NOVARTIS

Process Specialist

Job ID
REQ-10085753
Nov 11, 2026
LOC_NL

About the Role

Key Responsibilities

- Execute manufacturing activities for radiopharmaceutical products following approved procedures and production documentation.
- Operate production equipment and perform chemical processes including electrolysis and chromatography.
- Prepare chromatography columns and support target ampoule preparation for production activities.
- Perform production line clearance, cleaning, and equipment preparation activities.
- Identify production deviations, escalate issues, and resolve first-line equipment or process failures.
- Maintain accurate batch documentation and ensure compliance with Good Manufacturing Practice requirements.
- Handle radioactive materials safely and verify products are free from radioactive contamination.
- Contribute to process improvement initiatives and support production optimization projects.
- Train and support colleagues where qualified, sharing expertise and best practices.
- Act as Deputy Shift Supervisor and support daily shift operations when required.

Essential Requirements

- Vocational or higher professional degree in engineering, biology, chemistry, medical laboratory sciences, or a related field.
- Experience working in a pharmaceutical manufacturing or controlled production environment.
- Good verbal and written communication skills in English.
- Ability to work in a shift-based manufacturing environment.
- Strong analytical skills with a structured and detail-oriented approach to work.
- Ability to obtain the required Radiation Protection Supervisor Level D certification within the first year of employment.

Desirable Requirements

- Experience working in a Good Manufacturing Practice regulated environment.
- Experience training or mentoring colleagues in a production setting.

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: € 45,900 to € 85,300

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
€45,900.00 - €85,300.00
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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