Process (Production) Team Lead

Job ID
REQ-10036628

1月 14, 2025

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摘要

Oversees the daily operation within the Manufacturing Unit, in a way that is consistent with a culture of self-direction (empowerment and accountability), to produce and deliver high quality products to customers in a compliant, efficient, and cost effective manner.

About the Role

Major accountabilities:

- Line responsibility and daily walkthrough
- Ensures shop floor resource planning is adequate in correlation with production workload Vs planning
- Reviews and manage the production schedule within operational horizon taking into account risks, constraints and opportunities
- Coordinates the continuity of the production flow (ensuring the availability of materials and

consumables, equipment and personal for production and documentation) in order to maintain the productivity of the unit and minimize the downtime
- Fix priorities in the event of unforeseen events and readjust the production schedule if necessary
- Ensures that human and technical resources are used effectively in order to achieve the objectives set, Shop Floor Resource planning
- Ensures the monitoring and implementation of CAPA for the workshop's NOSSCE indicators
- Responsible for shop floor service support

- Responsible for technical batch release (batch record review) for manufacturing; SOP reviews and revisions

- Manage external shop floor employee workload (room, tool, container cleaning and supply)

- Supervision / Incidents reporting, investigation & action follow-up at shop floor, product & process ownership

Leadership and people management

· Role model values, develop trust and respectful relationships
· Translates the strategic objectives of his team into detailed objectives and action plans
· Engages and motivates the team and delivers strong results with an empowered team
· Ensure that associates are qualified for a GMP task prior to independent performance
· Monitor overall training compliance for in-scope associates

· Facilitates decision making in his unit
· Performance and leadership support to shop floor direct reports
· Supports shift leaders for the animation, coaching and development of collaborators and their maintaining at the best level
· Transmits knowledge, skills and information to members of his team on objectives, problems, performance indicators, values and behavior
· Actively stimulates collaboration between the team members of the different teams

HSE and Quality

· Guarantee the conformity of the manufacturing unit activities with regard to GMP and HSE rules, Novartis quality/safety policies, and the standards and quality/safety procedures
· Promote and improve the Safety and Quality cultures, by implementing the necessary systems and actions in line with the evolution of the site
· Ensure overall inspection readiness for area of responsibility.
· Guarantee the effectiveness of the Business Continuity Plan
· Be responsible for the implementation, compliance and governance of the practices explicitly defined in their role by the "Novartis Manufacturing Manual"

Continuous improvement

· Champion Lean Leadership, by driving the use of Visual Management whilst applying Tiered Accountability, Leaders Standard Work and Gemba Walks for Performance Management

· Plan and drive operational excellence projects in his area (technology transfer, TPM, improvement projects), responsible for OAE and yield improvement and ensure all KPIs meet requirements.,

· Participate to the definition of the operational improvement strategy and the portfolio of continuous improvement projects. Plays a key role in the prioritization of improvement actions based on available resources
· Ensure the progress and sustainability of the results obtained
· Facilitate brainstorms, RCIs and Kaizens in order to correct deviations from target performance
· Data Gathering - Data Extraction - Data Visualization - to evaluate and further improve process performance
· Identify and execute process improvement projects and ensure sustainability of performance

Key performance indicators:

- Achieve plant KPIs -Human Resources Performance: Satisfaction survey, execution of Talents and development plans, training data, attracting and retaining talent, succession plan for Support team in place and robust.
- Batch success rate -Launch performance on time -Success rate internal/External and GMP audits/inspections
- Production volume target and financial targets
- HSE: amount of work accidents with LTI
- Quality: success rate, proportion of batch files without any GMP failure after production review, amount of human mistakes deviations generated per batch.
- Supply adherence to production schedule and the KPIs of Supply Excellence for are of responsibility
- Cost: adherence to approved budget and headcount defined, cost of non-quality (write-off)
- Continuous improvement: associated financial improvements

Essential Requirements:

- Minimum 5 years of experience in pharmaceutical or life science industry in a GMP environment, preferably in commercial manufacturing
- Preferably minimum 2 years of experience in a management role in GMP environment
- University degree in Chemical Engineering, Chemistry, Science, Pharmacy or Pharmaceutical Technology or equivalent job experience
- Qualifications in Lean Management, Operational Excellence certificate or comparable advantageous
- Good oral, written and presentational skills
- Team player with strong leadership and ability to foster collaborators engagement
- Objective Setting and Performance Management, Lean Management
- Good negotiator, Influencing and persuading, problem solver
- Change management, adaptability, ability to work under pressure
- Proven experience with quality and compliance in an organization
- Quality & Safety Focus
- Processes & Products Knowledge
- Good working knowledge of regulatory requirements across multiple health authorities
- Good working knowledge of manufacturing execution systems (MES, SAP, or other applicable system

- Advanced in English and proficient in site local language Turkish

Why Novartis?

Our purpose is to reimagine medicine to improve and extend people ' s lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: https://www.novartis.com/about/strategy/people-and-culture

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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 learn more about Novartis and our career opportunities, join the Novartis Network here: https://talentnetwork.novartis.com/network

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部门

Operations

Business Unit
Innovative Medicines

地点
T ü rkiye

站点
İ stanbul Kurtk ö y

Company / Legal Entity
TR01 (FCRS = TR001) Novartis Sa ğ l ı k, G ı da ve Tar ı m Ü r ü nleri San. Ve Tic. A. Ş .

Functional Area
Technical Operations

Job Type
Full time

Employment Type
Regular

Shift Work
No

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