NOVARTIS

Operativni vodja ITOT za avtomatizacijo proizvodnje(robotika) / Associate Director ITOT Automation Engineer (Robotics)

Job ID
REQ-10087720

十月 13, 2026

Slovenia

摘要

Location: Ljubljana, Slovenia / Lokacija: Ljubljana, Slovenia #LI-Hybrid

Internal job title: Assoc. Dir. DDIT OPS ITOT SM Site Robotics

About the Role:
The Associate Director ITOT Automation Engineer (Robotics) will join the ITOT team and be responsible for the end-to-end robotics technology strategy for shared Work Centres across the manufacturing site. The role bridges emerging robotics technologies with site needs, moving solutions from market scan to shop floor, by combining deep technical expertise with close proximity to the vendor and innovation ecosystem.

O vlogi:
Operativni vodja za avtomatizacijo ITOT (robotika) se bo pridru ž il/-a ekipi ITOT in bo odgovoren/-a za celovito strategijo robotskih tehnologij za skupne delovne centre na proizvodni lokaciji. Vloga povezuje nastajajo č e robotske tehnologije s potrebami lokacije ter omogo č a prenos re š itev od

analize trga do uvedbe v proizvodno okolje. To dosega z zdru ž evanjem poglobljenega tehni č nega strokovnega znanja ter tesnega sodelovanja z dobavitelji in inovacijskim ekosistemom.

About the Role

Klju č **ne odgovornosti:**

- Odgovornost za strategijo robotskih tehnologij na lokaciji ter njeno stalno posodabljanje glede na razvoj trga, dobaviteljev in nastajajo č ih tehnologij.
- Ocenjevanje skupnih standardov in strategije delovnih centrov (Work Centres), usklajevanje zahtev med razli č nimi platformami ter poenotenje globalnih na č inov dela, da se zagotovi dosledno opredeljevanje, zajemanje in izvajanje skupnih zahtev.
- Odgovornost za specifikacije uporabni š kih zahtev (URS) ter tehnolo š ki in robotski na č rt razvoja (roadmap) za skupne delovne centre, z usklajevanjem skupnih in platformno specifi č nih zahtev.
- Pretvarjanje prepoznanih tehnologij v standardizirane pakete za uvedbo na lokacijah, pri č emer se zagotavljajo izvedljive re š itve in ne zgolj priporo č ila.
- Upravljanje in vzdr ž evanje kataloga robotike za skupne delovne centre ter zagotavljanje a ž urnosti podatkov o razpolo ž ljivosti, pripravljenosti, lastni š tvu in tehni č nih podrobnostih.
- Vodenje tehnolo š kega in tr ž nega spremljanja (technology scouting) s poudarkom na naprednih podro č jih, kot so ra č unalni š ki vid, avtomatizirana in š pekcija ter fizi č na umetna inteligenca (Physical AI), z namenom zapolnjevanja trenutnih vrzeli na teh podro č jih.
- Ocenjevanje zmogljivosti in uspe š nosti dobaviteljev ter sodelovanje z oddelkom za nabavo pri izbiri in upravljanju standardnih, odobrenih dobaviteljev; koordinacija z dobavitelji in partnerji pri podpori in nabavi.
- Zagotavljanje stalne usklajenosti z lokacijami, tako da se ocenjene tehnologije dejansko pilotno preizkusijo in uvedejo ter da povratne informacije lokacij oblikujejo naslednji cikel na č rtovanja.
- Redno poro č anje Odboru za usmerjanje robotike (Robotics Steering Committee) o napredku ter podpora potrjevanju razvojnih na č rtov lokacij in mese č nim tehni č nim usklajevalnim sre č anjem.

Klju č **ne zahteve:**

- Univerzitetna izobrazba / magisterij s tehni č nega podro č ja, kot so: robotika, mehatronika, avtomatizacijsko in ž enirstvo, elektrotehnika, strojni š tvo, in ž enirstvo krmilnih sistemov, ra č unalni š tvo, umetna inteligenca, ra č unalni š ki vid, industrijsko oziroma proizvodno in ž enirstvo.
- 7 do 10 let izku š enj na podro č ju industrijske robotike, avtomatizacije ali naprednih proizvodnih tehnologij, po mo ž nosti v reguliranem okolju.
- Dokazane izku š nje pri ocenjevanju, izbiri in uvajanju robotskih ali avtomatizacijskih tehnologij, od koncepta do izvajanja v proizvodnem okolju.
- Izku š nje pri opredeljevanju tehni č nih standardov, specifikacij uporabni š kih zahtev (URS) in kriterijev za ocenjevanje dobaviteljev.
- Dobro poznavanje robotske strojne opreme, integracijskih pristopov in arhitektur

avtomatizacije.
- Poznavanje zahtev GMP, celovitosti podatkov (ALCOA+) ter na č el validacije v regulirani proizvodnji.
- Izrazite sposobnosti sodelovanja z medfunkcijskimi ekipami in klju č nimi dele ž niki v globalni matri č ni organizaciji.
- Odli č ne komunikacijske ve š č ine ter teko č e znanje angle š kega in slovenskega jezika.

