

Site Automation Leader

Job ID

REQ-10085129

Aug 11, 2026

LOC_AT

About the Role

Key Responsibilities:

- Lead, coach, and develop a team of Senior Automation Engineers, Automation Engineers, and Automation Technicians supporting Drug Product manufacturing operations, and drive talent management activities including workforce planning, recruitment, onboarding, performance management, succession planning, and career development.
- Serve as the key leader and escalation point for automation resources across the site, and promote cross-functional teamwork between Manufacturing, Engineering, Quality, Validation, Supply Chain, ITOT, and external partners.
- Automation Strategy & Technical Leadership: Define and execute the site automation strategy and technology roadmap, ensure standardization, lifecycle management, and continuous modernization of automation platforms, and drive implementation of industry best practices, digital manufacturing technologies, and smart factory initiatives.
- Manufacturing & Operational Excellence: Ensure high availability and reliability of automation systems supporting manufacturing operations, lead root cause investigations and resolution of critical automation incidents, drive improvements in OEE, equipment reliability, production throughput, and process robustness.
- Capital Projects & Innovation: Lead automation engineering resources in capital investment projects and strategic business initiatives, oversee implementation of new technologies, automation upgrades, and manufacturing system enhancements; Drive Robotics, AI, and Vertical Integration initiatives supporting the transformational initiatives.
- Compliance & Quality: Ensure all automation systems remain inspection-ready and compliant with GMP, Data Integrity, and cybersecurity requirements; Lead automation-related deviations, CAPAs, change controls, audits, and validation activities.
- Direct leadership responsibility for the Site Automation organization supporting Drug Production operations, and act as a key member of the Site Engineering and ITOT leadership community, being responsible for organizational capability, talent pipeline, resource allocation, budget utilization, and delivery of automation services. Influence site-wide digital transformation priorities and manufacturing technology strategy.

Essential Requirements:

- 10+ years of experience in OT Automation, Industrial Automation, Manufacturing Systems, or Digital Manufacturing within a regulated industry
- 5+ years of people leadership experience, managing automation engineers, technicians, project teams, and external partners.
- Strong expertise in PLC, SCADA, HMI, industrial networks, and OT infrastructure with the ability to ensure reliable and compliant operations.
- Hands-on experience with MES, Electronic Batch Records, Review by Exception (RbE), and Vertical Integration across manufacturing systems.
- Proven experience delivering automation and digital transformation programs, including capital projects and Smart Factory initiatives.
- Strong understanding of AI, advanced analytics, and data-driven manufacturing, including Power BI, manufacturing data platforms, and AI-enabled use cases.
- Deep knowledge of GMP/GxP, Computer System Validation (CSV), Data Integrity, and Quality Risk Management in

pharmaceutical manufacturing environments.

- Ability to define and execute a multi-year Site Automation Strategy, aligning Robotics, Process Automation, AI, and Operational Excellence initiatives with business objectives.
- Excellent stakeholder management and communication skills, with demonstrated success
- influencing senior leaders, driving organizational change, and developing high-performing teams
- Fluency in German and English

Desirable requirements:

- Knowledge of Robotics, AGVs/AMRs, machine vision, and advanced manufacturing technologies to support autonomous operations.

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.

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 € 79,951.48 /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.

Role Requirements

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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