NOVARTIS

Production Head

Job ID
REQ-10082311
Nov 03, 2026
LOC_NL

About the Role

Major accountabilities:

- Define and execute the Manufacturing Unit strategy, aligned with site and global manufacturing priorities.
- Lead manufacturing operations to deliver strong performance across safety, quality, service, cost, supply, and productivity.
- Optimize resources across people, equipment, facilities, capital investments, operating expenses, and workforce planning.
- Drive operational excellence, transformation, and change initiatives to strengthen efficiency, quality, productivity, and cost competitiveness.
- Ensure compliance with Good Manufacturing Practice, health and safety requirements, quality standards, and regulatory expectations.
- Build, coach, and develop high-performing teams through effective capability building, succession planning, and talent development.
- Foster a culture of safety, quality, accountability, continuous improvement, collaboration, empowerment, and open communication.
- Maintain inspection readiness, business continuity, and effective implementation of corrective and preventive actions and compliance commitments.

Obligatory Requirements:

- Bachelor’s degree in pharmacy, engineering, chemistry, biology, or a related scientific or technical field.
- At least 10 years of pharmaceutical or life sciences experience within a Good Manufacturing Practice-regulated environment.
- At least five years of experience leading and executing manufacturing operations.
- Proven experience managing quality, compliance, safety, and operational performance within a regulated manufacturing environment.
- Strong leadership, communication, stakeholder management, change management, financial management, project management, negotiation, and influencing capabilities.
- Fluent English, with strong knowledge of regulatory requirements and expectations across relevant health authorities.

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: €75,700 to €140,500

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
€75,700.00 - €140,500.00
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
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