NOVARTIS

# Višji specialist za robotiko (m/ž/d) / Senior Robotics Specialist (m/f/d)

Job ID
REQ-10087045
Сен. 23, 2026
Словения

### Сводка

#LI-Hybrid
Lokacija / Location: Ljubljana

Interni naziv pozicije / Internal job title: DDIT OPS strokovnjak za robotiko / DDIT OPS Robotics Expert ITOT

Ta vloga je odgovorna za oblikovanje in izvajanje strategije, portfelja ter razvojnega načrta robotike na lokaciji. Vključuje vodenje ocenjevanja, uvajanja in širjenja robotskih rešitev v proizvodnji, laboratorijih, skladiščih in podpornih funkcijah. Nosilec vloge hkrati vodi več pobud, usklajuje prioritete lokacije z globalnimi cilji in standardi na področju robotike ter prek tesnega medfunkcijskega sodelovanja vpliva na tehnološke, investicijske in implementacijske odločitve. Čeprav vloga ne vključuje neposrednega vodenja sodelavcev, zahteva usklajevanje internih strokovnjakov in zunanjih partnerjev za zagotavljanje standardiziranih, skladnih, razširljivih in trajnostnih robotskih rešitev, ki prinašajo merljivo poslovno vrednost.

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This role is responsible for defining and driving the site robotics strategy, portfolio, and roadmap, leading the evaluation, deployment, and scaling of robotics solutions across manufacturing, laboratories, warehouses, and support operations. The position manages multiple initiatives simultaneously, aligns site priorities with enterprise robotics goals and standards, and influences technology, investment, and deployment decisions through cross-functional collaboration. Working without direct reports, the role coordinates internal experts and external partners to deliver standardized, compliant, scalable, and sustainable robotics solutions that generate measurable business value.

This role is based in Ljubljana, Slovenia. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

### About the Role

**Vaše ključne odgovornosti:**

- Upravljanje strategije in razvojnega načrta robotike. Oblikovanje, vodenje in vzdrževanje prioritetnega razvojnega načrta robotike na lokaciji, usklajenega s poslovnimi potrebami, globalnimi standardi, tehnološko zrelostjo in razvojem trga.
- Vzpostavljanje nabora primerov uporabe. Prepoznavanje, ocenjevanje in prioritetno razvrščanje priložnosti za uporabo robotike v proizvodnji, laboratorijih, skladiščih in podpornih funkcijah.
- Vodenje implementacije in širjenja rešitev. Usmerjanje robotskih pobud od koncepta, študije izvedljivosti in pilotnega projekta do validirane implementacije, predaje v uporabo, podpore skozi življenjski cikel ter ponovne uporabe na drugih lokacijah. Koordinacija deležnikov iz proizvodnje, inženiringa, kakovosti, operativne odličnosti, nabave, digitalnih funkcij ter zunanjih dobaviteljev in sistemskih integratorjev.
- Opredeljevanje zahtev in standardov. Priprava in usklajevanje uporabniških specifikacij zahtev (URS), referenčnih arhitektur, tehničnih standardov, okvirov za implementacijo in kataloga robotskih rešitev.
- Ocenjevanje tehnologij in dobaviteljev. Presoja robotskih rešitev, AMR/AGV sistemov, kolaborativnih robotov (cobotov), strojnega vida, avtomatizirane inšpekcije, avtonomnih sistemov in fizične umetne inteligence z vidika tehnične ustreznosti, skladnosti, razširljivosti, vzdrževanja, stroškov in poslovne vrednosti.
- Vloga strokovnjaka za robotiko. Svetovanje ekipam IT/OT in vodstvu lokacije glede arhitekture rešitev, integracije sistemov, izbire tehnologij, tveganj implementacije in investicijskih prioritet.
- Zagotavljanje skladnosti in upravljanja. Usklajevanje rešitev z zahtevami GxP, validacije, integritete podatkov, kakovosti, varnosti, OT kibernetske varnosti ter drugimi veljavnimi regulatornimi zahtevami.
- Priprava poslovnih primerov in spremljanje ustvarjene vrednosti. Kvantificiranje koristi, podpora investicijskim odločitvam, upravljanje projektnega portfelja in proračuna ter poročanje o izvedbi, sprejetosti rešitev, tveganjih in doseženi vrednosti. Spodbujanje uporabe odobrenih platform, ponovno uporabnih rešitev, prenosa naučenih lekcij ter enotnih načinov dela med lokacijami.

