

Globalni vodja poslovnega planiranja in analiz TRR / Associate Director BPA, TRD

Job ID
REQ-10088611

十月 02, 2026

Slovenia

摘要

#LI-Hybrid
Location - Mengeš, Slovenia

Podpora pri selitvi: Delovno mesto je v Mengešu, Slovenija. Novartis ne more ponuditi podpore pri selitvi, zato se prijavite le, če vam je lokacija dostopna.

Finance imajo moč oblikovati prihodnost inovacij. Kot Globalni vodja PPA TRR (m/ž/d) boste strateški partner naših organizacij za Tehnične raziskave in razvoj (TRD), pomagali boste usmerjati odločitve, optimizirati vire ter ustvarjati vrednost v kompleksnem globalnem portfelju. Na presečišču financ, strategije in znanosti boste podatke pretvarjali v uporabne vpoglede, vplivali na ključne deležnike ter imeli pomembno vlogo pri zagotavljanju življenjsko pomembnih zdravil bolnikom po vsem svetu.

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

Finance has the power to shape the future of innovation. As Associate Director BPA TRD (m/f/d), you will be a strategic partner to our Technical Research & Development organization, helping drive decisions, optimize resources, and unlock value across a complex global portfolio. Working at the intersection of finance, strategy, and science, you'll transform data into actionable insights, influence key stakeholders, and play a critical role in bringing life-changing medicines to patients worldwide.

About the Role

Va š e ključne odgovornosti:

- Vodenje procesov finančnega načrtovanja in aktivnosti poslovnega poročanja v organizaciji TRD.
- Zagotavljanje finančnih vpogledov, ki podpirajo strateške odločitve in poslovno uspešnost.
- Sodelovanje z globalnimi in lokalnimi deležniki kot zaupanja vreden finančni svetovalec.
- Spodbujanje miselnosti produktivnosti in optimizacija uporabe virov za doseganje poslovnih ciljev.
- Prepoznavanje finančnih tveganj in priložnosti ter priporočanje ustreznih ukrepov.
- Podpora poslovnim primerom, strateškim naložbam in odločitvam o prioritetah portfelja.
- Prispevanje k finančni transformaciji TRD, digitalnim inovacijam in pobudam za nenehne izboljšave.
- Podpora vodji BPA TRD ter zastopanje funkcije v vodstvenih in upravljavskih forumih.
- Spodbujanje sodelovanja, razvoja kompetenc in izmenjave znanja med ekipami.

Va š doprinos k delovnem mestu:

- Univerzitetna izobrazba s področja financ, računovodstva, ekonomije, poslovne administracije ali sorodne finančno usmerjene discipline.
- Najmanj pet let izkušenj na področju poslovnega načrtovanja in analiz, finančnega načrtovanja in analiz, računovodstva ali finančnega poročanja.
- Dobro poznavanje finančnega načrtovanja, napovedovanja, upravljanja uspešnosti in priprave poslovnih primerov.
- Dokazana sposobnost pretvarjanja kompleksnih podatkov v uporabne vpogleds in poslovna priporočila.
- Dokazani uspehi pri vplivanju na deležnike in vzpostavljanju zaupanja vrednih partnerstev v globalnih matičnih organizacijah.
- Močne sposobnosti projektnega vodenja in določanja prioritet ter sposobnost učinkovitega obvladovanja konkurenčnih prioritet.
- Visoka učinkovitost, poslovna razgledanost in sodelovalen pristop k reševanju problemov.
- Izkušnje v farmacevtski industriji, raziskavah in razvoju ali tehničnih operacijah so prednost.
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Desirable Requirements

- Izkušnje z uporabo Power BI, orodij za vizualizacijo finančnih podatkov ali tehnologij, ki podpirajo finančne rešitve za izboljšanje odločitve in poročanja.
- Močan interes za finance, podprte z umetno inteligenco, standardizacijo procesov in nenehne

izboljšave.

- Tehnološko usmerjena miselnost in proaktiven pristop k uporabi digitalnih rešitev za izboljšanje odločanja in poročanja.

Z izbranim kandidatom bomo sklenili delovno razmerje za **nedoločeno** poskusno dobo **6 mesecev**. Prijavo oddajte z življenjepisom v slovenskem in angleškem jeziku.

Nagrajevanje:

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

Pričakovani letni osnovni razpon plače za delovno mesto:

Slovenija: 56.070,00 - 104.130,00 €

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 plača periodično pregleda v skladu z internimi akti in postopki.

Plačena enakost je temeljno načelo naše kadrovske politike in odražata našo zavezo k ustvarjanju raznolikega, pravičnega in vključujočega okolja, ki vse zaposlene obravnava dostojanstveno in spoštljivo, kot je opredeljeno v našem Kodeksu etike.

