NOVARTIS

Shift Supervisor

Job ID
REQ-10080819
Jul 10, 2026
LOC_NL

About the Role

Deadline for applications: 29th of June 2026.

Major accountabilities:

- Oversees a medium small manufacturing site with daily floor supervision, line responsibility, and routine walkthroughs to ensure smooth operations.
- Ensures resource planning and staffing match production workload and scheduling needs.
- Reviews the production schedule with focus on operational risks, constraints, and improvement opportunities.
- Leads the Process Support Unit, translating strategic goals into detailed team objectives, action plans, and task priorities.
- Acts as a Senior Process Expert and SME, providing frontline support for process issues and ensuring production is completed on time and per documentation.
- Ensures compliance with GMP, HSE or SSE, 5S, quality, and safety standards, while supporting business continuity and manufacturing unit conformity.
- Supports manufacturing systems and digital operations by defining user requirements, creating electronic batch records, and applying automation, programming, CSV qualification, and regulatory MES knowledge.
- Designs and delivers technical training programs using multiple formats, supports workforce qualification and capability building, and helps uphold audit readiness, certifications, and data integrity standards.

Obligatory requirements:

- 5 plus years of experience in QA, QC, or Production within the pharmaceutical industry.
- Proven ability to lead mid sized teams and manage processes effectively.
- Strong organizational, collaboration, and people skills, with a team player mindset.
- Demonstrated resilience, ability to handle work related stress, and consistently model safe behavior.
- Experience managing quality metrics and issues, with a mindset for continuous learning and healthcare systems thinking.

Rewards

At Novartis, we’re committed to reimagining medicine together - and rewarding the people who make it happen.

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 a minimum of 14 weeks paid parental leave.

Expected Annual Base Salary Range for role:

- The Netherlands: EUR 58,900 – 109,300

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.

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 / EEO paragraph:

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

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: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: https://www.novartis.com/careers/benefits-rewards

Role Requirements

Primary location salary range
€58,900.00 - €109,300.00
Division
DIV_TO
Business Unit
Production / Manufacturing
Location
LOC_NL
Site
Baarle Nassau
Company / Legal Entity
NL42 (FCRS = NL042) IDB Holland BV
Functional Area
FCT_TO
Job Type
Full time
Employment Type
Regular
Shift Work
No
Apply to Job

Job ID
REQ-10080819

Shift Supervisor

Apply to Job

Source URL: *https://jobapi.novartis.com/req-10080819-shift-supervisor*

List of links present in page

1. https://jobapi.novartis.com/req-10080819-shift-supervisor
2. https://www.novartis.com/careers/benefits-rewards
3. https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf
4. https://www.novartis.com/about/strategy/people-and-culture
5. https://www.novartis.com/careers/benefits-rewards
6. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Baarle-Nassau/Shift-Supervisor_REQ-10080819
7. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Baarle-Nassau/Shift-Supervisor_REQ-10080819