Director PHAD PDU Oral Early Phase

Job ID
REQ-10056491

7月 18, 2025

Switzerland

摘要

Location: Basel, Switzerland

Role Purpose:
Acts as team leader within the PDU. Lead a Pharmaceutical Development Team consisting of members of multiple project teams by ensuring optimal support of people, assets, equipment to best serve project needs according to priority, and ensure timely delivery of high-quality products, pharmaceutical processes, and technological solutions. Foster a culture of collaboration, innovation, empowerment, trust, learning, diversity and inclusion and high performance

About the Role

Main activities

Leadership / Team management:

- Leads a Pharmaceutical Development Team responsible for Pharmaceutical Development and/or Clinical Manufacturing and/or non GMP Operations. Contributes members to multiple product development project teams and oversees a total of 10-20 associates in the global PDU.
- Contributes to definition and implementation of the global PDU strategy and ensures that both strategic and operational objectives for the global PDU are met or exceeded by setting appropriate priorities for the team.
- Proactively contributes to setting, updating, and monitoring of team goals. Translates team goals into daily work. Acts as a role model and energize the team. Drives finding of solutions to achieve respective team goals.
- Proactively communicates key issues and any other critical topics in a timely manner to the appropriate management level and/or to any other relevant project team member(s).
- Actively participates in the recruiting process. Provides strong input into Talent Management processes.
- Develops, monitors, and reports on Key Performance Indicators (KPI) and performance measures to enable strategic objectives to be met, or corrective action to be taken. Permanent measurement, benchmarking, and continuous improvement of KPI for the unit.
- In close cooperation with the PDU Head, drives the unit long-term strategic plan and its implementation. Ensures current and future needs are fully met, unit projects are assigned, adequately resourced, delivered on time and in full compliance.

Productivity / Operational Excellence:

- Optimizes scientific/technical related activities in assigned projects, networks and/or platforms.
- Creates and implements optimized processes and procedures for activities within the own area of responsibilities.

Compliance / Quality mindset:

- Influences/persuades others and work according to appropriate SOP ' s, GLP, GMP, OQM, HSE, ISEC and Novartis guidelines.
- Ensures quality of international registration documents. Interact with authorities where appropriate.
- Actively supports TRD as a technical expert on audits and inspections.

Communication / Values & Behaviors:

- Supports and facilitates the journey towards a multi-skilled, highly innovative and motivated workforce operating in a self-directed team set-up. Drives cultural evolution and change management.
- Supports a culture of exceptional performance and continuous improvement, enabling innovative, competitive, compliant and consistent delivery on objectives of teams, projects, networks and/or platforms.
- Fosters strong team spirit and promotes knowledge exchange within and between teams.

Science & Technology activities:

- Critically evaluates results and challenge conclusions made by other scientists.
- Interacts/collaborates with Research, Development and/or Technical Operations to facilitate transfer of knowledge and deliveries of DS and DP and ensure successful filings and launches.
- Ensures all own activities are aligned with overall drug development process.
- Serves as a member of advisory boards for scientific issues.

Project management:

- Ensures the optimal set up of people, assets, and equipment in order to best serve project needs consistently and with high quality. Makes sure that all deliverables are achieved against agreed upon project timelines and with committed resources for development, technological and technical life cycle management projects assigned to the team.
- Ensures efficient and high-quality development of DP manufacturing processes, formulations or analytics, ensures their execution and following established governance processes.
- Supports teams with strong strategic focus, quality awareness, management capabilities, scientific and technical expertise.
- Ensures alignment with other departments and functions inside and outside of TRD and 3rd parties as appropriate. Proactively communicates overall project strategy, key issues and any other critical topics in a timely manner to the appropriate management level and/ or to any other relevant project team member(s).

Ideal Background

Education (minimum/desirable):

- Minimum: Advanced degree in scientific or relevant discipline (Ph.D. or equivalent)
- Desirable: Ph.D. in scientific or relevant discipline or equivalent

Languages:

- Fluent English (oral & written); good site language desirable.

Experience/Professional requirement:

- Minimum of 5 years of relevant experience; minimum of 3 years in a leadership or people management position or a related industrial area (e.g. Pharmaceutical Technical Operations, Specialty chemicals).
- Proven track record of successfully managing interfaces to other functions.
- Is an effective people manager, leader and communicator; successfully manages and develops people according to the needs of Global PHAD and the specific Pharmaceutical

Development Unit.
- Manages resource allocation and capacity.
- Deep experience in pharmaceutical development from early to late phase incl. handover to production.
- Knows regulatory requirements and future trends; ensures full compliance of the operation.
- Setup a structure and mindset of continuous improvement; flexibly adapt to changing customer requirements.

Commitment to Diversity and 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
Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to inclusion.switzerland@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: https://talentnetwork.novartis.com/network

Benefits and Rewards: Read our handbook to learn about all the ways we ' ll help you thrive personally and professionally: https://www.novartis.com/careers/benefits-rewards

部门
Development

Business Unit
Innovative Medicines

地点
Switzerland

站点
Basel (City)

Company / Legal Entity
C028 (FCRS = CH028) Novartis Pharma AG

Functional Area
Research & Development

Job Type
Full time

Employment Type
Regular

Shift Work
No

Apply to Job

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

Job ID
REQ-10056491

Director PHAD PDU Oral Early Phase

Apply to Job

Source URL:
https://www.novartis.com.cn/careers/career-search/job/details/req-10056491-director-phad-pdu-oral-early-phase

List of links present in page

1. https://www.novartis.com/about/strategy/people-and-culture
2. https://talentnetwork.novartis.com/network
3. https://www.novartis.com/careers/benefits-rewards
4. https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Basel-City/Director-PHAD-PDU-Oral-Early-PhaseREQ-10056491
5. https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Basel-City/Director-PHAD-PDU-Oral-Early-PhaseREQ-10056491