

Senior Manager Process Analytical Sciences (m/f/d) - Vodjo skupine procesne analitike (m/ž/d)

Job ID

REQ-10087330

Sep 09, 2026

LOC_SI

About the Role

Key Responsibilities:

- Operational manager for a mid-sized laboratory team.
- Manager of external laboratory relevant workforce.
- Collaboration and Leadership:
 - As a team lead, you will be responsible for creating an inspiring environment, to lead a high performing team and ensure sufficient technical and scientific guidance. You and your team will work closely as One Process Analytics (PA) team and manage interfaces e.g. ME and AE teams within PAS. In your role you will also collaborate closely with our BR colleagues ensuring seamless alignment on infrastructure, talent and knowledge.
- Scientific Excellence:
 - Enable physicochemical analytical (PCA) throughput and strong Mass Spectrometry (MS) expertise within PAS
 - Mengeš of assigned pipeline projects for all relevant sample matrices (Drug Substance, Drug Product, Intermediates).
- Process Excellence:
 - You will own and optimize PA processes e.g. sample management, with cross- functional stakeholders in Slovenia and globally within PAS. You enable laboratory process optimization by translating robotics and physical automation strategies to your teams and ensure execution.
- Data-Driven Approaches: Utilize data analytics, machine learning, and artificial intelligence to analyze large datasets and develop data-driven approaches.

Essential Requirements:

- University degree in a relevant area e.g. Biochemistry
- Leadership Skills: Proven ability to lead and inspire a team, with a focus on achieving team and organizational goals.
- Process focused: Strong process understanding and proven track record of leading process improvement initiatives including automation.
- Excellent communication and interpersonal skills, with the ability to engage effectively at all levels of the organization. Fluent in English and Slovene.
- People Development: Commitment to the growth and development of your team and individual team members, with a track record of successful mentoring and coaching.
- Technical and Scientific Expertise: Familiarity with selected physicochemical analytical methods and knowledge of Mass Spectrometry.

Desirable Requirements:

- PhD is desirable
- Minimum of 5 years of proven experience in the pharmaceutical industry and relevant experience in a leadership position

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

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: €46,550 – 86,450

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: 12% 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 €3.224,18).
- Shift allowances: shift work (15%); multi-shift work (20%); night work (70%); work on Sundays and public holidays (50%). (if selected candidates will work in shifts)
- Insurance:

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/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.

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

Vaše ključne odgovornosti:

- Operativno vodenje srednje velike laboratorijske ekipe.
- Vodenje zunanjih sodelavcev, relevantnih za delo laboratorija.
- Sodelovanje in vodenje: Kot vodja ekipe boste odgovorni za ustvarjanje navdihujočega okolja, vodenje visoko uspešne ekipe ter zagotavljanje ustreznega tehničnega in znanstvenega usmerjanja. Z ekipo boste tesno sodelovali kot enotna ekipa Process Analytics (PA) ter upravljali sodelovanje z ekipama ME in AE znotraj PAS. V svoji vlogi boste tesno sodelovali tudi s sodelavci BR ter zagotavljali nemoteno usklajevanje na področju infrastrukture, talentov in znanja.
- Znanstvena odličnost: Omogočanje izvajanja fizikalno-kemijskih analiz (PCA) ter zagotavljanje visoke ravni strokovnega znanja s področja masne spektrometrije (MS) znotraj PAS Mengeš za dodeljene projekte v razvojnem

portfelju in vse relevantne vzorčne matrike (učinkovina, končni izdelek, intermediati).

- Procesna odličnost: Odgovorni boste za procese PA, na primer upravljanje vzorcev, ter njihovo optimizacijo skupaj z medfunkcijskimi deležniki v Sloveniji in globalno znotraj PAS. Optimizacijo laboratorijskih procesov boste omogočali s prenosom strategij robotizacije in fizične avtomatizacije v svoje ekipe ter zagotavljanjem njihove izvedbe.
- Na podatkih temelječi pristopi: Uporaba podatkovne analitike, strojnega učenja in umetne inteligence za analizo velikih podatkovnih zbirk ter razvoj na podatkih temelječih pristopov.

Vaš doprinos k delovnem mestu:

- Univerzitetna izobrazba ustrezne smeri, na primer biokemije.
- Vodstvene sposobnosti: Dokazana sposobnost vodenja in navdihovanja ekipe s poudarkom na doseganju ekipnih in organizacijskih ciljev.
- Osredotočenost na procese: Dobro razumevanje procesov in dokazane izkušnje z vodenjem pobud za izboljšanje procesov, vključno z avtomatizacijo.
- Odlične komunikacijske in medosebne veščine ter sposobnost učinkovitega sodelovanja na vseh ravneh organizacije. Tekoče znanje angleškega in slovenskega jezika.
- Razvoj zaposlenih: Predanost rasti in razvoju ekipe ter posameznih članov ekipe, z dokazanimi uspehi pri mentoriranju in coachingu.
- Tehnično in znanstveno strokovno znanje: Poznavanje izbranih fizikalno-kemijskih analitskih metod ter masne spektrometrije.

