

## Raziskovalec ekspert (m/ ž /d) / Expert Science & Technology (m/f/d)

Job ID  
REQ-10082283

7月 07, 2026

Slovenia

Available in: English

### 摘要

#LI-Hybrid  
Location: Menges, Slovenia

This role is based in Menges, Slovenia. Novartis is unable to offer relocation support for this role. Please only apply if this location is accessible for you.

Iščemo raziskovalca eksperta, ki se bo pridružil bioanalitskemu laboratoriju v okviru razvojne analitike. Ekipa bioanalitike razvija in izvaja imunske teste ter in vitro celične teste za določanje učinkovitosti in nečistot biofarmaceutskih izdelkov na podlagi njihovih farmakoloških učinkov na celice v kulturi. Vaša vloga bo združevala delo v laboratoriju z uporabo sodobnih digitalnih pristopov - sodelovali boste pri razvoju in optimizaciji bioanalitskih metod, skrbeli za laboratorijsko opremo in infrastrukturo ter aktivno sodelovali pri izmenjavi znanja, hkrati pa soustvarjali bolj podatkovno podprto, avtomatizirano in digitalno okolje v laboratoriju. Vloga je posebej primerna za posameznike,

ki u ž ivajo v delu tako v laboratoriju kot z digitalnimi podatki ter ž elijo povezovati znanost z novimi, sodobnimi pristopi.

We are looking for an Expert Science & Technology who will join the Bioanalytical laboratory within Analytical Development. Bioanalytical team oversees development and execution of immunoassays and cell-based in vitro potency assays to estimate the potency and purity of biopharmaceuticals by observing their pharmacological effects on living cells. This role combines hands-on laboratory work with modern digital approaches—you will contribute to the development and optimization of bioanalytical methods, support maintenance of laboratory equipment and infrastructure, and actively contribute to knowledge sharing, while helping to shape a more data-driven, automated, and digital laboratory environment. It is especially suited for individuals who enjoy working both at the bench and with data, and are motivated to connect science with modern, innovative approaches.

## About the Role

Va š e ključne odgovornosti:

- Samostojno (pod minimalnim nadzorom) načrtovanje, izvajanje in dokumentiranje bioanalitskih testov.
- Zagotavljanje kakovostnega zajema neobdelanih podatkov, njihove analize ter interpretacije rezultatov.
- Pod minimalnim nadzorom priprava protokolov, znanstvenih poročil in laboratorijskih postopkov ter dokumentacije za zunanje partnerje ali regulatorne potrebe..
- Podpora razvoju proizvodnega procesa.
- Prispevanje k digitalizaciji laboratorijskih delovnih tokov, vključno z avtomatizacijo obdelave podatkov, poročanja in dokumentacije.
- Prispevanje k digitalizaciji laboratorijskih delovnih tokov, vključno z avtomatizacijo obdelave podatkov, poročanja in dokumentacije.
- Sodelovanje pri razvoju enostavnih digitalnih rešitev (npr. avtomatizacija v Excelu, skripte v Pythonu ali podobno) za izboljšanje učinkovitosti in kakovosti podatkov.
- Izvajanje drugih dodeljenih projektnih in laboratorijskih nalog.

Va š doprinos k delovnem mestu:

- Univerzitetna izobrazba ustrezne naravoslovne smeri z odličnim znanjem na področju celične biologije, biokemije, biotehnologije, bioinformatike ali druge sorodne smeri s področja znanosti o živiljenju
- Vsaj 3 leta praktičnih izkušenj dela v laboratoriju in dela s celičnimi kulturami in imunskimi

testi, za ž eleno v industrijskem okolju.

- Visoka digitalna pismenost: kompetence pri uporabi podatkov in digitalnih orodij za analizo, izkušnje z laboratorijsko avtomatizacijo, analitiko in umetno inteligenco ter interes in samozavest za njihovo uporabo pri reševanju izzivov v laboratorijskem okolju.
- Praktično poznavanje laboratorijske in/ali tehnične opreme.
- Odlične komunikacijske in timske sposobnosti.
- Sposobnost jasnegadokumentiranja, predstavljanja in sodelovanja.
- Aktivno znanje angleškega jezika.
- Sposobnost dela v dinamičnem delovnem okolju s spreminjajočimi se prednostnimi nalogami in izzivi.
- Proaktiven, agilen način dela in veselje do učenja in raziskovanja.

Za ž elene izkušnje:

- Izkušnje z laboratorijsko avtomatizacijo in podatkovno usmerjenimi delovnimi tokovi v analitskem razvoju.
- Digitalne kompetence: osnovno znanje programiranja (npr. Python, R, VBA) ali želja po razvoju na področju programiranja.

Key Responsibilities:

- Independently, under minimal supervision, plan, perform and document bioanalytical assays.
- Ensure high-quality data generation, analysis and interpretation of results.
- Under minimal supervision, prepare protocols, scientific reports, laboratory procedures or general procedures; including documentation for external partners and regulatory submissions.
- Support manufacturing process development.
- Demonstrate a high level of integrity, proactively collaborate in local and global teams, present results and contribute to solving development challenges.
- Contribute to digitalization of laboratory workflows, including automation of data handling, reporting and documentation.
- Support development of simple digital solutions or scripts (e.g. Excel automation, Python or similar) to improve efficiency and data quality.

