

## **Vodja tehnoloških prenosov (m/ž/d) / Technical Transfer Lead (m/f/d)**

Job ID  
REQ-10083869

7月 17, 2026

Slovenia

### **摘要**

#LI-Hybrid

Location: Ljubljana, Slovenija

Relocation Support: This role is based in Ljubljana, Slovenia. Novartis is unable to offer relocation support: please only apply if accessible.

Pridružite se nam kot Vodja tehnoloških prenosov!

Imeli boste odgovornost za tehnološke prenose na ravni proizvodne lokacije (na lokacijo ali z nje), vključno s povečevanjem velikosti serij in drugimi prilagoditvami procesov. Zadolženi boste tudi za vodenje tima, ki je odgovoren za prenose tehnologij na lokaciji ter se učinkovito povezuje s funkcijami, ki pri tem sodelujejo (npr. razvoj, oskrba, proizvodnja, kontrola kakovosti, ZVO, druge proizvodne lokacije), skladno z zakonodajo, internimi predpisi, dobrimi praksami in poslovnimi cilji.

Join us as a Technical Transfer Lead!

You will be responsible for technology transfers at the manufacturing site level (to and from the site), including scale-up activities and other process adaptations. You will also be responsible for leading the team in charge of technology transfers at the site and effectively liaising with the involved functions (e.g., development, supply, production, quality control, HSE, other production sites), in accordance with legislation, internal regulations, good practices, and business objectives.

## About the Role

### Va š e ključne odgovornosti:

- Pregled in posodabljanje ocene tveganj glede kakovosti pred prenosom in validacijo ter po potrebi prilagajanje strategije kontrole.
- Skrb za razpoložljivost vseh pomembnih tehničnih informacij in dokumentacije za validacijo.
- Opredelitev predvalidacijske in validacijske strategije, vključno s procesom, čiščenjem, pakiranjem ter spremljanje čim raziskavami (npr. čas stanja očiščene/neočiščene opreme).
- Koordinacija tehnične, registracijske in validacijske serije na lokaciji.
- Pregled validacijskih protokolov in poročil.
- Izvajanje lokalnega nadzora sprememb sistemov na lokaciji ter skrb za njihovo odobritev in zaključek.
- Vzpostavljane načrta projektov za lokacijo, priprava znanstveno utemeljene tehnične strategije s projektno ekipo, priprava načrtov za ravnanje v izrednih razmerah, opredeljevanje ovir ter predlaganje rešitev.
- Ocenjevanje in načrtovanje potreb po virih na lokaciji ter pridobivanje soglasij vodstva za stroške projektov (npr. ekvivalenti polnega delovnega časa, stroški serij, investicije in zunanji stroški), strategije in časovni okvir.
- Sestavljanje in vodenje projektne ekipe na lokaciji, določanje prioritet za projekte in seje projektne ekipe, koordinacija aktivnosti ter skrb za skladnost s smernicami.

### Va š doprinos k delovnem mestu:

- Univerzitetna diploma farmacevtske, kemijske ali druge ustrezne naravoslovne smeri. Zaželeno magisterij iz omenjenih smeri.
- Zaželeno vsaj 5 let ustreznih izkušenj s področja farmacevtske proizvodnje.
- Aktivno znanje angleškega jezika.
- Poznavanje orodja Microsoft Office.

Z izbranim kandidatom bomo sklenili delovno razmerje za nedoločen čas s poskusno dobo 6 mesecev.

V Novartisu smo zavezani k soustvarjanju prihodnosti medicine ter priznavanju in nagrajevanju ljudi, ki to omogočajo.

## Pri čakovani letni osnovni razpon plač e za delovno mesto:

- 32.060,00 - 59.540,00 €

Osnovna plač a se dolo č a na podlagi vnaprej opredeljenih in transparentnih kriterijev, kot so relevantne ve š č ine, kompetence in izku š nje, ne glede na spol, ter v skladu z Novartisovo politiko dolo č anja pla č . Po zaposlitvi v Novartisu se pla č a periodi č no pregleda v skladu z internimi akti in postopki.

Pla č na enakost je temeljno na č elo na š e kadrovske politike in odra ž a na š o zavezo k ustvarjanju raznolikega, pravi č nega in vklju č ujo č ega okolja, ki vse zaposlene obravnava dostojanstveno in spo š tljivo, kot je opredeljeno v na š em Kodeksu etike.

