

Senior Expert Science & Technology - Downstream Process Development (m/f/d) - Razvoj procesov čiščenja učinkovin (m/ž/d)

Job ID
REQ-10088835

十月 05, 2026

Slovenia

摘要

At Novartis, we are reimagining medicine by transforming breakthrough science into life-changing therapies for patients worldwide. We are the Downstream Development team focused on the early-phase development of biopharmaceutical drug substances, leveraging advanced technologies, science-based approaches, and digital solutions to design and optimize processes for manufacturing scale, contributing to the delivery of high-quality, safe, and effective medicines.

As an experienced Senior Expert in our Downstream Process Development team in Mengeš, you will provide scientific and technical leadership in developing robust, scalable purification processes for next-generation biologics. Combining hands-on DSP expertise with modelling, digitalization and AI-enabled approaches, you will collaborate across functions to shape development strategies, support sound scientific decisions and advance development programs.

Smo oddelek DSP, osredotočen na razvoj učinkovin, pri čemer uporabljamo napredne tehnologije, znanstveno utemeljene pristope in digitalne rešitve za načrtovanje in optimizacijo procesov za proizvodno merilo ter tako prispevamo k zagotavljanju visokokakovostnih, varnih in učinkovitih zdravil za bolnike.

Kot Senior Expert v laboratorijskem razvoju procesov čiščenja bioloških učinkovin boste strokovno vodili načrtovanje, izvedbo in interpretacijo razvojnih študij v različnih fazah razvoja. Poglobljeno znanje DSP boste povezovali z modeliranjem, digitalizacijo in pristopi umetne inteligence ter v sodelovanju z medfunkcijskimi ekipami podpirali razvoj robustnih procesov, znanstveno utemeljeno odločanje in njihov uspešen prenos na pilotni nivo.

Location: Mengeš, Slovenia
LI#hybrid

About the Role

In this role, you will:

- Lead and coordinate downstream process development activities across assigned portfolio projects, independently managing multiple priorities and ensuring high-quality delivery within agreed timelines and project requirements.
- Independently design, plan, execute and document laboratory studies for the development and optimization of robust purification processes for recombinant proteins, applying a right-first-time approach.
- Perform and optimize DSP processes and methods, and evaluate opportunities to implement new technologies.
- Manage, analyze and interpret experimental data; draw scientifically sound conclusions, define follow-up studies, and lead troubleshooting for complex process challenges.
- Prepare high-quality protocols, technical reports, laboratory procedures, SOPs, development documentation, handover packages and regulatory-relevant deliverables.
- Act as DSP scientific or functional lead in local and global cross-functional project teams, providing expert recommendations and supporting evidence-based development decisions.
- Support process scale-up, technology transfer and implementation at internal or external manufacturing sites, including knowledge transfer and definition of process controls.
- Advance DSP capabilities through automation, process modelling, digitalization, data science and AI-enabled development approaches.
- Communicate scientific results, achievements, risks and recommendations effectively to project teams, stakeholders and external partners, and contribute to publications, patents and scientific conferences, as appropriate.
- Mentor colleagues, support laboratory organization and advanced DSP equipment activities, and ensure compliance with applicable quality, ethics, health, safety, environmental and information-security requirements.

Education & Technical expertise

- PhD in Biotechnology, Biochemical or Chemical Engineering, Biochemistry, Biology, Pharmaceutical Technology or a related scientific or engineering discipline with at least 3 years of relevant experience in DSP development and/or manufacturing; alternatively, an MSc with at least 5 years of relevant experience.
- Strong hands-on expertise in downstream process development, with sound knowledge of

- process parameters, scale-down and scale-up principles, and integrated unit operations.
- Demonstrated ability to independently design, execute, document and interpret complex experiments, apply appropriate data analysis methods, troubleshoot process challenges and translate results into clear development decisions.
- Proven ability to manage multiple priorities and deliver high-quality results within agreed timelines, while working effectively in local and global cross-functional, matrix-based project teams.
- Experience with data science, modelling, digital tools or automation in process development, together with a strong interest in advancing AI-enabled approaches within the DSP team.
- Strong scientific and technical communication skills, with the ability to understand scientific and business needs and translate them into clear, practical recommendations and development strategies.
- Fluent written and spoken English, combined with a responsible, objective-driven and collaborative approach; previous scientific or technical leadership experience is an advantage.

Depending on the selected candidate's knowledge, experience, competencies, and seniority, the company reserves the right to appoint the candidate to a position at a lower level than the one specified in the job posting, namely the **Expert Science & Technology** position.