- Perform other assigned project / laboratory tasks and responsibilities.

#### Essential Requirements:

- University degree in life sciences with strong background in cell biology, biochemistry, biotechnology, bioinformatics or another related Life sciences field.
- At least 3 years of hands-on laboratory experience working with cell cultures and immunoassays, preferably in an industrial setting.
- High digital literacy: Strong interest and confidence in working with data and digital tools; curiosity to experiment with laboratory automation, data analytics and AI solutions in a laboratory setting.
- Practical knowledge of laboratory and/or technical equipment.
- Excellent communication and teamwork skills.
- Strong documentation, presentation and collaboration skills.
- Fluency in oral and written English.
- Ability to work in a dynamic work environment with changing priorities and timelines.
- Proactive mindset, agile work style and eagerness to learn and explore.

#### Desirable Requirements:

- Experience with laboratory automation and data-driven workflows in analytical development.
- Digital competencies: basic programming skills (e.g. Python, R, VBA) or strong motivation to develop programming skills.

Konkurenčni plačni paket, letni bonus, fleksibilen način dela z možnostjo prilagajanja urnika in delom od doma, pokojninska shema, možnost vključitve v kolektivno zdravstveno zavarovanje, shema nagrajevanja in priznanja dosežkov, razširjeni program promocije zdravja na področju fizičnega in duševnega dobrega počutja ter delovne obremenitve (Polni življenja), številne priložnosti za učenje in razvoj.

V Novartisu smo predani soustvarjanju medicine in nagrajevanju ljudi, ki to omogočajo.

Priakovani razpon plače za to delovno mesto: € 27,160 to € 50,440

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 plačila periodično pregleda v skladu z internimi akti in postopki.

Poleg osnovne plače ste lahko upravičeni tudi do kratkoročnega bonusa, ki je odvisen od določenih meril uspešnosti.

Ugodnosti zaposlitve v Novartisu vključujejo več kot le osnovno plačo in variabilno nagrajevanje. Zaposlenim nudimo nabor konkurenčnih ugodnosti, ki podpirajo strokovni in osebni razvoj, vključno s programi zavarovanj, pokojninsko shemo, aktivnostmi za dobro počutje ter programe za prepoznavanje dosežkov zaposlenih v skladu z internimi akti delodajalca. Kjer narava dela dopušča, omogočamo tudi prilagodljive in hibridne oblike dela ter najmanj 14 tednov plačanega starševskega dopusta.

Pravično plačilo je temeljno načelo naše zaposlitvene politike in odražata našo zavezanost ustvarjanju raznolikega, pravičnega in vključujočega okolja, ki vse zaposlene obravnava z dostojanstvom in spoštovanjem, kot je določeno v našem Etičnem kodeksu.

Za več informacij o nagrajevanju si oglejte našo globalno brošuro:

<https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>

Opomba: Ugodnosti in nadomestila se lahko razlikujejo glede na državo in so predmet lokalnih zakonskih zahtev, vključno z določbami kolektivnih pogodb, kjer je to ustrezno. Celoten pregled vašega paketa ugodnosti, vključno z vsemi ustreznimi podrobnostmi kolektivnih pogodb, ki veljajo za vaše delovno mesto glede na lokacijo zaposlitve in pravno osebo Novartis, bo posredovano ločeno med postopkom prijave.

Predani smo raznolikosti in vključenosti Novartis si prizadeva ustvariti izjemno, vključujočo 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>

Competitive salary, Annual bonus, Flexible working schedule, tailored to your needs, possibility to work from home, Pension scheme, possibility of joining collective health

insurance scheme, Employee Recognition Scheme, Expanded program for the promotion of health in the field of physical and mental well-being and managing workload (Well-being), Unlimited learning and development opportunities.

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

Expected Annual Base Salary Range for role: € 27,160 to € 50,440

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.

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/novartiscom/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, inclusive work environment and diverse teams' representative of the patients and communities we serve.

**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>

**Benefits and Rewards:** Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

Primary location salary range

€ 27,160.00 - € 50,440.00

部门

Development

Business Unit

Development

地点

Slovenia

站点

Mengeš

Company / Legal Entity

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

Functional Area  
Research & Development

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
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"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.plugins["transcript"]) { config.plugins["playkit-js-transcript"] = { position: "right", // Default:
bottom;('left', 'right', 'top', 'bottom') to enable transcript. expandMode: "over", // Default:
alongside;('alongside', 'hidden', 'over') expandOnFirstPlay: false, showTime: true, downloadDisabled:
false, printDisabled: false, disable: true }; } if (kPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins["playkit-js-hotspots"] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins["playkit-js-moderation"] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
(kPlayer.plugins["googleAnalytics"]) { config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
config.plugins.googleTagManager.customEventsTracking.custom = [];
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false, playlistEvents: false, castEvents: false } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise =
```

```
thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbnailEmbed() returns a Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to capture the player directly. thumbEmbedPromise .then(function(player) { window.kalturaPlayerVideos.push(player); // Notify kaltura_dataLayer.js that a new player is ready so it can // attach custom event listeners immediately, regardless of when // the user clicked the thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', { detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) { console.error(e.message) }
```

## Accessibility and accommodation

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 [diversity.inclusionslo@novartis.com](mailto:diversity.inclusionslo@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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