NOVARTIS

Automation Lead (DCS/PLC) – Pharma Manufacturing

Job ID
REQ-10081395
Июн. 23, 2026
Австрия

Сводка

Location: Kundl, Austria; #LI-Hybrid 12 days/month in office

Internal job title: Senior Engineer (DCS, PLC)

About the Role:

The ITOT Team in Kundl is looking for a Senior Engineer (DCS, PLC) to join the team and Lead ITOT automation across manufacturing, laboratories and supply chain operations and multiple production areas at site level, with end-to-end accountability for DCS/PLC systems across multiple production areas. The role will be responsible for ensuring system availability, GMP/HSE compliance and lifecycle management of automation solutions, drive and execute automation projects and technical changes aligned with site strategy and investment roadmap, lead and develop a team of automation engineers/technicians and fosters a high-performance culture, and act as key interface between ITOT, production, quality and global stakeholders to deliver reliable and compliant operations. This role will play a critical role in driving digitalization, continuous improvement and leading change initiatives at site level.

About the Role

Key Responsibilities:

- **ITOT System Ownership & Operations:** Own DCS/PLC systems across assigned production areas (end-to-end accountability), ensure system availability, reliability and lifecycle management, plan and coordinate maintenance, calibration and technical changes, ensure compliance with GMP, HSE and regulatory requirements, and maintain and continuously improve documentation, standards and procedures.
- **Project Management & Technical Delivery: l**ead and execute automation projects (CapEx & OpEx) across site, manage full project lifecycle: scope, design, approval, implementation and handover, ensure delivery within budget, timeline and quality targets, coordinate internal and external resources (engineering, vendors, contractors), drive implementation of state-of-the-art and standardized automation solutions.
- **Leadership & People Management:** lead a team of automation engineers/technicians, focusing on developing team capabilities in DCS/PLC, digitalization and compliance, driving performance management, coaching and talent development, fostering a strong collaboration across ITOT, production, QA and engineering, and building a high-performing, accountable and solution-oriented team.
- **Compliance, Quality & Audit Readiness: e**nsure full compliance with GMP, HSE and regulatory standards, support audits and inspections and ensure timely resolution of findings, identify and mitigate compliance risks in automation systems, ensure proper qualification and validation of systems.
- **Continuous Improvement & Digitalization: d**rive automation and digital transformation initiatives at site level, identify optimization opportunities (availability, efficiency, cost), implement best practices and global ITOT standards, contribute to site strategy and long-term investment planning, lead and drive change initiatives within automation and operations.

Essential Requirements:

- 7+ years experience in automation (DCS/PLC), preferably in GMP-regulated environment, and 3+ years experience leading teams
- Strong automation project management experience
- Strong technical expertise in automation systems in ITOT environments
- Strong understanding of system lifecycle management, qualification and validation
- Demonstrated leadership experience in technical teams and cross-functional organizations, with strong cross-functional collaboration skills as well as stakeholder management skills
- Strong expertise in Distributed Control Systems (DCS) and/or PLC-based automation systems, (preferably Emerson DeltaV, Siemens PCS 7, or equivalent process control platforms)
- PLC Engineering & Industrial Automation – experience with PLC programming, troubleshooting, and lifecycle management in manufacturing environments
- Automation Project Management – demonstrated track record in leading automation projects, system upgrades, and technical implementations
- Technical Leadership & People Management – experience leading technical teams, developing talent, with proven ability to lead organizational and technical change initiatives in complex manufacturing environments.
- Excellent communciation skills, with fluency in both English & German

Desirable requirements:

- Experience working in pharmaceutical manufacturing
- Expertise in GMP Compliance, Qualification & Validation, experience in regulated industries, including qualification, validation, and audit readiness is strongly preferred

Commitment to Diversity & Inclusion:

We are committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

What you will receive:

In addition to a market-competitive base salary, we offer an attractive incentive program, a modern company pension scheme, childcare facilities, learning and development opportunities as well as worldwide career possibilities within the Novartis group.

In accordance with Austrian law, we are obliged to disclose the minimum salary as stated in the collective bargaining agreement. For this position the minimum gross salary is € 65.605,54 EUR/year (on a full-time basis). We also offer a potential market-oriented excess payment in line with your experience and qualifications.

Adjustments for Applicants with Disabilities:

If because of a medical condition, physical disability or a neurodiverse condition you require an adjustment during the recruitment process, please reach out to disabilities.austria@novartis.com and let us know the nature of your request as well as your contact information. The support which we can provide will include advice on suitable positions as well as guidance at all stages of the application process. Austrian law provides candidates the opportunity to involve the local disability representative, Behindertenvertrauensperson (BVP), in the application process. If you would like to request this, please let us know in advance as a note on your CV.

Why Novartis?
Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: https://www.novartis.com/about/strategy/people-and-culture

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to learn more about Novartis and our career opportunities, join the Novartis Network here: https://talentnetwork.novartis.com/network

Accessibility and accommodation:
Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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
€65,606.00 - €112,600.00
Дивизион
Operations
Business Unit
Information Technology
Место
Австрия
Сайт
Kundl
Company / Legal Entity
AT33 (FCRS = AT033) Novartis Pharmaceutical Manufacturing GmbH
Functional Area
Technical Operations
Job Type
Full time
Employment Type
Regular
Shift Work
No

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