

Head Legal Investigations, China

Job ID
REQ-10067456
январь 04, 2026
Китай

Сводка

We are seeking an experienced leader to oversee the strategic management of the external-facing inquiries and enforcement-related matters across our China operations. This role will steer the organization through evolving external legal and enforcement trends, serve as the responsible point of contact for external-facing inquiries and investigations, drive cross-functional response efforts, strengthen data protection controls with partner functions, and advise on the country compliance program. The ideal candidate combines sound judgment, strong stakeholder management, and operational rigor with a deep understanding of China's regulatory landscape for the pharmaceutical industry.

About the Role

Major accountabilities:

- Lead and oversee the end-to-end management of external-facing inquiries and investigations in China, acting as the primary company contact for relevant authorities.
- Monitor, interpret, and communicate external legal, regulatory, and enforcement trends; translate developments into practical risk mitigation strategies and procedures.
- Lead cross-functional response teams to ensure timely, consistent, and well-documented actions.
- Oversee with internal stakeholders to ensure robust protocols are maintained by the responsible internal functions and teams, including matter intake, scoping, fact-finding, documentation, escalation pathways, remediation planning, and lessons learned.
- Advise business leaders and the country compliance function on compliance expectations, policy adoption, training needs, and control enhancements aligned with applicable laws and global standards.
- Partner with Global Litigation and other headquarter functions to drive consistent strategies and execution in handling external-facing matters.
- Partner with global legal functions and Information Security to maintain and enhance data protection programs, controls and governance and ensure critical business information is protected through robust legal enforcement.
- Act as a thought leader as a senior member of the China Legal community.

Requirements:

- Bachelor's degree required; advanced degree in law and overseas legal education strongly preferred.
- PRC bar required; overseas legal qualification a plus.
- Work experience at top tier law firm strongly preferred.
- 8+ years of experience or equivalent in investigations, compliance, regulatory enforcement, or related fields, ideally within life sciences or other highly regulated industries.
- Demonstrated experience engaging with government bodies and managing complex, multi-stakeholder investigations in China.
- Strong understanding of China's regulatory framework relevant to pharmaceuticals (e.g., anti-bribery/anti-corruption, competition, data protection/privacy, product quality, advertising/promotion, and health sector regulations).
- Fluency in Mandarin and English required.

Key Competencies:

- Strategic foresight and enterprise thinking
- Senior Stakeholder and high-stake issue management
- Operational excellence and attention to detail
- Clear, concise communication (written and verbal)
- Cultural fluency and collaborative leadership
- Adaptability and resilience
- Executive presence and influence

What we offer:

- Opportunity to impact and influence in a large, multi-national organization with the critical mission to enhance healthcare across the globe
- Collaborative, mission-driven environment
- Professional growth, learning, and development
- Competitive compensation and benefits

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 \(PDF 30 MB\)](#)

Дивизион
Legal
Business Unit
Legal
Место

Китай
Сайт
Shanghai (Shanghai)
Company / Legal Entity
CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd
Functional Area
Юристы, Интеллектуальная собственность, Compliance
Job Type
Full time
Employment Type
Regular
Shift Work
No

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

Accessibility and accommodation

Novartis is 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 recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversityandincl.china@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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