NOVARTIS

HSE Business Partner – Platforms (m/f/d) /ZVO poslovni partner – platforme (m/ž/d)

Job ID
REQ-10085261
Сен. 24, 2026
Словения

Сводка

#LI-Hybrid
Location: Ljubljana, Slovenia
Internal job title / Interni naziv pozicije: HSE Business Partner – Platform / ZVO poslovni partner – platforma
Relocation Support: This role is based in Ljubljana, Slovenia. Novartis is unable to offer relocation support: please only apply if accessible.

As HSE Business Partner, you will shape and drive Health, Safety & Environment strategy across our Large Molecules, Cell & Gene and Aseptics manufacturing platforms, partnering with senior leaders and site teams to create a strong, compliant and continuously improving HSE culture. In this highly visible leadership role, you will connect global strategy with local execution, leading a network of HSE professionals across multiple manufacturing sites and influencing key business decisions that support our mission to reimagine medicine. If you are passionate about building high-performing teams, driving change and creating safer, healthier and more sustainable workplaces, this is an opportunity to make a meaningful impact on a global scale.

About the Role

Key Responsibilities:

- Lead and execute HSE strategy across Large Molecules, Cell & Gene and Aseptics manufacturing platforms.
- Partner with Platform Heads, Site Heads, HSE teams, and cross-functional stakeholders to drive HSE excellence.
- Lead, coach and develop a geographically distributed team of HSE professionals across multiple sites.
- Strengthen a proactive HSE culture through leadership, engagement and continuous improvement initiatives.
- Ensure effective implementation of HSE management systems, standards and compliance programs.
- Oversee HSE risk management, incident governance and corrective actions across manufacturing sites.
- Monitor regulatory developments and guide sites in maintaining compliance with evolving HSE requirements.
- Connect global HSE priorities with local execution to deliver sustainable business and safety outcomes.

Essential Requirements:

- University degree in Health and Safety, engineering, natural sciences or a related technical field.
- Experience working in complex operational or manufacturing environments, with exposure to Health, Safety & Environment practices and requirements.
- Minimum 5 years of experience in technical functions within multinational organizations.
- Strong leadership and stakeholder management skills, with experience coordinating diverse teams and priorities.
- Excellent communication skills with the ability to influence senior leaders and drive collaboration across multiple sites.
- Fluent English and proficiency in Microsoft Office applications.

Desirable Requirements:

- Experience working within pharmaceutical, biotechnology or healthcare manufacturing environments.
- Experience collaborating with site leadership teams and operating within a manufacturing site environment.

We offer **permanent employment** with **6 months** of probation period. Submit your application with the CV in English language.

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:

76.300,00 - 141.700,00 EUR

The 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.

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.

In addition to your base salary, you will be eligible for benefits listed below:

- **Annual bonus for all employees:** 20% of annual base salary.
- **Holiday allowance:** In 2025 it amounted to €2,496 (net). For 2026 it amounts to €2,678.28 (net).
- **Yearly performance-based bonus:** In 2025 it amounted to €2,538.64 (gross), including the winter allowance.
- **Voluntary supplementary pension insurance:** Novartis in Slovenia provides voluntary supplementary pension insurance (5.844% of gross salary, capped annually at € 3.224,18).
- **Insurance: Additional accident insurance:** During employment at Novartis, the employee is insured 24/7 in the event of death or disability resulting from an accident. **Specialist insurance:** Group health insurance providing faster access to specialist healthcare services at Triglav Health Insurance Company d.d. for you and your family members.
- **Care Connect:** A program offering confidential, personalized support for mental health and well-being through therapy, counselling, tools, and more.

- Other benefits in accordance with legislation and collective agreements: **Transportation, meal allowance, and other supplements.**

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.

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Kot ZVO poslovni partner boste soustvarjali in usmerjali strategijo zdravja, varnosti in okolja (ZVO) na platformah Large Molecules, Cell & Gene ter Aseptics ter tesno sodelovali z vodstvenimi ekipami in lokacijami pri vzpostavljanju močne, skladne in v nenehne izboljšave usmerjene kulture ZVO. V tej prepoznavni vodstveni vlogi boste povezovali globalno strategijo z lokalnim izvajanjem, vodili mrežo strokovnjakov ZVO na več proizvodnih lokacijah ter vplivali na ključne poslovne odločitve, ki podpirajo naše poslanstvo soustvarjanja prihodnosti medicine. Če vas navdušuje razvoj ekip, vodenje sprememb ter ustvarjanje varnejšega, bolj zdravega in trajnostnega delovnega okolja, je to odlična priložnost za vpliv na globalni ravni.

Vaše ključne odgovornosti:

- Vodenje in izvajanje strategije ZVO na platformah Large Molecules, Cell & Gene in Aseptics.
- Sodelovanje z vodji platform, vodji lokacij, ekipami ZVO in drugimi ključnimi deležniki za doseganje odličnosti na področju ZVO.
- Vodenje, coaching in razvoj geografsko razpršene ekipe strokovnjakov ZVO na več lokacijah.
- Krepitev proaktivne kulture ZVO skozi vodenje, vključevanje sodelavcev in pobud za nenehne izboljšave.
- Zagotavljanje učinkovitega izvajanja sistemov upravljanja, standardov in programov skladnosti na področju ZVO.
- Nadzor nad upravljanjem tveganj, obravnavo incidentov in izvajanjem korektivnih ukrepov na proizvodnih lokacijah.
- Spremljanje regulatornih zahtev in usmerjanje lokacij pri zagotavljanju skladnosti z zahtevami področja ZVO.
- Povezovanje globalnih prioritet ZVO z lokalnim izvajanjem za doseganje trajnostnih poslovnih in varnostnih rezultatov.

