

Associate Director Engineering (m/f/d)

Job ID

REQ-10071712

Jun 17, 2026

LOC_AT

About the Role

Key Responsibilities:

- Develop platforms and collaborate with cross-functional teams to deliver safe, user-friendly, and reliable products.
- Responsible for device constituent parts of an autoinjector, the system integration of prefilled syringes together with the autoinjector into a combination product and timely delivery of technical aspects of one or more projects as well as LCM of commercial products.
- Lead and support teams in the field of Combination Product Development for Autoinjectors.
- Create and maintain relevant Design History File (DHF) documents, ensuring high-quality device design and development.
- Contribute to all phases of medical device development.
- Ensure components meet quality standards for clinical trials and commercial production.
- Collaborate with internal & external partners.
- Identify root causes of issues, define and implement robust solutions.

Essential Requirements:

- Degree in mechanical engineering or equivalent.
- Preferably 10+ years of experience in medical device development.
- Proficient spoken communication and excellent technical writing skills in English, preferable also German.
- Proven experience in medical device and/or combination product development.
- Proven experience in design for manufacturing and design for assembly.
- Good knowledge in key regulations and standards (e.g. ISO 13485, ISO 23908, ISO 11608, ISO 10993, MDR, Design Controls).
- Ability to interact with cross functional team in matrix organization.
- Minimum 60% on site work – 3 days/week.

Expected Annual Base Salary Range for role: € 88.300 to € 164.100

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.

You'll receive:

You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook.

In addition to a market-competitive base salary, we offer an attractive incentive program, a modern company pension scheme, childcare facilities, learning and development opportunities as well as worldwide career possibilities within the Novartis group. In accordance with Austrian law, we are obliged to disclose the minimum salary as stated in the collective bargaining agreement. For this position the minimum salary is € 65,605.54 a year (on a full-time basis). The actual salary will be significantly higher, as we strive to maintain a competitive position in the market and consider your previous experience, qualifications and individual competencies.

Commitment to Diversity & Inclusion:

Novartis is committed to building an outstanding, inclusive working environment and diverse teams, representative of the patients and communities we serve.

Adjustments for Applicants with Disabilities

If because of a medical condition, physical disability or a neurodiverse condition you require an adjustment during the recruitment process, please reach out to disabilities.austria@novartis.com and let us know the nature of your request as well as your contact information. The support which we can provide will include advice on suitable positions as well as guidance at all stages of the application process. Austrian law provides candidates the opportunity to involve the local disability representative, Behindertenvertrauensperson (BVP), in the application process. If you would like to request this, please let us know in advance as a note on your CV.

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 \(PDF 30 MB\)](#)

Primary location salary range

€88,300.00 - €164,100.00

Division

DIV_GD

Business Unit

Development

Location

LOC_AT

Site

Schaftenau

Company / Legal Entity

AT33 (FCRS = AT033) Novartis Pharmaceutical Manufacturing GmbH

Functional Area

FCT_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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