NOVARTIS

Shift Lead II

Job ID
REQ-10076103
Apr 16, 2026
LOC_CN

About the Role

Your key responsibilities:

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

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.

Role Requirements

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)

Division
DIV_TO
Business Unit
Production / Manufacturing
Location
LOC_CN
Site
Changping County (Beijing)
Company / Legal Entity
CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd
Functional Area
FCT_TO
Job Type
Full time
Employment Type
正式
Shift Work
No
Apply to Job

Job ID
REQ-10076103

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