NOVARTIS

REFS Lead

Job ID
REQ-10089860
Nov 08, 2026
LOC_BE

About the Role

#LI-Onsite
Location: Puurs, Belgium
Relocation Support: No

Key Responsibilities

- Ability to define and implement short- and long-term strategies. Lead and motivate site teams and stakeholders
- Drive innovation, continuous improvement, and performance culture
- Manage strategic facility service partners. Ensure contract compliance, service quality, and cost control
- Build and maintain strong vendor relationships. Translate strategy into operational plans and execution
- Monitor KPIs (quality, safety, cost, customer satisfaction). Drive corrective actions and continuous improvement initiatives
- Own and control the FM budget .Deliver cost savings and productivity improvements
- Plan resource allocation, CAPEX, and operational spending . Ensure adherence to regulatory standards (GxP, HSE, etc.)
- Maintain quality, safety, and audit readiness. Implement corporate policies and best practices

Essential Requirements

- Relevant leadership experience in service environments.
- University degree or equivalent.
- pharmaceutical facility experience.
- knowledge of facility operations, GMP/GLP and regulations; vendor and financial management.
- stakeholder management; analytical problem solving; cross-functional leadership and change management.

Desirable Requirements

- Fluent in English and proficient in the local language.

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: 61,300.00 -113,900.00 EUR

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.

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.

Role Requirements

Primary location salary range
€61,300.00 - €113,900.00
Division
DIV_TO
Business Unit
General Management
Location
LOC_BE
Site
Puurs
Company / Legal Entity
BE13 (FCRS = BE013) Novartis Manufacturing NV
Functional Area
FCT_TO
Job Type
Full time
Employment Type
Regular
Shift Work
No
Apply to Job

Job ID
REQ-10089860

REFS Lead

Apply to Job

Source URL: *https://jobapi.novartis.com/req-10089860-refs-lead*

List of links present in page

1. https://jobapi.novartis.com/req-10089860-refs-lead

2. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Puurs/REFS-Lead_REQ-10089860
3. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Puurs/REFS-Lead_REQ-10089860