

Associate Director - Drug Substance Project Lead (DSPL) (m/f/d) / Znanstveni svetovalec ekspert - Vodja projektov (m/ ž /d)

Job ID
REQ-10085750

8月 21, 2026

Slovenia

摘要

At Novartis, our purpose is to reimagine medicine. We're seeking an experienced Drug Substance Project Lead to join our team in Menge š , Slovenia, to lead the development of innovative biologic medicines from early stage through commercialization . You'll be the strategic and operational leader of drug substance development programs, driving the scientific, technical, regulatory, manufacturing, and business integration that brings these therapies to patients. We are looking for responsible, objective-driven candidates who value collaboration, team work and are open to new challenges and expanding their knowledge and expertise.

About the Role

Location: Menge š , Slovenia #hybrid (12 days per month onsite)

Key responsibilities

- Lead drug substance development programs across all phases; define integrated strategies, ensure timely delivery of milestones, and proactively manage risks and opportunities
- Serve as the primary point of integration across Drug Substance Development, Analytical Development, Drug Product Development, Regulatory Affairs, Quality, Clinical Supply, and external partners
- Demonstrate influence without direct authority by building credibility across functions and geographies; adapt your leadership style to move stakeholders toward shared goals
- Present strategy, progress, and recommendations to governance and senior leadership; manage complex stakeholder expectations while maintaining focus on patient impact
- Drive scientific and technical excellence; contribute to robust manufacturing processes, ground decisions in data, and promote continuous improvement
- Create clarity by translating strategy into actionable plans; empower your team through feedback, remove barriers, and hold them accountable
- Coach and mentor junior leaders; foster a collaborative, inclusive, high-performing team environment grounded in psychological safety

Minimum requirements

- PhD in a life science discipline, or equivalent university degree with 8+ years of relevant biologics development experience
- Minimum 5 years of proven leadership experience managing cross-functional teams and complex projects in a biologic drug development setting
- Excellent scientific and technical writing skills, with strong communication and presentation abilities
- Fluency in English; additional languages are a plus

Desirable

- Significant experience with regulatory expectations and IND/BLA submission processes
- Experience working in interdisciplinary teams on innovative biologic platforms (mAbs, cell therapy, or similar)
- Demonstrated commitment to building psychological safety and inclusive team environments

Why Join Us

You'll lead impactful development programs that directly affect millions of patients. You'll work alongside world-class scientific experts and collaborate across a global organization where your influence shapes strategy. This role offers a unique combination of scientific depth, strategic

responsibility, and leadership impact—with Novartis's commitment to investing in your growth as a leader.

With the selected candidate, we offer permanent employment with 6 months of probation period. Please submit your application with your CV before September 7th.

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen. Expected Annual Base Salary Range for role: 67,130.00 - 124,670.00 EUR

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

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.

Znanstveni svetovalec ekspert – Vodja projektov (m/ ž /d)

Lokacija: Mengeš, Slovenija #hybrid(12 dni na mesec na lokaciji)

Povzetek delovnega mesta

V Novartisu je naš namen soustvarjati medicino. Iščemo izkušnega vodjo projektov za učinkovino (Drug Substance Project Lead), ki bi se pridružil naši ekipi v Mengešu v Sloveniji in vodil razvoj inovativnih bioloških zdravil od zgodnjih faz do komercializacije. V tej vlogi boste strateški in operativni vodja programov razvoja učinkovin ter boste usmerjali znanstveno, tehnično, regulatorno, proizvodno in poslovno povezovanje, ki omogoča, da te terapije dosežejo bolnike. Iščemo odgovorne in ciljno usmerjene kandidate, ki cenijo sodelovanje in timsko delo ter so odprti za nove izzive in širjenje svojega znanja ter strokovnih izkušenj.

Ključne odgovornosti

- Voditi programe razvoja učinkovin v vseh fazah; opredeliti integrirane strategije, zagotavljati pravočasno doseganje mejnikov ter proaktivno upravljati tveganja in priložnosti.
- Delovati kot glavni kontakt med razvojem učinkovin, analitskim razvojem, razvojem končnega zdravila, regulatornimi zadevami, kakovostjo, klinično oskrbo in zunanjimi partnerji.
- Izkazovati vpliv brez neposredne linije poročanja z gradnjo zaupanja med funkcijami in geografskimi lokacijami; prilagajati svoj vodstveni slog za usmerjanje deležnikov k skupnim ciljem.
- Predstavljati strategijo, napredek in priporočila vodstvu; upravljati kompleksna pričakovanja deležnikov ob ohranjanju osredotočenosti na vpliv za bolnike.
- Spodbujati znanstveno in tehnično odličnost; prispevati k robustnim proizvodnim procesom, sprejemati odločitve na podlagi podatkov ter spodbujati nenehne izboljšave.
- Jasno predstavljati in prevajati strategijo v izvedljive načrte; opolnomočiti ekipo s povratnimi informacijami, odstranjevati ovire pri delu in zagotavljati odgovornost za rezultate.
- Usmerjati in mentorirati mlajše kolege; spodbujati sodelovalno, vključujoče in visoko učinkovito timsko okolje, ki temelji na psihološki varnosti.

