information and reputation in order to preserve business innovation, growth and productivity.
- Lead impartial, fact-based investigations into healthcare compliance and "high-risk central matter" allegations of internal misconduct, including policy violations and/or criminal wrongdoing - as assigned by the SpeakUp Office (SUO) - across all business functions and at all levels of seniority.
- Investigate allegations of improper conduct/violation of company policies and regulatory violations involving employees and/or customers or affiliates.
- Investigate lines of inquiry (from the Intelligence department and other internal and external reporting) into pharmaceutical crime, including product counterfeiting, falsification, theft and the distribution of expired and adulterated Novartis products. Close collaboration with business stakeholders (e.g., Legal, QA, TechOps, Public Affairs) and relevant competent authorities for enforcement action.
- Investigate other internal and external security threats that involve or could impact Novartis, including but not limited to extortion, blackmail, activism, extremism, threats to associates and theft of Novartis property/IP. This includes face-to-face interviews where appropriate given the allegations or threat and close collaboration with law enforcement.
- Conduct evidence gathering, chain of custody and continuity of evidence during investigations.

- Collaborate with EP security and intelligence teams in Basel to deliver protective security to ECN members when travelling and at meeting venues as needed.
- Conduct site security reviews at high-risk locations and external CROs where required to validate standards and protect Novartis interests.
- Provide professional security advice and guidance across a broad range of security issues, at all levels of the business.
- Provide advice to the local and corporate NEM/BCM organization during an incident.
- Help drive GS programs to advance data access, data analytics and data processing systems and further develop remote investigations capabilities in the region.
- Champion professional investigation training in Novartis and deliver training using the GS investigation training syllabus (i.e., for associates assigned SUO cases).
- Mentor and advise business partners at all levels in the conduct of SUO investigations and the reporting of related findings.
- Drive thought-leadership across industry to position GS as best-in-class in core areas and expand established networks across a range of competent authorities.
- Promote GS in line with the approved department strategy, presenting GS as a dependable, authentic business partner that provides essential value-added, services.
- Effectively collaborate with Legal, Public Affairs, Data Privacy, REFS, SUO and other partners, promoting benefits to Novartis stakeholders.
- Provide risk-mitigation measures to protect Novartis' business assets, including global pre-employment screening with country HR/staffing stakeholders; enhanced anti-bribery and corruption due diligence inquiries for country business activity.
- Provide country input to the Novartis travel risk program and meeting security guidance.
- Represent Novartis at cross-industry fraud-investigations and security symposia and through membership with industry security groups and associations.

The pay range for this position at commencement of employment is expected to be between \$124,000 and \$186,000 year; however, base pay offered may vary depending on multiple individualized factors, including market location, job-related knowledge, skills, and experience. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

Minimum Requirements:

- Bachelor's Degree or equivalent experience
- Master's Degree desirable; Juris Doctorate preferred
- CFE/PCI or equivalent a plus
- Minimum of 5+ years relevant experience in both investigations and security is required (settings could include: GS, law enforcement, military, security-consulting, legal, audit, compliance, finance, regulatory, security, risk and emergency management, etc.).
- Experience in international security/fraud investigations field and/or proven investigations experience in a relevant field
- Anti-bribery and corruption (ABAC/FCPA) investigation experience in a commercial setting is desirable

- Omni-competent as both a professional investigator and a seasoned security manager.
- A background in Ethics Risk & Compliance and/or Legal is a plus.
- A network within relevant external competent authorities
- Experience in data processing and case management tools such as Relativity and OneNote is desirable.

Why Novartis?

766 million lives were touched by Novartis medicines in 2021, and while we're proud of this, we know there is so much more we could do to help improve and extend people's lives.

We believe new insights, perspectives and ground-breaking solutions can be found at the intersection of medical science and digital innovation. That a diverse, equitable and inclusive environment inspires new ways of working.

We believe our potential can thrive and grow in an unbossed culture underpinned by integrity, curiosity and flexibility. And we can reinvent what's possible, when we collaborate with courage to aggressively and ambitiously tackle the world's toughest medical challenges. Because the greatest risk in life, is the risk of never trying!

Imagine what you could do here at Novartis!

Commitment to Diversity & Inclusion:

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

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here:

<https://talentnetwork.novartis.com/network>

Accessibility and reasonable accommodation

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 in order to perform the essential functions of a position, please send an e-mail to tas.nacomms@novartis.com 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.

Vaccine Policy (customer-facing roles only): While Novartis does not require vaccination for Covid-19 or proof of a recent negative test result for Covid-19 at this time, employees working in customer-facing roles must adhere to and comply with customers' (such as hospitals, physician offices, etc.) credentialing guidelines, which may require vaccination. As required by applicable law, Novartis will consider requests for reasonable accommodation for those unable to be vaccinated. This requirement is subject to applicable state and local laws and may not be applicable to employees working in certain jurisdictions. Please send accommodation requests to Eh.occupationalhealth@novartis.com

<https://www.novartis.com/careers/careers-research/notice-all-applicants-us-job-openings>

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>

Division

Legal

Business Unit

Corporate

Standort

USA

Site

East Hanover

Company / Legal Entity

U061 (FCRS = US002) Novartis Services, Inc.

Functional Area

Legal & Intellectual Property & Compliance

Job Type

Full time

Employment Type

Regular

Shift Work

No

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The Novartis Group of Companies are Equal Opportunity Employers and take pride in maintaining a diverse environment. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, gender, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We are committed to building diverse teams, representative of the patients and communities we serve, and we strive to create an inclusive workplace that cultivates bold innovation through collaboration and empowers our people to unleash their full potential.

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EEO Statement :

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Major Accountabilities ~ Steigern Sie Ihr wettbewerbsfähiges Umsatzwachstum ~ Identifizierung und Priorisierung von Kunden mit hohem Potenzial durch Datenanalyse (HCPs und Stakeholder), die Verschreibungsentscheidungen beeinflussen ~ Steigern Sie die Vertriebsleistung durch die geschickte Orchestrierung positiver Kundenerlebnisse ~ Engagieren und Beziehungen aufbauen ~ Führen Sie wertorientierte Gespräche (persönlich und virtuell), um kritische Kundenherausforderungen, Entscheidungstreiber, Schwachstellen und Chancen zu verstehen ~ Personalisieren und orchestrieren Sie Customer Engagement Journeys für HCPs,

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