Poleg osnovne letne bruto pla č e so zaposleni upravi č eni tudi do spodaj navedenih ugodnosti:

- **Letni bonus**, ki pripada vsakemu zaposlenemu: 12% letne pla č e.
- **Regres za dopust**: Leta 2025 je zna š al 2.496 € (neto). Za leto 2026 zna š a 2.678,28 € (neto).
- **Nagrada za poslovno uspe š nost** Leta 2025 je zna š ala 2.538,64 € (bruto), skupaj z zimskim regresom.
- **Prostovoljno dodatno pokojninsko zavarovanje**: Novartis v Sloveniji zagotavlja prostovoljno dodatno pokojninsko zavarovanje (5,844 % bruto izpla č ila, letno omejeno na 3.054,65 € ).
- **Dodatno nezgodno zavarovanje**: V č asu zaposlitve pri Novartisu je zaposleni 24/7 zavarovan za primer smrti ali invalidnosti, ki bi bila posledica nezgode.
- **Zavarovanje - Specialisti**: Kolektivno zdravstveno zavarovanje, ki omogo č a hitrej š i dostop do specialisti č nih zdravstvenih storitev pri Zavarovalnici Triglav d.d. za vas in va š e dru ž inske č lane.
- **Care Connect**: Program, ki ponuja zaupno, osebno podporo za va š e du š evno zdravje in dobro po č utje s pomo č jo terapij, svetovanj, orodij in š e mnogo ve č .

- Ostale ugodnosti v skladu z zakonom in kolektivno pogodbo: **Prevoz, prehrana ter ostali dodatki.**

Preberite brošuro in izvedite več o našem sistemu

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

*Opomba: Ugodnosti se lahko razlikujejo glede na državo ter so skladni z lokalno zakonodajo, vključno z določili ali kolektivnih pogodb. Celovit pregled vašega paketa prejemkov, vključno z morebitnimi relevantnimi določbami kolektivne pogodbe, ki veljajo za vašo delovno mesto glede na lokacijo zaposlitve in delodajalca Novartis, vam bo posredovan v okviru nadaljnjih korakov zaposlitvenega postopka.*

**Predani smo raznolikosti in vključnosti** 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>

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## Key Responsibilities:

- Review and update quality risk assessments prior to transfer and validation, and adjust control strategies as needed.
- Ensure the availability of all critical technical information and documentation for validation.
- Define pre-validation and validation strategies, including process, cleaning, packaging, and related studies (e.g., hold time for cleaned/uncleaned equipment).
- Coordinate technical, regulatory, and validation batches at the site.
- Review validation protocols and reports.
- Perform local oversight of system changes at the site and ensure their approval and closure.
- Establish project plans for the site, prepare scientifically justified technical strategies with the

- project team, develop contingency plans, identify obstacles, and propose solutions.
- Assess and plan resource needs at the site and obtain management approval for project costs (e.g., full-time equivalent resources, batch costs, investments, and external expenses), strategies, and timelines.
  - Assemble and lead the site project team, set priorities for projects and project team meetings, coordinate activities, and ensure compliance with guidelines.

### **What you will bring to the role:**

- University degree in pharmacy, chemistry, or another relevant natural science. A master's degree in the mentioned fields is preferred.
- At least 5 years of relevant experience in pharmaceutical manufacturing is desirable.
- Proficiency in English.
- Knowledge of Microsoft Office tools.

We offer a permanent employment with 6 months of probation period.

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

### **Expected Annual Base Salary Range for role:**

- 32.060,00 - 59.540,00 €

The 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.

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.

In addition to your base salary, you will be eligible for benefits listed below:

- **Annual bonus for all employees:** 12% of annual base salary.
- **Holiday allowance:** In 2025 it amounted to € 2,496 (net). For 2026 it amounts to € 2,678.28 (net).

- **Yearly performance-based bonus:** In 2025 it amounted to € 2,538.64 (gross), including the winter allowance.
- **Voluntary supplementary pension insurance:** Novartis in Slovenia provides voluntary supplementary pension insurance (5.844% of gross salary, capped annually at € 3,054.65).
- **Additional accident insurance:** During employment at Novartis, the employee is insured 24/7 in the event of death or disability resulting from an accident.
- **Specialist insurance:** Group health insurance providing faster access to specialist healthcare services at Triglav Health Insurance Company d.d. for you and your family members.
- **Care Connect:** A program offering confidential, personalized support for mental health and well-being through therapy, counselling, tools, and more.
- Other benefits in accordance with legislation and collective agreements: **Transportation, meal allowance, and other supplements.**

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  
€ 32,060.00 - € 59,540.00

部门  
Operations

Business Unit  
Production / Manufacturing

地点  
Slovenia

站点  
Ljubljana

Company / Legal Entity  
SI19 (FCRS = SI019) Novartis farmacevtska proizvodnja d.o.o.

Functional Area  
Technical Operations

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a9278a85b6af627827041", provider: { widgetId: "10m7rm1pm", partnerId:
"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 = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
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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9. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Ljubljana/Vodja-tehnolokih-prenosov--m--d---Technical-Transfer-Lead--m-f-d-REQ-10083869-1>