V tej vlogi boste:

- Vodili in usklajevali aktivnosti razvoja procesov izolacije in čiščenja bioloških inkov in v okviru dodeljenih projektov ter zagotavljali kakovostno izvedbo v dogovorjenih rokih.
- Samostojno načrtovali, izvajali in dokumentirali laboratorijske študije za razvoj, optimizacijo in karakterizacijo robustnih procesov čiščenja, zlasti kromatografskih in filtracijskih stopenj.
- Analizirali in interpretirali eksperimentalne podatke, oblikovali znanstveno utemeljene zaključke, načrtovali nadaljnje študije ter vodili reševanje kompleksnih procesnih izzivov.
- Uporabljali modeliranje, podatkovno znanost, avtomatizacijo, digitalna orodja in pristope umetne inteligence za podporo načrtovanju procesov, povečevanju merila, vrednotenju robustnosti in odločanju.
- Ocenjevali nove tehnologije in razvojne pristope ter vodili njihovo smiselno uvedbo v laboratorijske procese in delovne tokove DSP.
- Delovali kot strokovni ali funkcijski vodja za področje DSP v lokalnih in globalnih medfunkcijskih projektnih ekipah ter zagotavljali jasna strokovna priporočila.
- Podpirali povečevanje merila, prenos tehnologije in uvedbo procesov na pilotnih oziroma proizvodnih lokacijah, vključno s prenosom znanja in opredelitvijo procesnih kontrol.
- Pripravljali kakovostne protokole, tehnološka poročila, laboratorijske in standardne operative postopke, razvojno dokumentacijo, pakete za prenos ter prispevke za regulatorne dokumente.
- Jasno predstavljali rezultate, tveganja in priporočila notranjim ter zunanjim deležnikom ter po potrebi prispevali k publikacijam, patentom in znanstvenim konferencam.
- Mentorirali sodelavce, prispevali k učinkoviti organizaciji laboratorijskega dela in zagotavljali skladnost z zahtevami kakovosti, etike, zdravja, varnosti, okolja ter informacijske varnosti.

Izobrazba in tehnično strokovno znanje

- Doktorat s področja biotehnologije, biokemije, kemijskega ali biomedicinskega inženirstva, farmacevtske tehnologije oziroma sorodne naravoslovne ali tehniške smeri ter najmanj 3 leta relevantnih izkušenj; alternativno magisterij z najmanj 5 leti ustreznih izkušenj.
- Poglobljeno praktično znanje razvoja procesov izolacije in čiščenja bioloških inkov in

vklučujo s procesnimi parametri, povečevanjem in zmanjševanjem merila ter povezovanjem procesnih stopenj.

- Sposobnost samostojnega načrtovanja, izvedbe, dokumentiranja in interpretacije kompleksnih eksperimentov ter pretvorbe rezultatov v znanstveno utemeljene razvojne odločitve.
- Izkušnje z analizo podatkov, modeliranjem, digitalnimi orodji ali avtomatizacijo ter interes za uporabo podatkovne znanosti in umetne inteligence pri razvoju procesov.
- Sposobnost učinkovitega reševanja kompleksnih procesnih izzivov, obvladovanja več prednostnih nalog in zagotavljanja kakovostnih rezultatov v dogovorjenih rokih.
- Odlične znanstvene in tehnične komunikacijske sposobnosti ter učinkovito sodelovanje v lokalnih in globalnih medfunkcijskih ekipah v matričnem okolju.

Glede na znanje, izkušnje in kompetence izbranega kandidata oziroma kandidatke si pridržujemo pravico do ponudbe zaposlitve na delovnem mestu, uvrščene na nižjo raven od razpisane, in sicer na delovno mesto **Expert Science & Technology**.

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: € 46,550 - € 86,450

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 € 3.224,18).
- **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.

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

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: € 46,550 - € 86,450

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.

Plač na 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: 12% letne plače.
- **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 brošuro in izvedite več o našem sistemu nagrajevanja:

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

Opomba: Ugodnosti se lahko razlikujejo glede na državo ter so skladni z lokalno zakonodajo, vključno z določili kolektivnih pogojev. 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 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>

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
€ 46,550.00 - € 86,450.00

部門
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:
"kalturaplayer6ac72de7db5b9344060080", 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.

**Senior Expert Science & Technology - Downstream Process Development (m/f/d) -
Razvoj procesov čiščenja učinkovin (m/ž/d)**

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8. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Menge/Senior-Expert-Science---Technology---Downstream-Process-Development--m-f-d---Razvoj-procesov-ienja-ucinkovin-dodaj-naslov-Povzetek-opisa-delovnega-mesta--m--d-REQ-10088835-1>
9. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Menge/Senior-Expert-Science---Technology---Downstream-Process-Development--m-f-d---Razvoj-procesov-ienja-ucinkovin-dodaj-naslov-Povzetek-opisa-delovnega-mesta--m--d-REQ-10088835-1>