NOVARTIS

Junior Manufacturing Technician

Job ID
REQ-10085873
Sep 18, 2026
LOC_NL

About the Role

Key Responsibilities:

- Prepare and execute the production process of pharmaceutical products by operating equipment and performing manual tasks.
- Execute the production process, including chemical processes such as electrolysis and chromatography.
- Clear and clean production line and equipment.
- Identify unexpected incidents, condition or detail and escalate to production shift lead.
- Remedying first line failures.
- Keep up to date with training requirements.

Essential Requirements:

- MBO level 4 such as process operator (VAPRO) or lab technician in pharma, chemistry, laboratory or food industry is preferred.
- Knowledge of a pharmaceutical or control production environment.
- Analytical skills that allow you to see what can be improved.
- Attention to detail.
- Open to Shift work

Desirable Requirements

- Experience with production or GMP is an advantage

This is a shift-based role. You will initially work in a three-shift model, with a planned transition to a five-shift model in the near future.

Benefits & 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: € 37,200 to € 69,000

The base 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.

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 minimum 14 weeks paid parental leave.

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

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

Role Requirements

Primary location salary range
€37,200.00 - €69,000.00
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
Temporary (Fixed Term)
Shift Work
No
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