

Shift Lead

Job ID
REQ-10076103

4月 16, 2026

China

摘要

Your responsibilities include, but are not limited to:

- Lead shift teams to execute manufacturing operations in line with production plans, GMP standards, and HSE requirements
- Act as a visible leader on the shop floor, promoting a strong culture of quality, safety, collaboration, and continuous improvement
- Translate production schedules into clear daily priorities, optimizing the use of people, equipment, and materials
- Ensure accurate completion and review of production documentation, including batch records, SAP transactions, and logbooks
- Drive quality excellence by supporting inspection readiness and ensuring full compliance with Novartis Manufacturing and Quality standards

- Develop, coach, and motivate team members through effective performance management, training, and qualification activities
- Support deviation management by leading first level investigations related to human error and contributing to root cause analysis
- Identify and resolve operational or technical issues, escalating when required and proposing practical solutions
- Promote continuous improvement initiatives and encourage team engagement in operational excellence projects
- Ensure effective communication across shifts and with key stakeholders to maintain smooth production flow

About the Role

Your key responsibilities:

Your responsibilities include, but are not limited to:

- Lead shift teams to execute manufacturing operations in line with production plans, GMP standards, and HSE requirements
- Act as a visible leader on the shop floor, promoting a strong culture of quality, safety, collaboration, and continuous improvement
- Translate production schedules into clear daily priorities, optimizing the use of people, equipment, and materials
- Ensure accurate completion and review of production documentation, including batch records, SAP transactions, and logbooks
- Drive quality excellence by supporting inspection readiness and ensuring full compliance with Novartis Manufacturing and Quality standards
- Develop, coach, and motivate team members through effective performance management, training, and qualification activities
- Support deviation management by leading first level investigations related to human error and contributing to root cause analysis
- Identify and resolve operational or technical issues, escalating when required and proposing practical solutions
- Promote continuous improvement initiatives and encourage team engagement in operational excellence projects

- Ensure effective communication across shifts and with key stakeholders to maintain smooth production flow

What you 'll bring to the role:

- At least 5 years of experience in pharmaceutical, biotech, chemical, food, or aseptic manufacturing environments
- A minimum of 2 years ' experience in a coordination or leadership role within a GMP setting
- Strong people leadership and communication skills, with the ability to engage, motivate, and develop teams
- Sound knowledge of GMP, quality systems, and manufacturing compliance requirements
- Proven ability to manage priorities, work under pressure, and make effective decisions in a dynamic environment
- Experience with training, qualification, and performance management processes
- Familiarity with manufacturing systems such as MES, SAP, or similar platforms
- University degree in Science, Pharmacy, Pharma Engineering, Pharmaceutical Technology, or equivalent experience
- Intermediate English proficiency in reading, writing and oral, and fluency in the local site language

Desirable requirements:

- Experience with Lean Manufacturing, Continuous Improvement, or Operational Excellence methodologies
- Exposure to change management initiatives in a manufacturing environment

You 'll receive: (not mandatory)

- Align during offer phase.

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 \(PDF 30 MB\)](#)

部门

Operations

Business Unit

Production / Manufacturing

地点

China

站点

Changping County (Beijing)

Company / Legal Entity

CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd

Functional Area

Technical Operations

Job Type

Full time

Employment Type

正式

Shift Work

No

```

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a3668c0755a3567386984", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.plugins["transcript"]) { config.plugins["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 }; } if (kPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins['playkit-js-moderation'] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
(kPlayer.plugins["googleAnalytics"]) { 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 } }; }

```

```

// Ensure the global player registry array always exists, regardless of embed type.
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var kalturaPlayer =
kPlayer.setup(config); // Add the player to the global array.
window.kalturaPlayerVideos.push(kalturaPlayer); // Load the Player for other media.
kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); } catch (e) { console.error(e.message) }

```

无障碍及便利设施

诺华承诺与残障人士共事并为他们提供合理的便利设施。如果您由于健康状况或残障在招聘过程的任何环节需要合理便利设施或者为了履行职位的基本职能请发送电子邮件至 diversityandincl.china@novartis.com 告知您的需求和联系方式，并在邮件中附上您的职位申请编号。

Job ID
REQ-10076103

Shift Lead

[Apply to Job](#)



Job ID
REQ-10076103

Shift Lead

[Apply to Job](#)

Source URL:

<https://prod1.novartis.com.cn/careers/career-search/job/details/req-10076103-shift-lead-ii-zh-cn>

List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>

2. <https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>
3. <mailto:diversityandincl.china@novartis.com>
4. <https://platform.moseeker.com/m/customize/page/novartis?jobnumber=REQ-10076103>
5. <https://platform.moseeker.com/m/customize/page/novartis?jobnumber=REQ-10076103>