

## Associate Director, TPPM China

Job ID  
REQ-10063199

9月 28, 2025

China

### 摘要

-Management Track This is a universal job description meant to capture some of the primary duties of this role that are common across functions or divisions. It is not intended to represent all of the specific responsibilities of the position..Lead a function for the development of pharmaceutical/biological/cell-gene therapies in a multidisciplinary unit or GMP facility. Shape and develop its strategic direction and drive operational excellence in line with TRD vision and strategy. Ensure full portfolio support in line with GDD, Sandoz, NTO and NIBR plans. -Scientific / Technical Track Leads and manages all project/network activities and apply scientific/technical expertise to address complex RandD issues and actively support TRD strategies and goals by participating in cross-functional teams. Lead scientific programs; co-ordinate interdisciplinary projects and teams. Develop long term strategies on science and technologies. -SANDOZ: -Leads and manages all project activities and applies scientific/technical expertise to address complex development issues. Actively supports Sandoz strategies and goals by participating in cross-functional teams. Leads scientific programs; co-ordinates interdisciplinary projects and teams. Develops long term strategies on science and technologies.

## About the Role

### Major accountabilities:

- Management Track , -Exhibit an exceptional degree of creativity and resourcefulness.
- Applies and/or develops highly advanced technologies, scientific principles, theories and concepts.
- Often acts independently to uncover and resolve problems associated with the development and implementation of operational programs.
- Plan RandD programs and recommends technological application programs to accomplish long-range objectives.
- Work is checked only to the effectiveness of results obtained, typically requiring a long time perspective.
- Virtually self-supervisory.
- Strategic and/or management interface.
- Supports scientific decision making by providing advice and recommendations to global project teams.
- Develop concepts and propose approach, to address identified medical device/science/technology needs.
- Supply technical advice and counsel to other professionals and represent the organization in outside discussions and technical forums.
- Originate and apply complex concepts and propose new and unique approaches, methods, procedures and designs with regular use of creativity and originality to research and/or development.
- Assure continuity of products and processes assessment feasibility, research, design, development, compliance to customer and non-customer requirements, transfer to production.
- Focus on implementing and executing in own area of expertise provides thought leadership in own area.
- Provides leadership direction, determining and developing approach to solutions by coordinating multiple resources to solve complex problems.
- Directs outputs of team, project or business activity, often across locations.
- Develops and manages specific initiatives to deliver tactical results.
- Scientific / Technical Track -Initiate and lead new scientific/development programs.
- Evaluate and implement new scientific technologies.
- Provide scientific/technical leadership for efficient and robust processes for the manufacture and/or analysis of intermediates, drug substances and drug products as per own discipline.
- Report and present scientific/technical work at internal/external meetings/ conferences and publish in peer reviewed international scientific journals including patents.
- Assume scientific/technical key function in teams, projects, networks, platforms and/or department activities.
- Oversee maintenance of infrastructure/equipment and required investments.
- Reporting of technical complaints / adverse events / special case scenarios related to Novartis products within 24 hours of receipt -Distribution of marketing samples (where applicable)

### Key performance indicators:

- Management Track -Positive customer/ business partner feedback -Contributes to achievement of function objectives and strategy -Accountability for costs, quality, quantity,

and timelines for all assigned tasks.

- Reach budget targets, adhere to agreed efficiency increase and cost effectiveness goals.
- Adherence to Novartis standards, in particular, quality, ethical, health, safety, and environment (HSE), and information security (ISEC) standards.
- Measurable contributions to the success, efficiency and productivity of the department and new programs/initiatives started and implemented.
- Scientific / Technical Track -Accountability for costs, quality, quantity, and timelines for all assigned tasks.
- Adherence to Novartis standards, in particular, quality, ethical, health, safety, and environment (HSE), and information security (ISEC) standards.
- Feedback from other team members/leaders.
- Refer to annual individual and team objective setting.
- Outcome of risk analyses, process challenge meetings, audits and inspections.
- Measurable contributions to increasing efficiency and productivity in the work related to assigned projects.
- Internal and external publications/presentations, invited lectures.
- Sandoz: -Accountability for costs, quality, quantity, and timelines for all assigned tasks.
- Adherence to Novartis standards, in particular, quality, ethical, health, safety, and environment (HSE), and information security (ISEC) standards.
- Feedback from other team members/leaders.
- Refer to annual individual and team objective setting.
- Outcome of risk analyses, process challenge meetings, audits and inspections.
- Measurable contributions to increasing efficiency and productivity in the work related to assigned projects.
- Internal and external publications/presentations, invited lectures.

Minimum Requirements:

Work Experience:

- People Challenges.
- Critical Negotiations.
- People Leadership.
- Operations Management and Execution.
- Collaborating across boundaries.

Skills:

- Budget Management.
- Coaching Skills.
- Data Science.
- Experiments Design.
- Laboratory.
- Problem Solving Skills.
- Process Simulation.
- Project Management.
- R&D.

Languages :

- English.

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  
China

站点  
Shanghai (Shanghai)

Company / Legal Entity  
CN14 (FCRS = CN014) China Novartis Institutes for BioMedical Research Co., Ltd.

Functional Area  
Research & Development

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

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Novartis is committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to [diversityandincl.china@novartis.com](mailto:diversityandincl.china@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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



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