

Shift Lead II

Job ID

REQ-10076103

Apr 16, 2026

LOC_CN

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.

Role Requirements

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 \(PDF 30 MB\)](#)

Division

DIV_TO

Business Unit

Production / Manufacturing

Location

LOC_CN

Site

Changping County (Beijing)

Company / Legal Entity

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

Functional Area

FCT_TO

Job Type

Full time

Employment Type

正式

Shift Work

No

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