Zaželene izkušnje:

- Zaželen je doktorat znanosti (PhD).
- Najmanj 5 let dokazanih izkušenj v farmacevtski industriji in ustrezne izkušnje na vodstvenem položaju.

Z izbranim kandidatom bomo sklenili delovno razmerje za nedoločen čas s poskusno dobo 6 mesecev. Prijavo oddajte z življenjepisom v slovenskem in angleškem jeziku.

Nagrajevanje:

V Novartisu smo zavezani k soustvarjanju prihodnosti medicine ter priznavanju in nagrajevanju ljudi, ki to omogočajo.

Pričakovani letni osnovni razpon plače za delovno mesto:

- Slovenija: €46,550 – 86,450

Osnovna plača se določa na podlagi vnaprej opredeljenih in transparentnih kriterijev, kot so relevantne veščine, kompetence in izkušnje, ne glede na spol, ter v skladu z Novartisovo politiko določanja plač. Po zaposlitvi v Novartisu se plača periodično pregleda v skladu z internimi akti in postopki.

Plačna enakost je temeljno načelo naše kadrovske politike in odraža našo zavezo k ustvarjanju raznolikega, pravičnega in vključujočega okolja, ki vse zaposlene obravnava dostojanstveno in spoštljivo, kot je opredeljeno v našem Kodeksu etike.

Poleg osnovne letne bruto plače so zaposleni upravičeni tudi do spodaj navedenih ugodnosti:

- Letni bonus, ki pripada vsakemu zaposlenemu: 12% letne plače.
- Regres za dopust: Leta 2025 je znašal 2.496 € (neto). Za leto 2026 znaša 2.678,28 € (neto).
- Nagrada za poslovno uspešnost: Leta 2025 je znašala 2.538,64 € (bruto), skupaj z zimskim regresom.
- Prostovoljno dodatno pokojninsko zavarovanje: Novartis v Sloveniji zagotavlja prostovoljno dodatno pokojninsko zavarovanje (5,844 % bruto izplačila, letno omejeno na 3.224,18 €).
- Zavarovanje:

Dodatno nezgodno zavarovanje: V času zaposlitve pri Novartisu je zaposleni 24/7 zavarovan za primer smrti ali invalidnosti, ki bi bila posledica nezgode.

Zavarovanje – Specialisti: Kolektivno zdravstveno zavarovanje, ki omogoča hitrejši dostop do specialističnih zdravstvenih

storitev pri Zavarovalnici Triglav d.d. za vas in vaše družinske člane.

- Care Connect: Program, ki ponuja zaupno, osebno podporo za vaše duševno zdravje in dobro počutje s pomočjo terapij, svetovanj, orodij in še mnogo več.
- Ostale ugodnosti v skladu z zakonom in kolektivno pogodbo: Prevoz, prehrana ter ostali dodatki.

Preberite brošuro in izvedite več o našem sistemu nagrajevanja: https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Opomba: Ugodnosti se lahko razlikujejo glede na državo ter so skladni z lokalno zakonodajo, vključno z določili kolektivnih pogodb. Celovit pregled vašega paketa prejemkov, vključno z morebitnimi relevantnimi določbami kolektivne pogodbe, ki veljajo za vašo delovno mesto glede na lokacijo zaposlitve in delodajalca Novartis, vam bo posredovan v okviru nadaljnjih korakov zaposlitvenega postopka.

Predani smo raznolikosti in vključenosti: Novartis si prizadeva ustvariti izjemno, vključujoče delovno okolje in oblikovanje raznolikih timov, saj ti predstavljajo naše bolnike in skupnosti, ki jih oskrbujemo.

Zakaj Novartis: Pomagati bolnikom in njihovim družinam zahteva več kot le inovativno znanost. Potrebna je skupnost zavzetih ljudi, kot ste vi. V Novartisu cenimo sodelovanje, podporo in navdihovanje drug drugega za razvoj prebojnih terapij, ki spreminjajo življenja pacientov. Ste pripravljeni ustvariti svetlejšo prihodnost skupaj z nami? <https://www.novartis.com/about/strategy/people-and-culture>

Role Requirements

Primary location salary range

€46,550.00 - €86,450.00

Division

DIV_GD

Business Unit

Development

Location

LOC_SI

Site

Mengeš

Company / Legal Entity

SI19 (FCRS = SI019) Novartis farmacevtska proizvodnja d.o.o.

Functional Area

FCT_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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