**Vaš doprinos k delovnem mestu:**

- Univerzitetna stopnja izobrazbe s področja informacijske tehnologije, tehničnih ved (robotika, mehatronika, avtomatizacija) ali druge ustrezne smeri.
- Najmanj 5 let izkušenj v mednarodnem okolju na IT področju, področju industrijske robotike, avtomatizacije, proizvodnega inženiringa, naprednih proizvodnih tehnologij ali IT/OT okolij.
- Dokazane izkušnje z uvajanjem robotskih ali naprednih avtomatizacijskih rešitev od zasnove do implementacije v proizvodnem okolju.
- Izkušnje z opredeljevanjem uporabniških zahtev (URS), tehničnih standardov, arhitekturnih rešitev in meril za ocenjevanje dobaviteljev. Dobro poznavanje robotske strojne opreme, industrijskih krmilnih sistemov, sistemske integracije, strojnega vida, avtonomnih sistemov in avtomatizacijskih arhitektur.
- Izkušnje v reguliranem proizvodnem okolju, vključno z zahtevami GxP, validacije, integritete podatkov, kakovosti, varnosti in kibernetske varnosti operativnih tehnologij (OT). Dokazana sposobnost vodenja medfunkcijskih deležnikov, dobaviteljev in sistemskih integratorjev v globalnem okolju.
- Izkušnje pri pripravi poslovnih utemeljitev ter upravljanju projektnih portfeljev, proračunov, tveganj in koristi.
- Praktične izkušnje z avtonomnimi mobilnimi roboti (AMR), avtomatsko vodenimi vozili (AGV), kolaborativnimi roboti (coboti), robotskim rokovanjem z materiali, strojnim vidom, avtomatiziranimi sistemi za kontrolo kakovosti, laboratorijsko avtomatizacijo ali robotiko, podprto z umetno inteligenco.
- Izkušnje z uvajanjem in širitvijo standardiziranih rešitev na več lokacijah ali platformah ter aktivno poslovno znanje angleškega jezika.

**Zaželene izkušnje:**

- Izkušnje iz farmacevtske, biotehnološke industrije, celičnih in genskih terapij ali drugih področij life sciences predstavljajo prednost
- Poznavanje konceptov Industrije 4.0, pametne proizvodnje, digitalne proizvodnje in avtonomne proizvodnje.

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

• Slovenija: 32.060 – 59.540 €

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: 12% 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 3.224,18 €).
- **Zavarovanje:**
- undefined
- undefined
- **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

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**Key Responsibilities**:

- **Own the robotics strategy and roadmap**. Maintain a prioritized site roadmap aligned with business needs, enterprise standards, technology maturity, and market developments.

- **Build the use-case pipeline**. Identify, assess, and prioritize robotics opportunities across manufacturing, laboratories, warehouses, and support functions.
- **Lead delivery and scaling.** Drive robotics initiatives from concept, feasibility study, and pilot through validated deployment, operational handover, lifecycle support, and reuse across sites. Coordinate Manufacturing, Engineering, Quality, Operational Excellence, Procurement, Digital, vendors, and system integrators
- **Define requirements and standards**. Own and harmonize User Requirement Specifications, reference architectures, technical standards, deployment frameworks, and the robotics catalog.
- **Evaluate technology and vendors.** Assess robotics, AMR/AGV, cobots, machine vision, automated inspection, autonomous systems, and physical AI for technical fit, compliance, scalability, maintainability, cost, and business value.
- **Act as robotics subject matter expert.** Advise ITOT and site leadership on solution architecture, integration, technology selection, implementation risks, and investment priorities.
- **Ensure compliance and governance.** Align solutions with GxP, validation, data integrity, quality, safety, OT cybersecurity, and applicable regulatory requirements.
- **Build business cases and track value** Quantify benefits, support investment decisions, manage the project portfolio and budget, and report delivery, adoption, risks, and realized value. Promote approved platforms, reusable solutions, lessons learned, and consistent ways of working across locations.

**Essential Requirements:**

- University education in IT, Technical Sciences (robotics, mechatronics, automation, engineering) or other related field.
- At least 5 years of experience in industrial robotics, automation, manufacturing engineering, advanced manufacturing technology, or IT/OT.
- Proven delivery of robotics or advanced automation solutions from concept through production deployment.
- Experience defining URSs, technical standards, solution architectures, and vendor evaluation criteria. Strong knowledge of robotics hardware, industrial controls, system integration, machine vision, autonomous systems, and automation architectures.
- Experience in regulated manufacturing, including GxP, validation, data integrity, quality, safety, and OT cybersecurity requirements. Demonstrated ability to lead cross-functional stakeholders, vendors, and system integrators in a global environment.
- Experience developing business cases and managing project portfolios, budgets, risks, and benefits.
- Hands-on experience with AMRs, AGVs, cobots, robotic material handling, machine vision, automated inspection, laboratory automation, or AI-enabled robotics.
- Experience scaling standardized solutions across multiple sites or platforms, Business fluency in English.

**Desirable Requirements:**

- Pharmaceutical, biotechnology, cell and gene therapy, or other life sciences manufacturing experience.
- Familiarity with Industry 4.0, smart manufacturing, digital manufacturing, and autonomous manufacturing concepts.

We offer **permanent employment** with **6 months** of probation period. Submit your application with the CV in Slovenian and 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:

- Slovenia: €32.060 – 59.540

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:** 12% 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.

**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
€32,060.00 - €59,540.00
Дивизион
Operations
Business Unit
Information Technology
Место
Словения
Сайт
Ljubljana
Company / Legal Entity
SI19 (FCRS = SI019) Novartis farmacevtska proizvodnja d.o.o.
Functional Area
Technical Operations
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.

Job ID
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