

## AD, Engineering (Design & Construction)

Job ID  
REQ-10065476

1月 22, 2026

USA

### 摘要

#LI-Onsite

Location: Durham, NC

Novartis is seeking an Associate Director of Engineering (Design & Construction) to oversee the execution of large-scale capital investment projects critical to the advancement of our technical operations and pharmaceutical manufacturing.

This position will be responsible for managing projects throughout their entire lifecycle—from conceptualization to commissioning—ensuring that all deliverables meet established timelines, budgets, and quality benchmarks. The role involves coordinating multidisciplinary teams, implementing advanced engineering solutions, and supporting improvements in plant capacity, safety, and regulatory compliance. This opportunity offers the ability to contribute significantly to global pharmaceutical manufacturing by providing strategic leadership in engineering.

## About the Role

### Key Responsibilities:

- Lead execution of large-scale capital investment projects across assigned platforms and regions
- Develop and implement project strategies aligned with cost, schedule, and quality targets
- Prepare and manage project initiation documents including scope, cost, and risk assessments
- Oversee design coordination and ensure compliance with internal and legal standards
- Drive project procurement and vendor selection processes
- Monitor construction safety plans and conduct regular safety reviews
- Manage project reviews including technical quality and constructability assessments
- Execute commissioning plans and ensure successful project handover to operations
- Support audits and lead facility improvement initiatives for energy and compliance
- Mentor engineering teams and foster professional development across project functions

### Essential Requirements:

- Bachelor's degree in engineering or relevant discipline
- Minimum 10 years of professional experience, including at least 5 years in Capital Portfolio and Major Project Management and at least 5 years within the pharmaceutical industry.
- Proven leadership in managing external engineering resources and leading cross-functional teams
- Strong knowledge of project cost control, scheduling, and quality assurance
- Excellent communication and stakeholder alignment skills across technical and business domains
- Proven success delivering safe, effective, and compliant projects in the pharmaceutical industry
- Advanced understanding of HSE standards and GxP/QA compliance
- Ability to travel for the role. Approx. 10%
- Fluent in English

### Desirable Requirements:

- Experience leading capital projects >\$20M
- Diverse pharmaceutical experience needed. Specifically, Small Molecule DS (Drug Substance) / Small Molecule DP/FP (Drug Product/Finished Product) is highly preferred.

### Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between \$138,600 and \$257,400 per year. The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors. Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards. US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of

other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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 \(PDF 30 MB\)](#)

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

Accessibility & Reasonable Accommodations

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 to perform the essential functions of a position, please send an e-mail to [us.reasonableaccommodations@novartis.com](mailto:us.reasonableaccommodations@novartis.com) or 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.

部门  
Operations

Business Unit  
Production / Manufacturing

地点  
USA

状态  
North Carolina

站点  
Durham

Company / Legal Entity  
U473 (FCRS = US473) Novartis Gene Therapies

Functional Area  
Technical Operations

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

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function adjustKalturaPlayer() { var deviceWidth = window.innerWidth || document.documentElement.clientWidth || document.body.clientWidth; var mediaElement = document.getElementById("kalturaplayer698191e7db38a353263751"); var mediaContainer = mediaElement.closest('.nc-kaltura-media'); var originalWidth = "1200px"; var originalHeight = "674px"; var originalWidthValue = parseFloat(originalWidth); var originalHeightValue = parseFloat(originalHeight); var mediaType = "video"; var isResponsive = false; // Get computed styles of the container element. var parentStyles = window.getComputedStyle(mediaContainer); var finalWidth = parseFloat(parentStyles.width); if (finalWidth < originalWidthValue) { var config = { targetId: "kalturaplayer698191e7db38a353263751", provider: { widgetId: "10m7rm1pm", partnerId: "2076321", uiConfd: "55802022" }, playback: { autoplay: false, autopause: false, allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: { download: { disable: true }, "playkit-js-transcript": { position: "right", // Default: bottom; ('left', 'right', 'top', 'bottom') to enable transcript. expandMode: "over", // Default: alongside; ('alongside', 'hidden', 'over') expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable: true } }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback', 'Live'] }, area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get: 
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KalturaPlayer.ui.components.Remove } ] } }; config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; config.plugins.floating = { disable: true }; config.plugins.navigation = { position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; config.plugins['playkit-js-hotspots'] = { disable: true }; config.plugins['playkit-js-moderation'] = { disable: true }; config.plugins['playkit-js-info'] = { disable: true }; config.plugins.share = { disable: true }; config.ui.uiComponents = []; config.plugins.googleTagManager = {};  
config.plugins.googleTagManager.customEventsTracking = {};  
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';  
config.plugins.googleTagManager.customEventsTracking.custom = [];  
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents: false, playlistEvents: false, castEvents: false } };
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try { var kalturaPlayer = KalturaPlayer.setup(config); // Add the player to the global array. if (typeof kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other media. kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); setTimeout(() => {  
setupAutoPause(kalturaPlayerVideos); }, 500); function setupAutoPause(players) {  
players.forEach((currentPlayer) => { currentPlayer.addEventListener('play', () => {  
players.forEach((otherPlayer) => { if (otherPlayer !== currentPlayer && typeof otherPlayer.pause === 'function') { otherPlayer.pause(); } }); });}); } } catch (e) { console.error(e.message) }
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**VIDEO**

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