Ponujamo zaposlitev za **nedolo** č **en** č **as** 6 mese č no poskusno dobo. Prijavo oddajte skupaj z ž ivljenjepisom v sloven š č ini in angle š č ini.

To delovno mesto se nahaja v Ljubljani. Novartis za to vlogo ne nudi podpore pri relokaciji, zato se prijavite le, č e vam je ta lokacija dostopna.

Ugodnosti in nagrajevanje

V podjetju Novartis smo zavezani k skupnemu preoblikovanju medicine - in nagrajevanju ljudi, ki to omogo č ajo.

Predviden letni osnovni bruto pla č ni razpon za to delovno mesto: 56.070 € - 104.130 €

Ponujena pla č a je dolo č ena na podlagi objektivnih in spolno nevtralnih kriterijev, kot so ustrezna znanja, kompetence in izku š nje, v skladu s politiko dolo č anja pla č v Novartisu. Pla č a se po zaposlitvi periodi č no preverja in usklajuje.

Pla č na enakost je temeljno na č elo na š e zaposlitvene politike in odra ž a na š o zavezanost ustvarjanju raznolikega, pravi č nega in vklju č ujo č ega delovnega okolja, kjer so vsi zaposleni obravnavani dostojanstveno in spo š tljivo, kot je opredeljeno v na š em Eti č nem kodeksu.

Poleg osnovne pla č **e vam pripadajo tudi naslednje ugodnosti:**

- Letni bonus za vse zaposlene v vi š ini **15 % letne osnovne bruto pla** č **e**
- Regres za letni dopust: v letu 2025 je zna š al **2.496 € neto**, v letu 2026 pa **2.678,28 € neto**
- Letna nagrada za uspe š nost: v letu 2025 je zna š al **2.538,64 € bruto**, vklju č no z zimskim dodatkom.
- Prostovoljno dodatno pokojninsko zavarovanje: Novartis v Sloveniji zagotavlja vpla č ila v vi š ini **5,844 % bruto pla** č **e** do letne omejitve **3.054,65 €**
- Zavarovanja: Dodatno nezgodno zavarovanje 24 ur na dan v primeru smrti ali invalidnosti zaradi nezgode. Specialisti č no zdravstveno zavarovanje pri Zavarovalnici Triglav, ki omogo č a hitrej š i dostop do specialisti č nih zdravstvenih storitev za vas in va š e dru ž inske č lane.
- **Care Connect**: program, ki zagotavlja zaupno in individualno podporo za du š evno zdravje in dobro po č utje preko terapij, svetovanja, orodij in drugih storitev.
- Druge ugodnosti v skladu z zakonodajo in kolektivnimi pogodbami, kot so povra č ilo potnih stro š kov, nadomestilo za prehrano ter drugi dodatki.

Za več informacij o Novartisovem globalnem sistemu nagrajevanja si oglejte naš o brošuro in priročnik Novartis Life Handbook.

Opomba: Ugodnosti in nadomestila se lahko razlikujejo glede na držav ter veljavne zakonske zahteve in določila kolektivnih pogodb. Celoten pregled vaših pogojev plačila in ugodnosti, vključno z morebitnimi določili kolektivne pogodbe, ki veljajo za vaše delovno mesto, boste prejeli tekom zaposlitvenega postopka.

Zavezanost raznolikosti in vključevanju

Zavezani smo ustvarjanju odličnega, vključujočega delovnega okolja ter raznolikih ekip, ki odražajo bolnike in skupnosti, ki jim služimo.

Zakaj Novartis?

Naš namen je na novo premisliti medicino, da izboljšamo in podaljšamo življenja ljudi, naša vizija pa je postati najbolj cenjeno in zaupanja vredno farmacevtsko podjetje na svetu. Kako bomo to dosegli? Z našimi ljudmi. Prav naši sodelavci nas vsak dan ženejo k uresničevanju naših ambicij. Postanite del tega poslanstva in se nam pridružite!

