NOVARTIS

Site Head

Job ID
REQ-10090301
Окт. 27, 2026
Нидерланды

Сводка

#LI-Onsite

Location: Baarle-Nassau, The Netherlands

Relocation Support: Yes

What if your next leadership role could shape the future of a growing manufacturing site at a pivotal moment in its journey? As Site Head in Baarle-Nassau, you will lead a highly regulated, continuously operating site through an important ramp-up and transformation phase.

You will take overall accountability for production, guide an experienced cross-functional leadership team, and strengthen the structures, culture and ways of working needed for sustainable performance. Combining strategic leadership with strong operational insight, you will improve processes, build organizational resilience and create an environment where people take ownership, collaborate effectively and deliver reliably for patients.

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.

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together? https://www.novartis.com/about/strategy/people-and-culture

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally.
Read our handbook (PDF 30 MB)

Primary location salary range
€95,400.00 - €177,200.00
Дивизион
Operations
Business Unit
Production / Manufacturing
Место
Нидерланды
Сайт
Baarle Nassau
Company / Legal Entity
NL42 (FCRS = NL042) IDB Holland BV
Functional Area
Technical Operations
Job Type
Full time
Employment Type
Regular
Shift Work
No

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Site Head

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