Vaš doprinos k delovnemu mestu:

- Univerzitetna stopnja izobrazbe s področja upravljanja varnosti, naravoslovja, tehnike ali drugega sorodnega področja.
- Izkušnje dela v kompleksnih operativnih ali proizvodnih okoljih z izpostavljenostjo praksam in zahtevam na področju zdravja, varnosti in okolja.
- Najmanj 5 let izkušenj na tehničnih področjih dela v multinacionalnih organizacijah.
- Izrazite vodstvene sposobnosti in sposobnost učinkovitega usklajevanja ekip ter različnih prioritet.
- Odlične komunikacijske veščine ter sposobnost vplivanja na vodstvo in sodelovanja z deležniki na različnih lokacijah.
- Tekoče znanje angleškega jezika in dobro poznavanje programov Microsoft Office.

Zaželene izkušnje:

- Izkušnje iz farmacevtske, biotehnološke ali zdravstvene industrije.
- Izkušnje sodelovanja z vodstvom lokacij in dobro razumevanje delovanja proizvodnega okolja na lokalnem nivoju.

Z izbranim kandidatom bomo sklenili delovno razmerje za **nedoločen čas** s poskusno dobo **6 mesecev**. Prijavo oddajte z življenjepisom v angleškem jeziku.

Nagrajevanje:

V Novartisu smo zavezani k soustvarjanju prihodnosti medicine ter priznavanju in nagrajevanju ljudi, ki to omogočajo.

Pričakovani letni osnovni razpon plače za delovno mesto:

76.300,00 - 141.700,00 EUR

Osnovna plača se določa na podlagi vnaprej opredeljenih in transparentnih kriterijev, kot so relevantne veščine, kompetence in izkušnje, ne glede na spol, ter v skladu z Novartisovo politiko določanja plač. Po zaposlitvi v Novartisu se plača periodično pregleda v skladu z internimi akti in postopki.

Plačna enakost je temeljno načelo naše kadrovske politike in odraža našo zavezo k ustvarjanju raznolikega, pravičnega in vključujočega okolja, ki vse zaposlene obravnava dostojanstveno in spoštljivo, kot je opredeljeno v našem Kodeksu etike.

Poleg osnovne letne bruto plače so zaposleni upravičeni tudi do spodaj navedenih ugodnosti:

- **Letni bonus,** ki pripada vsakemu zaposlenemu: 20% letne plače.
- **Regres za dopust**: Leta 2025 je znašal 2.496 € (neto). Za leto 2026 znaša 2.678,28 € (neto).
- **Nagrada za poslovno uspešnost**: Leta 2025 je znašala 2.538,64 € (bruto), skupaj z zimskim regresom.
- **Prostovoljno dodatno pokojninsko zavarovanje**: Novartis v Sloveniji zagotavlja prostovoljno dodatno pokojninsko zavarovanje (5,844 % bruto izplačila, letno omejeno na 3.054,65 €).
- **Zavarovanje: Dodatno nezgodno zavarovanje:** V času zaposlitve pri Novartisu je zaposleni 24/7 zavarovan za primer smrti ali invalidnosti, ki bi bila posledica nezgode. **Zavarovanje – Specialisti**: Kolektivno zdravstveno zavarovanje, ki omogoča hitrejši dostop do specialističnih zdravstvenih storitev pri Zavarovalnici Triglav d.d. za vas in vaše družinske člane.
- **Care Connect:** Program, ki ponuja zaupno, osebno podporo za vaše duševno zdravje in dobro počutje s pomočjo terapij, svetovanj, orodij in še mnogo več.
- Ostale ugodnosti v skladu z zakonom in kolektivno pogodbo: **Prevoz, prehrana ter ostali dodatki.**

Preberite brošuro in izvedite več o našem sistemu nagrajevanja: https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Opomba: Ugodnosti se lahko razlikujejo glede na državo ter
so skladni z lokalno zakonodajo, vključno z določili kolektivnih pogodb. Celovit pregled vašega paketa prejemkov, vključno z morebitnimi relevantnimi določbami kolektivne pogodbe, ki veljajo za vašo delovno mesto glede na lokacijo zaposlitve in delodajalca Novartis, vam bo posredovan v okviru nadaljnjih korakov zaposlitvenega postopka.

Predani smo raznolikosti in vključenosti: Novartis
si prizadeva ustvariti izjemno, vključujoče delovno okolje in oblikovanje raznolikih timov, saj ti predstavljajo naše bolnike in skupnosti, ki jih oskrbujemo.

Zakaj Novartis: Pomagati bolnikom in njihovim družinam zahteva več kot le inovativno znanost. Potrebna je skupnost zavzetih ljudi, kot ste vi.
V Novartisu cenimo sodelovanje, podporo in navdihovanje drug drugega za razvoj prebojnih terapij, ki spreminjajo življenja pacientov.
Ste pripravljeni ustvariti svetlejšo prihodnost skupaj z nami? https://www.novartis.com/about/strategy/people-and-culture

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
€76,300.00 - €141,700.00
Дивизион
Operations
Business Unit
HSE & BCM
Место
Словения
Сайт
Ljubljana
Company / Legal Entity
SI19 (FCRS = SI019) Novartis farmacevtska proizvodnja d.o.o.
Functional Area
Административные функции
Job Type
Full time
Employment Type
Regular
Shift Work
No

Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversity.inclusion_slo@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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