Minimalne zahteve

- Doktorat s področja naravoslovnih znanosti ali primerljiva univerzitetna izobrazba z več kot 8 leti relevantnih izkušenj na področju razvoja bioloških zdravil.
- Najmanj 5 let dokazanih vodstvenih izkušenj z vodenjem medfunkcijskih ekip in kompleksnih projektov v okolju razvoja bioloških zdravil.
- Odlične veščine znanstvenega in tehničnega pisanja ter močne komunikacijske in predstavitvene sposobnosti.
- Tekoče znanje angleškega jezika; znanje dodatnih jezikov je prednost.

Za želeno

- Pomembne izkušnje z regulatornimi pričakovanji in postopki oddaje dokumentacije IND/BLA.
- Izkušnje z delom v interdisciplinarnih ekipah na inovativnih bioloških platformah, kot so monoklonska protitelesa, celične terapije ali podobno.
- Dokazana zavezanost gradnji psihološke varnosti in vključitvi timskih okolij.

Zakaj se nam pridružiti

Vodili boste razvojne programe z velikim vplivom, ki neposredno vplivajo na milijone bolnikov. Delali boste z vrhunskimi znanstvenimi strokovnjaki in sodelovali v globalni organizaciji, kjer vaš vpliv sooblikuje strategijo. Vloga ponuja edinstveno kombinacijo znanstvene poglobljenosti, strateške odgovornosti in vodstvenega vpliva – ob Novartisovi zavezi k vlaganju v vaš razvoj kot vodje.

Izbranemu kandidatu ponujamo zaposlitev za nedoločeno časovno obdobje s 6-mesečnim poskusnim obdobjem. Prijavo oddajte skupaj z življenjepisom v slovenskem in angleškem jeziku. Prosimo, oddajte svojo prijavo skupaj z življenjepisom pred 7. septembrom.

Ugodnosti in nagrade

V Novartisu smo zavezani k skupnemu ponovnemu osmišljanju medicine – in nagrajevanju ljudi, ki to omogočajo.

Pričakovani letni razpon osnovne plače za delovno mesto: : 67,130.00 - 12,4670.00 EUR letno

Ponujena osnovna plača se določa na podlagi spolno nevtrálnih ciljev, kot so relevantne veščine, kompetence in izkušnje, v skladu s politiko določanja plač v Novartisu, po zaposlitvi v Novartisu pa bo periodično pregledana.

Poleg osnovne plače ste lahko upravičeni do bonusa na podlagi uspešnosti, odvisno od določenih parametrov uspešnosti.

Nagrade, ki jih prinaša članstvo v naši ekipi, segajo daleč prek osnovne plače in spodbud. Ponujamo tudi različne konkurenčne ugodnosti v naravi, ki vam pomagajo uspevati osebno in strokovno, kot so zavarovalni načrti, pokojninski načrti, viri za dobro počutje in globalni programi priznanj. Poleg tega, kjer je mogoče, zagotavljamo prilagodljive in hibridne možnosti dela ter najmanj 14 tednov plačanega starševskega dopusta.

Poleg osnovne plače ste lahko upravičeni do bonusa na podlagi uspešnosti, odvisno od določenih parametrov uspešnosti. Del vašega paketa so lahko tudi dolgoročne delniške nagrade, dodeljene na ravni skupine. Dodatne podrobnosti bodo predstavljene med prijavnim postopkom.

Plačnava pravičnost je temeljno načelo naše politike zaposlovanja in odražana s zavezanostjo ustvarjanju raznolikega, pravičnega in vključujočega okolja, ki vse zaposlene obravnava z dostojanstvom in spoštovanjem, kot je opredeljeno v našem Kodeksu etike.

Preberite našo brošuro in izvedite več o naši globalni ponudbi celotnih nagrad:

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

Opomba: Ugodnosti in nadomestila se lahko razlikujejo glede na državo ter so predmet lokalnih zakonskih zahtev, vključno z določbami kolektivnih pogodb, kjer je to primerno. Celoten pregled vašega paketa nadomestil, vključno z morebitnimi relevantnimi podrobnostmi kolektivne pogodbe, ki veljajo za vašo vlogo glede na lokacijo zaposlitve in pravno osebo delodajalca Novartis, vam bo sporočeno med prijavnim postopkom.

Zavezanost raznolikosti in vključevanju Novartis je zavezan gradnji izjemnega, vključujočega delovnega okolja in raznolikih ekip, ki predstavljajo bolnike in skupnosti, ki jim služimo.

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
€ 67,130.00 - € 124,670.00

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:
"kalturaplayer6a88f213f3a51707603907", 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 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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4. <mailto:diversity.inclusionslo@novartis.com>
5. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Menge/Associate-Director---Drug-Substance-Project-Lead--DSPL---m-f-d----Znanstveni-svetovalec-ekspert---Vodja-projektov--m--d-REQ-10085750>
6. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Menge/Associate-Director---Drug-Substance-Project-Lead--DSPL---m-f-d----Znanstveni-svetovalec-ekspert---Vodja-projektov--m--d-REQ-10085750>