

Warehouse Team Leader

Job ID

REQ-10089123

Oct 06, 2026

LOC_IT

About the Role

Major Accountabilities:

- Lead and coordinate day-to-day warehouse operations, ensuring efficient receipt, storage, dispensing, transfer, and shipment of materials and finished products.
- Ensure continuous and timely supply of raw materials, packaging components, and finished goods to support manufacturing and business requirements.
- Manage warehouse resources, workload prioritization, and operational performance to achieve service, quality, and productivity targets.
- Lead, coach, and develop warehouse teams, fostering a high-performance, collaborative, and accountable culture.
- Ensure full compliance with GMP, GDP, HSE, and company quality standards, maintaining an inspection-ready environment.
- Oversee inventory management activities, ensuring inventory accuracy, material traceability, and effective inventory control processes.
- Manage warehouse quality activities, including deviations, CAPAs, inventory discrepancies, audit observations, and corrective actions.
- Drive continuous improvement, Lean initiatives, and operational excellence programs to enhance safety, efficiency, and service levels.
- Lead and support automation, digitalization, and warehouse transformation projects, including the effective use of SAP and other digital tools.
- Collaborate with Manufacturing, Quality, Supply Chain, Engineering, Procurement, and external logistics providers to ensure seamless end-to-end material flow and business continuity.

Essential requirements:

- Bachelor's Degree in Supply Chain, Engineering, Life Sciences or any other related field.
- Proven solid experience in warehouse, logistics or supply chain operations, preferably within the pharmaceutical, healthcare or other highly regulated industries.
- Strong people leadership and stakeholder management skills, with the ability to lead, coach and develop teams while coordinating external logistics providers.
- Solid understanding of GMP/GDP requirements, inventory management, material traceability and quality compliance processes.
- Experience managing complex material flows, warehouse operations, and cross-functional collaboration to support manufacturing and business continuity.
- Fluent in Italian. Good command of English and strong communication skills to effectively interact with international stakeholders, planners, suppliers, and support functions.

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

Product Supply Chain

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
Regular
Shift Work
No
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List of links present in page

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