NOVARTIS

Site Head

Job ID
REQ-10090301
Oct 27, 2026
LOC_NL

About the Role

Key responsibilities:

- Lead site-wide production and ensure safe, reliable performance across continuous operations.
- Guide the site through ramp-up, building the capabilities and processes required for stable production.
- Lead and coach a cross-functional leadership team, establishing clear accountability and effective decision-making.
- Drive operational improvements across production, engineering, technology, quality and supporting functions.
- Lead operational and cultural change, embedding Novartis ways of working throughout the organization.
- Manage complex escalations while maintaining strategic focus and empowering leaders to take ownership.
- Strengthen organizational resilience, collaboration and performance in a demanding, highly regulated environment.
- Build trusted relationships with regulators, industry contacts and internal stakeholders supporting the site’s success.

Essential Requirements:

- Significant leadership experience within a highly regulated manufacturing or production environment.
- 3+ years of proven experience leading large-scale, continuous operations, including round-the-clock production environments.
- At least 7 years of strong operational expertise combined with the ability to lead effectively at a strategic level.
- Demonstrated experience leading organizational transformation, cultural change and operational improvement.
- Experience coaching leadership teams, establishing clear structures and strengthening accountability.
- Demonstrated ability to make sound decisions, manage escalations and lead effectively in complex, high-pressure environments.
- English Fluent, written and spoken. Dutch language is highly valued.

Desirable Requirements:

- Experience in radiopharmaceutical, radioisotope or Good Manufacturing Practice-regulated production.

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: €95,400 to €177,200

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
€95,400.00 - €177,200.00
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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