NOVARTIS

Production Head

Job ID
REQ-10082311

十月 26, 2026

Netherlands

摘要

#LI-Onsite
Location: Baarle-Nassau, Netherlands

Relocation Support: This role is based in Baarle-Nassau, Netherlands. Novartis is able to offer relocation support!

The Production Head leads the Production Unit to deliver high-quality pharmaceutical products safely, reliably, on time, and in full compliance with GMP, HSE, quality, and regulatory expectations. We are looking for a result-driven, pragmatic, and action-oriented leader who can bring structure, stability, and clear business processes into a dynamic production environment.

The role requires strong leadership and people management capabilities, with the ability to build effective teams, create accountability, drive performance, and implement robust operating systems. The ideal candidate does not need prior radiopharma experience but should bring solid manufacturing experience, preferably from pharma, chemistry, life sciences, or another regulated production environment.

About the Role

Major accountabilities:

- Define and execute the medium and long-term strategy for the Manufacturing Unit, aligned with site and global manufacturing objectives.
- Oversee all manufacturing operations, ensuring strong performance across safety, quality, service, cost, supply, resources, and business results.
- Ensure effective planning and allocation of resources, including people, equipment, facilities, CAPEX, OPEX, expenses, and FTEs.
- Lead transformation, change management, and operational excellence initiatives to improve productivity, quality, efficiency, and cost competitiveness.
- Ensure compliance with GMP, HSE, Novartis quality and safety policies, manufacturing standards, and regulatory expectations.
- Build, develop, coach, and engage a high-performing manufacturing team, including talent development, succession planning, training, and capability building.
- Promote a strong culture of safety, quality, continuous improvement, accountability, collaboration, empowerment, and open communication.
- Ensure inspection readiness, business continuity, crisis management participation, and effective implementation of CAPAs and compliance activities.

Obligatory Requirements:

- Bachelor ' s degree in pharmacy, engineering, chemistry, biology, or a related field; higher degree preferred.
- Minimum **10 years of experience** in the pharmaceutical or life sciences industry within a GMP-regulated environment. At least **5 years of experience** in operations management and execution.
- Proven experience leading quality, compliance, safety, and operational performance in a manufacturing environment.
- Lean Management, Operational Excellence, Six Sigma, or comparable certification is advantageous.
- Strong leadership, communication, stakeholder management, change management, budget management, project management, negotiation
- Strong influencing skills, with solid knowledge of regulatory requirements across health authorities.
- Fluent in English.

Benefits & Rewards

At Novartis, we ' re committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: € 75,700 to € 140,500

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:
https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

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)

Primary location salary range
€ 75,700.00 - € 140,500.00

部门
Operations

Business Unit
Production / Manufacturing

地点
Netherlands

站点
Baarle Nassau

Company / Legal Entity
NL42 (FCRS = NL042) IDB Holland BV

Functional Area
Technical Operations

Job Type
Full time

Employment Type
Regular

Shift Work
No

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