

## Shift Lead II

Job ID  
REQ-10076103  
апр 16, 2026  
Китай

### Сводка

Your responsibilities include, but are not limited to:

- Lead shift teams to execute manufacturing operations in line with production plans, GMP standards, and HSE requirements
- Act as a visible leader on the shop floor, promoting a strong culture of quality, safety, collaboration, and continuous improvement
- Translate production schedules into clear daily priorities, optimizing the use of people, equipment, and materials
- Ensure accurate completion and review of production documentation, including batch records, SAP transactions, and logbooks
- Drive quality excellence by supporting inspection readiness and ensuring full compliance with Novartis Manufacturing and Quality standards
- Develop, coach, and motivate team members through effective performance management, training, and qualification activities
- Support deviation management by leading first-level investigations related to human error and contributing to root-cause analysis
- Identify and resolve operational or technical issues, escalating when required and proposing practical solutions
- Promote continuous improvement initiatives and encourage team engagement in operational excellence projects
- Ensure effective communication across shifts and with key stakeholders to maintain smooth production flow

### About the Role

Your key responsibilities:

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What you'll bring to the role:

- At least 5 years of experience in pharmaceutical, biotech, chemical, food, or aseptic manufacturing environments
- A minimum of 2 years' experience in a coordination or leadership role within a GMP setting
- Strong people leadership and communication skills, with the ability to engage, motivate, and develop teams
- Sound knowledge of GMP, quality systems, and manufacturing compliance requirements
- Proven ability to manage priorities, work under pressure, and make effective decisions in a dynamic environment
- Experience with training, qualification, and performance management processes
- Familiarity with manufacturing systems such as MES, SAP, or similar platforms
- University degree in Science, Pharmacy, Pharma Engineering, Pharmaceutical Technology, or equivalent experience
- Intermediate English proficiency in reading, writing and oral, and fluency in the local site language

Desirable requirements:

- Experience with Lean Manufacturing, Continuous Improvement, or Operational Excellence methodologies
- Exposure to change management initiatives in a manufacturing environment

You'll receive: (not mandatory)

- Align during offer phase.

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Technical Operations  
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Employment Type  
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Shift Work  
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