

Tech Transfer Team Lead (m/w/d)

Job ID

REQ-10083883

Aug 03, 2026

LOC_AT

About the Role

Major accountabilities:

- Lead, coach, and develop a team of Tech Transfer Leads, building a culture of accountability, collaboration, innovation, and patient focus.
- Oversight and responsibility for technology transfer activities at site level (within, inbound and outbound), including any scale-up or other process adaptations (Novartis internal as well as customer business).
- Drives compounding and filling tech transfers as well as assembly and packaging transfers.
- Leads technical transfer project team at site and liaises efficiently with involved functions (e.g. Technical Development, Supply Chain, LCM, Production Unit, Quality Control, HSE, other sites – incl NOCCs.).
- Monitor project timelines, budgets, risks, and milestones.
- Establish local procedures & templates for technical transfers and contribute to process improvements and optimization for product transfers.
- Review transfer strategies and technical approaches, supporting resolution of critical scientific and operational challenges.
- Drive digitalization and AI adoption within Tech Transfer activities.
- Identify opportunities to simplify, automate, and optimize Tech Transfer processes through digital solutions.
- Drive practical implementation of Artificial Intelligence (AI) and Generative AI solutions within Tech Transfer and MS&T.

Essential Requirements:

- MSc or PhD in Biotechnology, Biochemistry, Chemical Engineering, Pharmacy, Biology, or related discipline.
- +8 years in Leadership positions within Biotechnology / Pharmaceutical Manufacturing / MS&T.
- Proven track record managing complex cross-functional projects.
- Technical Expertise in Biologics and/or sterile manufacturing processes, Technology transfer methodologies, GMP and regulatory requirements, Change management and lifecycle management; Process validation and commercialization.
- Fluent in English. Fluent in German would be an advantage.

Rewards

You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook.

<https://www.novartis.com/careers/benefits-rewards >

In addition to a market-competitive base salary, we offer an attractive incentive program, a modern company pension scheme, childcare facilities, learning and development opportunities as well as worldwide career possibilities 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). We also offer a potential market oriented excess payment in line with your experience and qualifications.

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.

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

parameters. Further details will be provided during the application process.

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.

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 / EEO paragraph:

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

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

€81,600.00 - €151,500.00

Division

DIV_TO

Business Unit

Production / Manufacturing

Location

LOC_AT

Site

Schaftenau

Company / Legal Entity

AT33 (FCRS = AT033) Novartis Pharmaceutical Manufacturing GmbH

Functional Area

FCT_TO

Job Type

Full time

Employment Type

Regular

Shift Work

No

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List of links present in page

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2. <https://www.novartis.com/careers/benefits-rewards >
3. <https://www.novartis.com/about/strategy/people-and-culture>
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