NOVARTIS

Project Director

Job ID
REQ-10086571
Sep 03, 2026
LOC_CN

About the Role

The expansion project is estimated to require a total investment of approximately RMB 1.5 billion. It is planned to include manufacturing facilities and related supporting infrastructure.

Upon completion, the project will provide aseptic manufacturing facilities, quality control laboratories, and utility support systems, covering key process steps such as aseptic preparation, liquid filling, visual inspection, injection pen assembly, and packaging, together with the associated laboratory capabilities.

Major accountabilities:

- Accountable for the performance of the project team, developing the overall project plan per given deliverable and target and managing the team’s performance of project tasks.
- Align overall project strategy and deliverables with key business stakeholders and cross functional management at senior level.
- Establish and lead senior project team and serves as the point of contact for Novartis project governance and provided escalation to key business stakeholders and cross functional management at senior level.
- Perform risk management and envelope contingency plans for the project.
- Builds sufficient and capable organization through course of project to ensure resources are available to meet project requirements as well as resource plan to transition resources effectively from project to commercial operations.
- Design and establish the project organization that is built for high performance, efficiencies, synergies across existing Changping site as well as with the Aseptic sites.
- Ensure the organization is balanced in terms of technical and leadership capabilities from internal talent as well as acquiring key talents locally.
- Ensures compliance readiness for regulatory inspection & audits, together with Quality organization.
- Sets-up and manages project in accordance with the project budget, schedule and quality requirements, ensuring compliance with rules and regulations of procurement and accounting.
- Ensures resulting unit cost of the products manufactured at the new facility are within targets.
- Sustains acceptable standards for product/process quality, HSE and Security in the interest of legal compliance, competitive advantage and community relation.
- Work in close cooperation with Commercial Operations in the S&OP process to efficiently launch product from the new facility.
- Collaborates closely with existing Aseptics sites to transfer successfully technology to the manufacturing sites.
- Acts with high level of collaboration and investment in key relationships with other manufacturing units / platforms, SC, MS&T, Engineering, Quality, P&O, Finance to assure compliance and high degree of alignment and performance.
- Coaches, mentors and leads the facility organization ensuring organization structure and levels of accountability to achieve rapid decision making, streamline and efficient execution of business strategy.

- Champion the Novartis Values and Behaviours and acts as a role-model for leadership that fosters and inclusive and high performing culture which develops capability and talents.
- Support the installation, commissioning, and qualification (IQ/OQ/PQ) of manufacturing and analytical / testing equipment and utilities during the project phase, ensuring readiness for commercial operations.
- Actively participate in process and systems design reviews, operational readiness activities, and site start-up execution to enable successful handover from project to routine operations.
- Develop, test, and implement operational procedures, training concepts, and operational standards as part of the plant start-up and qualification program.

Key performance indicators:

- Meeting project milestones per targeted timeframes and within budget
- Successful and on time process and analytical qualification
- Successful facility inspections and audits
- On time regulatory submission and approval
- Quality and HSE indicators with target
- Cultural / People development and retention
- Performance management and employee relations, feedback, meetings, surveys
- Financial KPIs (CAPEX, OpInc, Unit Cost, Inventory) within target

Job requirements:

- Bachelor’s degree in Lifesciences, Chemistry, Pharmacy, Engineering. MBA is highly desirable
- More than 10year of Experience in Manufacturing, Technical Operations and Supply Chain Management roles
- Proven leadership and change management experience and prior success in building and managing teams.
- Ability to work in a global networked environment
- Strong cultural / inter-cultural awareness
- Experience in capital project management, construction through commercialization.
- Strong business and Operational excellence acumen.
- Fluent English and Mandarin

Role Requirements

Division
DIV_TO
Business Unit
Production / Manufacturing
Location
LOC_CN
Site
Changping County (Beijing)
Company / Legal Entity
CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd
Functional Area
FCT_TO
Job Type
Full time
Employment Type
Regular
Shift Work
No
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Project Director

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