NOVARTIS

Project Engineer & Capital Expenditure (Capex) Lead

Job ID
REQ-10082147
Oct 23, 2026
LOC_ES

About the Role

Major accountabilities:

- Lead and coordinate small to medium engineering projects and site changes, ensuring alignment with business priorities, project timelines, GMP requirements, and stakeholder expectations.
- Prepare, review, and approve project documentation, including drawings, schedules, layouts, diagrams, calculations, datasheets, and technical specifications.
- Own and support the local CAPEX process, including project definition, planning, reporting, tracking, and advancement through the required approval stages.
- Serve as the local engineering reference for global technical projects and support the implementation of global engineering initiatives at site level.
- Align project strategies, scope, milestones, and execution plans with local and global stakeholders to ensure effective decision-making and smooth implementation.
- Develop and manage vendor and contractor strategies, including contractual frameworks, technical evaluations, coordination, and performance follow-up.
- Drive continuous improvement in the design of equipment, utilities, and facilities to ensure high standards of reliability, quality, compliance, safety, and operational efficiency.
- Support asset lifecycle management by contributing to asset strategy, FMEA, risk assessments, commissioning, qualification activities, change controls, ECARs, pCARs, and the maintenance of relevant SOPs, work procedures, and project management processes.

Obligatory Requirements:

- Degree in Engineering or a related technical discipline.
- 3-4 years of experience in Field/Project engineering, Capex management, or a similar role within the pharmaceutical, biotechnology, or other highly regulated industry.
- Proven Project Management capabilities, including planning, execution, stakeholder coordination, risk management, and timeline control.
- Solid knowledge of GMP requirements, change control processes, commissioning, qualification, and technical documentation standards.
- Experience working with cross-functional teams, global stakeholders, vendors, contractors, and external service providers.
- Strong communication, problem-solving, organizational, and decision-making skills, with the ability to manage multiple priorities effectively.
- Fluency in Spanish and English, both written and spoken.

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:

- Spain: EUR 43,500 – 80,700

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
€43,500.00 - €80,700.00
Division
DIV_TO
Business Unit
Product Supply Chain
Location
LOC_ES
Site
Zaragoza
Company / Legal Entity
ES45 (FCRS = ES045) Advanced Accelerator Applications Iberica S.L.U.
Functional Area
FCT_TO
Job Type
Full time
Employment Type
Regular
Shift Work
No
Apply to Job

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