Pridružite se Novartis Network

Če to delovno mesto ne ustreza povsem vašim izkušnjam ali kariernim ciljem, vendar želite ostati povezani z Novartisom in izvedeti več o naših kariernih priložnostih, se pridružite Novartis Network.

Dostopnost in prilagoditve

Novartis je zavezan zagotavljanju razumnih prilagoditev vsem kandidatom. Če zaradi zdravstvenega stanja ali invalidnosti potrebujete prilagoditev v katerem koli delu zaposlitvenega postopka oziroma želite podrobnejše informacije o ključnih nalogah delovnega mesta, nam pošljite elektronsko sporočilo z opisom vaše zahteve in kontaktnimi podatki. V sporočilu navedite tudi številko delovnega mesta (job requisition number).

Key Responsibilities:

- Own the site robotics technology strategy and keep it continuously refreshed against market, vendor, and emerging-technology developments.
- Evaluate shared Work Centre standards and strategy, harmonising requirements across

platforms and aligning global ways of working to ensure common requirements are defined, captured, and embedded consistently
- Own the User Requirement Specifications (URSs) and the technology & robotics roadmap for shared Work Centers, aligning common versus platform-specific requirements.
- Translate scouted technology into standardized, site-ready deployment packages – delivering implementable solutions, not just recommendations.
- Own and maintain the Robotics Catalog for shared Work Centers, keeping availability, readiness, ownership, and technical details current
- Lead technology and market scouting, with dedicated focus on advanced capability areas such as computer vision, automated inspection, and physical AI, closing current resourcing gaps in these domains.
- Evaluate vendor capability and performance, and partner with Procurement on the selection and management of standard, approved vendors, and coordinate with vendors and partners for support and procurement.
- Maintain continuous alignment with sites ensuring evaluated technologies are actually piloted and adopted – and that site feedback shapes the next roadmap cycle.
- Report progress on a regular cadence to the Robotics Steering Committee and support sites roadmap endorsement and monthly technical syncs.

Essential Requirements:

- Bachelor ' s or master ' s degree in a relevant technical discipline, such as: Robotics, Mechatronics, or Automation Engineering; Electrical, Mechanical, or Control Systems Engineering; Computer Science, Artificial Intelligence, or Computer Vision; Industrial / Manufacturing Engineering.
- 7-10 years experience in industrial robotics, automation, or advanced manufacturing technology, ideally within a regulated environment.
- Proven track record of evaluating, selecting, and deploying robotics or automation technologies from concept to shop floor
- Experience defining technical standards, User Requirement Specifications (URSs), and vendor evaluation criteria
- Strong understanding of robotics hardware, integration, and automation architectures.
- Knowledge of GMP requirements, data integrity (ALCOA+), and validation principles in regulated manufacturing
- Strong collaborative skills with cross-functional teams and key stakeholders in a global matrix organization.
- Excellent communication skills with fluency in English and Slovenian.

We offer **permanent employment** with **6 months** of probation period. Submit your application with the CV in Slovenian and English language.

This role is based in Ljubljana, Slovenia. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

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:

Slovenia: 56.070 € - 104.130 €

The 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.

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.

In addition to your base salary, you will be eligible for benefits listed below:

- **Annual bonus for all employees**: 15% of annual base salary.
- **Holiday allowance**: In 2025 it amounted to € 2,496 (net). For 2026 it amounts to € 2,678.28 (net).
- **Yearly performance-based bonus**: In 2025 it amounted to € 2,538.64 (gross), including the winter allowance.
- **Voluntary supplementary pension insurance**: Novartis in Slovenia provides voluntary supplementary pension insurance (5.844% of gross salary, capped annually at € 3,054.65).
- I**nsurance**: **Additional accident insurance**: During employment at Novartis, the employee is insured 24/7 in the event of death or disability resulting from an accident. **Specialist insurance**: Group health insurance providing faster access to specialist healthcare services at Triglav Health Insurance Company d.d. for you and your family members.
- Care Connect: A program offering confidential, personalized support for mental health and well-being through therapy, counselling, tools, and more.
- Other benefits in accordance with legislation and collective agreements: Transportation, meal allowance, and other supplements.

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 & Inclusion:

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

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

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

Accessibility and accommodation:
Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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
€ 56,070.00 - € 104,130.00

部门
Operations

Business Unit
Information Technology

地点
Slovenia

站点
Ljubljana

Company / Legal Entity
SI19 (FCRS = SI019) Novartis farmacevtska proizvodnja d.o.o.

Functional Area
Information Technology

Job Type
Full time

Employment Type
Regular

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6af1fd48edea0641820896", 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 } }; }

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Accessibility and accommodation

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