

Director Analytical Operations

Job ID

REQ-10083540

Jul 28, 2026

LOC_AT

About the Role

Responsibilities:

- Lead the Analytical Operations and Quality Control organisation, setting strategic direction and priorities for long-term success.
- Oversee resources, budgets and capacities to ensure critical development milestones are delivered on time.
- Drive innovation and continuous improvement initiatives that enhance analytical capabilities, efficiency and quality.
- Ensure compliance with Good Manufacturing Practice requirements and global regulatory expectations.
- Lead the resolution of complex quality challenges and implement sustainable corrective and preventive actions.
- Champion global quality programmes and contribute to the advancement of quality excellence across Technical Research & Development.
- Prepare teams and operations for health authority inspections, regulatory reviews and internal audits.
- Partner with cross-functional stakeholders to coordinate analytical activities and support development programmes.
- Develop, coach and inspire high-performing teams while fostering a culture of trust, accountability and inclusion.
- Build organisational capability through talent development, succession planning and strategic recruitment.

Essential for the role:

- Advanced degree in Analytical Chemistry, Pharmaceutical Sciences or a related scientific discipline.
- Significant pharmaceutical industry experience within analytical development, quality control or research and development environments.
- Proven people leadership experience with a strong track record of coaching, mentoring and developing teams.
- Deep understanding of global regulatory requirements and quality standards, including Good Manufacturing Practice compliance.
- Strong knowledge of pharmaceutical development processes and analytical methodologies across development programmes.
- Demonstrated ability to lead cross-functional and multicultural teams in a complex global environment.
- Excellent problem-solving, decision-making and stakeholder management skills.
- Exceptional communication and presentation skills with the ability to influence at all organisational levels.
- Strong strategic mindset with an ability to drive operational excellence through digital, data-driven and automated solutions.

Desirable for the role:

- Demonstrated experience in the pharmaceutical industry; preferably in Analytics and/or R&D
- Knowledge of emerging analytical technologies and industry trends that support future innovation and operational excellence.

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: 104,000.00 to 193,200.00 EUR

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.

Austria Specific Benefits & Rewards:

In addition to a market-competitive base salary, we offer an attractive incentive program, a modern company pension scheme, childcare facilities, learning and development options as well as worldwide career opportunities 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 € 104,000.00 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 work environment and diverse teams representative of the patients and communities we serve.

Accessibility and accommodation:

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.

Unterstützungen für BewerberInnen mit Behinderungen Wenn Sie aufgrund einer Erkrankung, einer körperlichen Behinderung oder eines neurodiversen Zustandes eine Unterstützung bei unterschiedlichen Teilen des Ekrutierungsprozesses benötigen, wenden Sie sich bitte an disabilities.austria@novartis.com und teilen Sie uns die Art Ihrer Anfrage sowie Ihre Kontaktinformationen mit. Unsere Unterstützung umfasst die Beratung zu geeigneten Positionen sowie die Begleitung bei allen Phasen des Bewerbungsprozesses. Das österreichische Gesetz sieht die Möglichkeit vor, die örtliche Behindertenvertrauensperson (BVP) in das Bewerbungsverfahren einzubeziehen. Wenn Sie dies wünschen, teilen Sie uns dies bitte vorab als Vermerk in Ihrem Lebenslauf mit.

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

€104,000.00 - €193,200.00

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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