

Globalni vodja poslovnega planiranja in analiz TRR / Associate Director BPA, TRD

Job ID

REQ-10088611

Oct 02, 2026

LOC_SI

About the Role

Vaše ključne odgovornosti:

- Vodenje procesov finančnega načrtovanja in aktivnosti poslovnega poročanja v organizaciji TRD.
- Zagotavljanje finančnih vpogledov, ki podpirajo strateško odločanje in poslovno uspešnost.
- Sodelovanje z globalnimi in lokalnimi deležniki kot zaupanja vreden finančni svetovalec.
- Spodbujanje miselnosti produktivnosti in optimizacija uporabe virov za doseganje poslovnih ciljev.
- Prepoznavanje finančnih tveganj in priložnosti ter priporočanje ustreznih ukrepov.
- Podpora poslovnim primerom, strateškim naložbam in odločitvam o prioritetah portfelja.
- Prispevanje k finančni transformaciji TRD, digitalnim inovacijam in pobudam za nenehne izboljšave.
- Podpora vodji BPA TRD ter zastopanje funkcije v vodstvenih in upravljaljskih forumih.
- Spodbujanje sodelovanja, razvoja kompetenc in izmenjave znanja med ekipami.

Vaš doprinos k delovnem mestu:

- Univerzitetna izobrazba s področja financ, računovodstva, ekonomije, poslovne administracije ali sorodne finančno usmerjene discipline.
- Najmanj pet let izkušenj na področju poslovnega načrtovanja in analiz, finančnega načrtovanja in analiz, računovodstva ali finančnega poročanja.
- Dobro poznavanje finančnega načrtovanja, napovedovanja, upravljanja uspešnosti in priprave poslovnih primerov.
- Dokazana sposobnost pretvarjanja kompleksnih podatkov v uporabne vpogleds in poslovna priporočila.
- Dokazani uspehi pri vplivanju na deležnike in vzpostavljanju zaupanja vrednih partnerstev v globalnih matričnih organizacijah.
- Močne sposobnosti projektnega vodenja in določanja prioritet ter sposobnost učinkovitega obvladovanja konkurenčnih prioritet.
- Visoka učljivost, poslovna razgledanost in sodelovalen pristop k reševanju problemov.
- Izkušnje v farmacevtski industriji, raziskavah in razvoju ali tehničnih operacijah so prednost.
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Desirable Requirements

- Izkušnje z uporabo Power BI, orodij za vizualizacijo finančnih podatkov ali tehnološko podprtih finančnih rešitev za izboljšanje odločanja in poročanja.
- Močan interes za finance, podprte z umetno inteligenco, standardizacijo procesov in nenehne izboljšave.
- Tehnološko usmerjena miselnost in proaktiven pristop k uporabi digitalnih rešitev za izboljšanje odločanja in

poročanja.

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: 56.070,00 – 104.130,00 €

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: 15% letne plače. (STI, change in regards of level)
- 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:

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 ²⁰⁵ v skladu 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>

Key Responsibilities:

- Lead financial planning processes, and management reporting activities across the TRD organization.
- Deliver financial insights that support strategic decision-making and business performance.
- Partner with global and local stakeholders as a trusted finance advisor.
- Drive productivity mindset and optimize resource utilization to achieve business objectives.
- Identify financial risks and opportunities and recommend appropriate actions.
- Support business cases, strategic investments, and portfolio prioritization decision
- Contribute to TRD finance transformation, digital innovation, and continuous improvement initiatives.
- Support the Head BPA TRD and represent the function in leadership and governance forums.
- Foster collaboration, capability building, and knowledge sharing across teams.

Essential Requirements:

- University degree in Finance, Accounting, Economics, Business Administration, or a related finance-focused discipline.
- Minimum five years of experience in Business Planning and Analysis, Financial Planning and Analysis, Accounting, or Financial Reporting.
- Strong expertise in financial planning, forecasting, performance management, and business case development.
- Proven ability to translate complex data into actionable insights and business recommendations.
- Demonstrated success in influencing stakeholders and building trusted partnerships within global matrix organizations.
- Strong project management and prioritization skills with the ability to manage competing priorities effectively.
- High learning agility, business acumen, and a collaborative approach to problem solving.
- Experience within the pharmaceutical industry, research and development, or technical operations is advantageous.

Desirable Requirements

- Experience using Power BI, financial data visualization tools, or technology-enabled finance solutions to improve decision-making and reporting.
- Strong interest in Artificial Intelligence-enabled finance, process standardization, and continuous improvement.
- Technology-savvy mindset and a proactive approach to applying digital solutions to enhance decision-making and

reporting.

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: € 56,070 – €104,130

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: 15% 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).
- Shift allowances: shift work (15%); multi-shift work (20%); night work (70%); work on Sundays and public holidays (50%). (if selected candidates will work in shifts)
- 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

Role Requirements

Primary location salary range

€56,070.00 - €104,130.00

Division

DIV_FI

Business Unit

Finance

Location

LOC_SI

Site

Mengeš

Company / Legal Entity

SI19 (FCRS = SI019) Novartis farmacevtska proizvodnja d.o.o.

Alternative Location 1

LOC_SI

Functional Area

FCT_FN

Job Type

Full time

Employment Type

Regular

Shift Work

No

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List of links present in page

1. <https://prod1.jobapi.novartis.com.cn/req-10088611-globalni-vodja-poslovnega-planiranja-analiz-trr-associate-director-bpa-trd>
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