

Manufacturing Unit Head

Job ID
REQ-10066962

11月 25, 2025

USA

摘要

Lead the Manufacturing Unit team to manufacture and deliver high-quality and affordable pharmaceutical products on time, every time, safely and efficiently. Lead the manufacturing unit operational excellence based transformative journey to improve the performance, productivity, quality in order to ensure the site competitiveness.

About the Role

Location: Durham, NC

#LI-Onsite

This role is on-site 5 days a week and does not have the ability to work remotely. This role is based in Durham, NC and will eventually move to Morrisville, NC at a later date.

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

Main Activities

- Develops and follows-up the medium and long-term strategy for department in connection with the site strategy in order to guarantee profitability and meets the needs of the site and the company, in accordance with the strategic vision of the site and Novartis Technical Operations (NTO)
- Ensures overall financial and business performance, safety, quality, costs, supply and resource management (people, equipment, facilities, etc.) and represent this in the site leadership team
- Ensure the efficient distribution of the Unit's resources (CAPEX, OPEX, expenses, FTEs).
- Builds/sustains strong network in and outside the organization and with the Operations Centers

Change and Transformation Leadership

- Develop and implement strategy within manufacturing unit aligned with NTO strategy
- Oversee all site manufacturing operations
- Be accountable for resource planning and allocation for manufacturing site and project execution
- Ensure optimal collaboration and synergies among various functions and units to continuously improve internal processes and seamlessly fulfill business objectives
- Responsible for implementation of and compliance to the principles and practices of Novartis manufacturing standards
- Role model values
- Be a learner, not a knower
- Be clear, present and focused
- Develop trusting and respectful relationships
- Manage your energy and impact
- Sets performance targets for the Manufacturing Unit in line with business objectives and develops long-term plan in line with global and site strategy
- Engages and motivates the team and delivers strong results with an empowered team
- Creates environment of trust, assures clarity and open two-way communication, and fosters a speak-up mentality

Knowledge and Development of Talent and Pipeline

- Drives the talent agenda: Leads people processes through recruitment, training, coaching and performance to meet all operation requirements sustaining both site and manufacturing unit competitiveness and diversity. Supports a robust career path deployment and succession plan for the unit and site
- Invest time in personally developing and coaching talents
- Actively support and promote talent exchange for the benefit of the individuals and organization
- Ensure the consistency between career development processes and the business strategy
- Develop the organization in accordance with NTO principles
- Support the T&L organization by identifying and reviewing the appropriate list of training for all in-scope associates
- Ensure that associates are qualified for a GMP task prior to independent performance
- Monitor overall training compliance for in-scope associates
- Identify and maintain a list of subject matter experts for in-scope areas of expertise

Active Culture Building

- Create a work environment that enables high employee engagement
- Sponsor execution of culture plan (including HSE, Quality, OpEx (operational excellence), and Leadership aspects) for the manufacturing site, ensure leaders and associates are aware and aligned on expectations and hold them accountable for success of culture journey
- Role model the culture aspiration of being Curious, Inspired and Un-bossed

Quality and HSE

- 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"
- Being part of the site crisis management team and depending on skills, expertise and experience can be appointed to one of the NEM roles (Novartis Emergency Management). By delegation of the Site Manager may be required to take decisions and take the necessary actions, in particular within the framework of the on-call management system.
- Responsible for participating in initial training and retraining

Digital Curiosity

- Explore the potential of data and technology to support transformation journey of the

manufacturing site in-line with NTO strategy

- Encourage others to learn about and leverage data and technology

Operational Excellence, continuous improvement and COGS competitiveness

- Sponsor continuous improvement initiatives via Manufacturing Science & Technology, Lean manufacturing, 6 Sigma to increase the site performance against current and future business objectives
- Lead the LEAN philosophy of innovation / Quality / productivity (LEAN IQP) within the Unit and guarantees the continuous improvement of the whole process.
- Define the operational improvement policy/strategy and establish the portfolio of continuous improvement projects and prioritize improvement actions based on available resources
- Ensure the progress and sustainability of the results obtained
- Manage module-related financial and operational drivers underpinning superior performance
- Sponsor OpEx initiatives in the manufacturing site

Key Performance Indicators

- Achieve plant KPIs
- Service level (no stock-out / no delay in production)
- Costs control and competitiveness
- Number of customer complaint on quality, cost of poor quality
- success rate of HAs inspections
- Right first time (Right First Time (RFT))
- Number of overdue compliance activity, effective CAPAs
- Launch performance on time
- P&O: Satisfaction survey, execution of talent and development plans, technical training program in place and executed, training data, attracting and retaining talent, succession plan for Manufacturing unit in place and robust
- HSE: Work accident rate, presence of the manager, success rate of inspections, reduction of waste, efficiency
- OpEx: Productivity Improvements

Relevant Experience

- Minimum 10 years ' experience in pharmaceutical or life science industry in a GMP environment, preferably in commercial manufacturing
- Min. 5 years ' experience in operations management and execution
- Proven experience driving quality and compliance in an organization

Education & Qualifications

- Bachelor degree in pharmacy, engineering, chemistry, biology or related (higher degree preferred) or completed vocational training with equivalent job experience

- Qualifications in Lean Management, Operational Excellence certificate or comparable advantageous

Languages

Fluent in English and proficient in site local language

Competencies

- Excellent oral, written and presentational skills
- Business mindset, stakeholder engagement
- Change management, knowledge of all people management and development processes
- Objective setting and performance management, managing budgets, lean management
- Strong negotiator, influencing and persuading, ability to build relationships at all levels of the organization
- Adaptability, ability to work under pressure, collaborating across boundaries
- Project management / Operational Excellence
- Strong working knowledge of regulatory requirements across multiple health authorities

Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between \$160,300 and \$297,700/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: Read our handbook to learn about all the ways we'll help you thrive personally

and professionally: <https://www.novartis.com/careers/benefits-rewards>

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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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