

Director, Corporate Compliance (U.S.)

Great opportunity to influence the U.S. Corporate Compliance Framework of a fast-growing biotech company

Ascendis Pharma is an entrepreneurial and fast-growing company where skilled, agile and highly resourceful professionals can truly make their mark. Ascendis offers a dynamic place for employees to grow and develop their skills, while influencing the direction of this global company.

We are currently in the process of improving our compliance programs both in relation to designing the framework, developing guidelines and ensuring implementation and training. To help drive this agenda, we are now hiring a Director, Corporate Compliance (U.S.) with pharmaceutical/biotech industry experience.

The Director, Corporate Compliance (U.S.) is responsible for the integration of the Corporate Compliance Program in U.S. and supporting the oversight, management, and execution of elements of the compliance program. Furthermore, this function is responsible for driving the development of our U.S. specific compliance requirements, especially in relation to HCP Interaction. This includes the development, implementing and interpreting policies and management of relevant policies, Standard Operating Procedures (SOPs) and other guidance, and designing and implementing effective communication and training on those policies, procedures, and guidance.

The role will support business functions on day-to-day compliance issues. As a key member of the Corporate Compliance Team, the individual must have the appropriate level of business and compliance experience, as well as sound judgment to advise the business on complex compliance processes and compliance-related issues. The Director Corporate Compliance (U.S.) must be able to work independently, successfully and collaboratively in a matrix environment. The Corporate Compliance Director will be expected to be able to bring independent provision of guidance and advice to colleagues on compliance and ethics matters. The position will sit in the Ascendis US office, Palo Alto, California and report to the Head of Group Compliance, Risk & Trademarks in the Ascendis Headquarters, Copenhagen, Denmark and consequently the Director Corporate Compliance (U.S.) must be willing and able to convey updated reports to the Head of Group Compliance and must be ready to seek guidance as applicable to ensure consistency between sites. The position requires periodic travel.

Principal Responsibilities

- Be a trusted corporate compliance advisor to the organization as well as management and be an advocate high level compliant culture
- Develop and implement relevant policies and procedures and other material to support Corporate Compliance
- Develop and implement relevant compliance processes in relation to HCP Interaction
- Support legal review of various communication material

- Develop and manage Ascendis compliance with state and federal aggregate spend reporting and disclosure laws
- Support the business in FMV assessments
- Implement relevant data privacy procedures
- Support the business in third party screenings
- Represent the Compliance function on committees as assigned (e.g., Medical Education Grants, Contributions, Sponsorships)
- Create and deliver compliance education (Training and Awareness)
- On an ongoing basis, support the communication of emerging trends, new policies, procedures, and expectations
- Assist the organization identifying and prioritizing compliance risks on an ongoing basis, and through a robust compliance risk assessment process, develop and implement solutions to avoid or manage compliance risks.
- Assist with developing monitoring plans based on identified compliance risk.
- Prepare reports of compliance activities and metrics
- Support critical compliance initiatives and projects.
- Other projects or activities as required.
- And other job duties that may be assigned. May be modified at any time as business needs require.

Qualifications

- 6-8 years' experience in the healthcare industry, including at least 5 years working in a compliance function.
- Strong knowledge of pharmaceutical/biotech industry laws, guidelines, and codes.
- Superior experience in the development of policies and procedures
- Strong communication, relationship management, analytical skills, and the ability to work in a matrix organization.
- Able to work independently and to prioritize multiple demands.
- Strong project management skills with an ability to work in a collaborative, cross-functional environment.
- Business-focused and process-oriented, strong analytic capability including the ability to identify root causes of issues and corrective actions.
- Ability to execute both strategically and tactically
- Ability to think and act holistically
- Spoken languages: English fluent. Additional languages valued.

Education

Must have a Bachelor's degree from an accredited institution; post-graduate degree or law degree may be a plus.

Employment Category



Full-Time Regular

Experience Level

Director

Want to apply? Please send your resume to HumanResources@ascendispharma.com. Please write **“Director, Corporate Compliance (U.S.)”** in the subject field.