Poleg osnovne letne bruto plače so zaposleni upravičeni tudi do spodaj navedenih ugodnosti:

- **Letni bonus**, ki pripada vsakemu zaposlenemu: 15% letne plače. (STI, change in regards of level)
- **Regres za dopust**: Leta 2025 je znašal 2.496 € (neto). Za leto 2026 znašal 2.678,28 € (neto).
- **Nagrada za poslovno uspešnost**: Leta 2025 je znašala 2.538,64 € (bruto), skupaj z zimskim regresom.
- **Prostovoljno dodatno pokojninsko zavarovanje**: Novartis v Sloveniji zagotavlja prostovoljno dodatno pokojninsko zavarovanje (5,844 % bruto izplačila, letno omejeno na 3.224,18 €).
- **Zavarovanje**:

Dodatno nezgodno zavarovanje: V času zaposlitve pri Novartisu je zaposleni 24/7 zavarovan za primer smrti ali invalidnosti, ki bi bila posledica nezgode.

Zavarovanje - Specialisti: Kolektivno zdravstveno zavarovanje, ki omogoča hitrejši dostop do specialističnih zdravstvenih storitev pri Zavarovalnici Triglav d.d. za vas in vaše družinske člane.

- **Care Connect**: Program, ki ponuja zaupno, osebno podporo za vaše duševno zdravje in dobro počutje s pomočjo terapij, svetovanj, orodij in še mnogo več.
- Ostale ugodnosti v skladu z zakonom in kolektivno pogodbo: **Prevoz, prehrana ter ostali**

dodatki.

Preberite bro š uro in izvedite ve č o na š em sistemu nagrajevanja:

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

Opomba: Ugodnosti se lahko razlikujejo glede na drž avo ter so skladni z lokalno zakonodajo, vklju č no z dolo č ili kolektivnih pogodb. Celovit pregled va š ega paketa prejemkov, vklju č no z morebitnimi relevantnimi dolo č bami kolektivne pogodbe, ki veljajo za va š o delovno mesto glede na lokacijo zaposlitve in delodajalca Novartis, vam bo posredovan v okviru nadaljnjih korakov zaposlitvenega postopka.

Predani smo raznolikosti in vklju č enostiNovartis si prizadeva ustvariti izjemno, vklju č ujo č e delovno okolje in oblikovanje raznolikih timov, saj ti predstavljajo na š e bolnike in skupnosti, ki jih oskrbujemo.

Zakaj Novartis: Pomagati bolnikom in njihovim dru ž inam zahteva ve č 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 ž ivljenja pacientov. Ste pripravljeni ustvariti svetlej š o prihodnost skupaj z nami?

<https://www.novartis.com/about/strategy/people-and-culture>

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Key Responsibilities:

- Lead financial planning processes, and management reporting activities across the TRD organization.
- Deliver financial insights that support strategic decision-making and business performance.
- Partner with global and local stakeholders as a trusted finance advisor.
- Drive productivity mindset and optimize resource utilization to achieve business objectives.
- Identify financial risks and opportunities and recommend appropriate actions.
- Support business cases, strategic investments, and portfolio prioritization decision
- Contribute to TRD finance transformation, digital innovation, and continuous improvement initiatives.
- Support the Head BPA TRD and represent the function in leadership and governance forums.
- Foster collaboration, capability building, and knowledge sharing across teams.

Essential Requirements:

- University degree in Finance, Accounting, Economics, Business Administration, or a related finance-focused discipline.
- Minimum five years of experience in Business Planning and Analysis, Financial Planning and Analysis, Accounting, or Financial Reporting.
- Strong expertise in financial planning, forecasting, performance management, and business case development.
- Proven ability to translate complex data into actionable insights and business recommendations.

- Demonstrated success in influencing stakeholders and building trusted partnerships within global matrix organizations.
- Strong project management and prioritization skills with the ability to manage competing priorities effectively.
- High learning agility, business acumen, and a collaborative approach to problem solving.
- Experience within the pharmaceutical industry, research and development, or technical operations is advantageous.

Desirable Requirements

- Experience using Power BI, financial data visualization tools, or technology-enabled finance solutions to improve decision-making and reporting.
- Strong interest in Artificial Intelligence-enabled finance, process standardization, and continuous improvement.
- Technology-savvy mindset and a proactive approach to applying digital solutions to enhance decision-making and reporting.

We offer **permanent employment** with **6 months** of probation period. Submit your application with the CV in Slovenian and English language.

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: Slovenia: € 56,070 - € 104,130

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: 15% 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 € 3,224.18).
- **Shift allowances:** shift work (15%); multi-shift work (20%); night work (70%); work on Sundays and public holidays (50%). (if selected candidates will work in shifts)
- **Insurance: 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

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
€ 56,070.00 - € 104,130.00

部門
Finance

Business Unit
Finance

地点

Slovenia

站点

Menge š

Company / Legal Entity

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

Alternative Location 1

Ljubljana, Slovenia

Functional Area

Audit & Finance

Job Type

Full time

Employment Type

Regular

Shift Work

No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6ac71f4edf8d0129353919", 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 kalturadatalayer.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.

Globalni vodja poslovnega planiranja in analiz TRR / Associate Director BPA, TRD

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Job ID
REQ-10088611

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