

Associate Director, Delivery Technology (Syringe and Safety Systems)

Job ID

REQ-10081932

Jul 03, 2026

LOC_AT

About the Role

Key Responsibilities

- Lead the development and lifecycle management of syringe and safety system delivery platforms.
- Drive technical innovation to deliver robust, compliant, and patient-centric combination products.
- Oversee device design activities and maintain high-quality Design History File documentation.
- Define platform strategies that maximise technology reuse while supporting diverse development programmes.
- Identify platform-level risks and implement strategic mitigation and continuous improvement plans.
- Partner across development, manufacturing, quality, and external organisations to deliver project milestones.
- Support regulatory submissions and responses by providing technical expertise for device-related requirements.

Essential Requirements

- Advanced degree in Engineering, Pharmaceutical Sciences, or a related scientific discipline.
- Extensive experience developing parenteral drug delivery systems, including prefilled syringes and safety devices.
- Strong knowledge of applicable medical device and combination product regulations and standards.
- Proven ability to influence cross-functional stakeholders across development, manufacturing, quality, and external partners.
- Expertise in technical decision-making, risk assessment, and strategic prioritisation.
- Excellent communication skills with fluency 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: €88,300 to €164,100

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.

Read our brochure to learn more about our global total rewards offering:

https://www.novartis.com/sites/novartis_com/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.

In addition to a market-competitive base salary, we offer an attractive incentive program, a modern company pension scheme, childcare facilities, learning and development options as well as worldwide career opportunities within the Novartis group.

In accordance with Austrian law, we are obliged to disclose the minimum salary as stated in the collective bargaining agreement. For this position, the minimum salary is €78,383.90/year (on a full-time basis). The actual salary will be significantly higher, as we strive to maintain a competitive position in the market and consider your previous experience, qualifications, and individual competencies.

Commitment to Diversity and Inclusion / EEO paragraph

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

Accessibility and Accommodation

If because of a medical condition, physical disability or a neurodiverse condition you require an adjustment during the recruitment process, please reach out to disabilities.austria@novartis.com and let us know the nature of your request as well as your contact information. The support which we can provide will include advice on suitable positions as well as guidance at all stages of the application process. Austrian law provides candidates the opportunity to involve the local disability representative, Behindertenvertrauensperson (BVP), in the application process. If you would like to request this, please let us know in advance as a note on your CV.

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 \(PDF 30 MB\)](#)

Primary location salary range

€88,300.00 - €164,100.00

Division

DIV_GD

Business Unit

Development

Location

LOC_AT

Site

Schaftenau

Company / Legal Entity

AT33 (FCRS = AT033) Novartis Pharmaceutical Manufacturing GmbH

Functional Area

FCT_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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