

Associate Director, Labor Rights EMEA

Job ID
REQ-10029595
Nov 22, 2024
Czech Republic

About the Role

Key Responsibilities:

Your responsibilities include, but are not limited to:

- Identify and assess labor rights risks and promote responsible raw material sourcing with primary external partners and beyond, conducting thorough risk assessments and due diligence to guarantee ongoing compliance.
- Act as a central liaison for internal business functions for proactive risk management and alignment with Novartis Third Party Code (TPC) and human rights standards.
- Use extensive expertise in labor rights within the EMEA region, particularly within the pharmaceutical or chemical sectors, to identify and rectify recurring issues.
- Lead investigations and assessments pertaining to SpeakUp cases at external partner locations.
- Develop and enforce corrective action plans for non-compliant external partners, collaborating with internal business functions for enforcement.
- Create and implement capability building initiatives to improve external partners' understanding and compliance with labor rights practices.
- Utilize digital tools such as worker voice surveys and grievance mechanisms to increase labor rights monitoring at external partner locations and enable effective remediation of the findings.
- Establish relationships with senior leaders and project implementers within and outside the company to manage and co-develop solutions in ethical sourcing practices.

Essential Requirements:

- Degree or equivalent relevant experience in a field such as law, human rights, supply chain management, or international relations.
- Extensive experience in labor rights risk management and significant work with suppliers on labor rights compliance issues is required.
- Proven ability to help suppliers transform from low to high compliance, enhancing their labor rights standards.
- Familiarity with digital tools for labor rights monitoring such as worker voice platforms and grievance reporting mechanisms.

- Strong influencing and negotiation skills to drive change in external partners, ensuring adherence to labor rights standards. Entrepreneurial spirit and ownership mindset with a proactive drive to get things done and deliver impactful results with minimal supervisor oversight
- Skilled in conducting labor rights risk assessments, interpreting data, and generating actionable insights for decision-making in risk scenarios.
- Ability to manage multiple projects, meet deadlines, and adapt to cultural differences across the EMEA region.
- Fluency in English, both written and spoken, with additional language skills relevant to the EMEA region considered advantageous

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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Division

Ethics Risk & Compliance

Business Unit

Corporate

Location

Czech Republic

Site

Prague

Company / Legal Entity

CZ02 (FCRS = CZ002) Novartis s.r.o

Alternative Location 1

Slovenia

Functional Area

Legal & Intellectual Property & Compl.

Job Type

Full time

Employment Type

Regular

Shift Work

No

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