

Process Support Unit Lead

Job ID

REQ-10088801

Oct 02, 2026

LOC_IT

About the Role

Major Accountabilities

- Translate strategic goals into actionable plans, priorities, and measurable outcomes while developing team capabilities and performance.
- Provide line leadership to the support team, conducting daily shop floor walkthroughs and ensuring effective coaching, resource allocation, task prioritization, and execution of team objectives.
- Oversee production support activities to ensure on-time execution of manufacturing operations in compliance with GMP, SSE, 6S, and applicable documentation requirements.
- Review production schedules, evaluate capacity and resource requirements, and ensure shop floor staffing and support resources align with operational demand and business priorities.
- Plan and drive Operational Excellence initiatives to improve productivity, efficiency, quality, and business performance.
- Support and oversee product launch activities, CapEx projects and other strategic initiatives to ensure successful implementation and sustainable results.
- Act as the Subject Matter Expert (SME) for products and manufacturing processes, providing guidance and resolution for operational challenges.
- Support the S&OP process by providing operational data and insights while collaborating closely with Manufacturing, Supply Chain and other cross-functional stakeholders to align priorities and drive performance.

Essential requirements:

- Scientific, Engineering, or related degree.
- Solid experience in pharmaceutical manufacturing, production support, engineering, or quality environments.
- Proven leadership and people management experience.
- Strong knowledge of GMP, HSE, quality systems, and pharmaceutical manufacturing operations, with a track record of ensuring compliance and operational excellence.
- Demonstrated ability to manage cross-functional stakeholders, drive continuous improvement initiatives, and lead operational or strategic projects in a complex manufacturing environment.
- Fluent in Italian and English.

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

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.

Expected Annual Base Salary Range for role: 39,100.00 - 72,500.00 EUR

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.

Commitment to Diversity & Inclusion:

We are committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

Role Requirements

Primary location salary range

€39,100.00 - €72,500.00

Division

DIV_TO

Business Unit

Production / Manufacturing

Location

LOC_IT

Site

Torre Annunziata

Company / Legal Entity

IT08 (FCRS = IT008) Novartis Farma S.p.A.

Functional Area

FCT_TO

Job Type

Full time

Employment Type

Regolare

Shift Work

No

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