NOVARTIS

# Operativni vodja ITOT za avtomatizacijo proizvodnje / Associate Director ITOT Automation Engineer

Job ID
REQ-10087140
Окт. 09, 2026
Словения

### Сводка

#LI-Hybrid

Location: Mengeš, Slovenia / Lokacija: Mengeš, Slovenia

Internal job title: Operativni vodja ITOT za avtomatizacijo proizvodnje / Associate Director ITOT Automation Eng.

About the Role:
The Associate Director ITOT Automation Engineer will be responsible for defining and implementing the automation concept for both our new and existing manufacturing facilities, for ensuring that our automation designs and equipment are aligned with IT/OT standards, while leveraging the latest technologies available, collaborating with cross-functional teams to achieve the maximum level of automation on our shop floors. By harnessing the power of global IT/OT technologies, you will help us reach new heights of productivity and efficiency, leading the charge in transforming our manufacturing processes through automation.

O vlogi:
V vlogi direktorja za ITOT avtomatizacijo (Associate Director ITOT Automation Engineer) boste odgovorni za opredelitev in izvajanje koncepta avtomatizacije za naše nove in obstoječe proizvodne obrate. Skrbeli boste za to, da bodo zasnove avtomatizacije in oprema usklajene z IT/OT standardi, pri čemer boste izkoriščali najnovejše razpoložljive tehnologije ter tesno sodelovali z večfunkcijskimi ekipami za doseganje najvišje stopnje avtomatizacije v proizvodnem okolju. Z uporabo globalnih IT/OT tehnologij boste pomagali doseči nove ravni produktivnosti in učinkovitosti ter prevzeli vodilno vlogo pri preobrazbi naših proizvodnih procesov z avtomatizacijo.

### About the Role

**Glavne odgovornosti**

- Vodenje in izvajanje digitalne preobrazbe na ravni lokacije z uporabo avtomatizacije, robotike in tehnologij umetne inteligence (AI).
- Upravljanje in vzdrževanje IT/OT sistemov ter infrastrukturo, zagotavljanje njihove zanesljivosti, zmogljivosti, upravljanje življenjskega cikla in neprekinjeno razpoložljivost.
- Načrtovanje, usklajevanje in nadziranje preventivnih ter korektivnih vzdrževalnih del za IT/OT opremo in sisteme.
- Vodenje, usmerjanje in razvijanje ekipe IT/OT strokovnjakov, odgovornih za podporo sistemom, odpravljanje težav, vzdrževanje in izvedbo projektov.
- Prepoznavanje, ocenjevanje in uvajanje rešitev na področju avtomatizacije, robotike in umetne inteligence za izboljšanje produktivnosti, kakovosti, skladnosti in operativne učinkovitosti.
- Zagotavljanje skladnosti IT/OT sistemov z zahtevami GMP, GxP, kibernetsko varnostjo, validacijskimi standardi in korporativnimi politikami ter ohranjanje pripravljenosti na presoje in revizije.
- Upravljanje tehnoloških portfeljev, proračunov, poslovnih primerov, odnose z dobavitelji ter razvojne načrte naložb za avtomatizacijo in digitalne pobude.
- Sodelovanje z oddelki proizvodnje, inženiringa, zagotavljanja kakovosti (QA), kontrole kakovosti (QC), MS&T ter globalnimi deležniki pri spodbujanju inovacij, uvajanju novih tehnologij in podpiranju strateških poslovnih ciljev.

**Minimalne zahteve**

- Univerzitetna izobrazba s področja inženirstva, avtomatizacije, računalništva, informacijske tehnologije ali sorodne tehnične discipline.
- Sorodne izkušnje z upravljanjem IT/OT tehnologij, avtomatizacije, proizvodnih sistemov ali industrijskih krmilnih okolij.
- Dokazane izkušnje z vodenjem pobud digitalne preobrazbe, avtomatizacije, robotike in umetne inteligence v proizvodnem okolju.
- Dobro poznavanje IT/OT infrastrukture, upravljanja življenjskega cikla sistemov, načrtovanja vzdrževanja in praks za izboljšanje zanesljivosti.
- Dokazane vodstvene izkušnje pri vodenju tehničnih ekip ter razvoju IT/OT inženirskih kadrov.
- Delovno poznavanje zahtev GMP, GxP, validacijskih postopkov, standardov kibernetske varnosti in reguliranih proizvodnih okolij.
- Izkušnje z vodenjem medfunkcijskih projektov, uvajanjem tehnologij, upravljanjem proračunov, sodelovanjem z dobavitelji in partnerji za integracijo sistemov.
- Odlične veščine upravljanja deležnikov, reševanja problemov, komunikacije in strateškega načrtovanja ter sposobnost pretvarjanja poslovnih potreb v tehnološke rešitve.

Ponujamo zaposlitev za nedoločen čas s poskusno dobo 6 mesecev. Prijavo oddajte z življenjepisom v slovenskem in angleškem jeziku.

To delovno mesto se nahaja v Mengeš. Novartis za to vlogo ne nudi podpore pri relokaciji, zato se prijavite le, če vam je ta lokacija dostopna.

**Ugodnosti in nagrajevanje**

V podjetju Novartis smo zavezani k skupnemu preoblikovanju medicine – in nagrajevanju ljudi, ki to omogočajo.

Predviden letni osnovni bruto plačni razpon za to delovno mesto: 56.070 € – 104.130 €

Ponujena osnovna plača je določena na podlagi spolno nevtralnih meril, kot so ustrezna znanja, kompetence in izkušnje, v skladu s politiko določanja plač družbe Novartis. Po zaposlitvi v Novartisu se plača redno pregleduje.

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

Prednosti članstva v naši ekipi segajo daleč preko osnovne plače in spodbud. Ponujamo tudi vrsto konkurenčnih ugodnosti, ki podpirajo vaše osebno in poklicno dobro počutje, kot so zavarovalni načrti, pokojninski programi, viri za dobro počutje ter globalni programi priznanj.

Poleg tega, kjer je to mogoče, omogočamo prilagodljive in hibridne oblike dela ter najmanj 14 tednov plačanega starševskega dopusta.

**Predani smo raznolikosti in vključenosti:** Novartis si prizadeva ustvariti izjemno, vključujoče 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-cultureopment opportunities

**Key Responsibilities:**

- Lead and execute site-wide digital transformation initiatives through automation, robotics, AI technologies.
- Own and manage IT/OT systems and infrastructure, ensuring reliability, performance, lifecycle management, and continuous availability.
- Plan, coordinate, and oversee preventive and corrective maintenance activities for IT/OT equipment and systems.
- Lead, coach, and develop a team of IT/OT specialists responsible for system support, troubleshooting, maintenance, and project delivery.
- Identify, evaluate, and implement automation, robotics, and AI solutions that improve productivity, quality, compliance, and operational efficiency.
- Ensure IT/OT systems comply with GMP, GxP, cybersecurity, validation, and corporate governance standards while maintaining audit readiness.
- Manage technology portfolios, budgets, business cases, vendor relationships, and investment roadmaps for automation and digital initiatives.
- Partner with Manufacturing, Engineering, QA, QC, MS&T, and global stakeholders to drive innovation, deploy new technologies, and support strategic business objectives.

**Essential Requirements:**

- Bachelor's degree in Engineering, Automation, Computer Science, Information Technology, or a related technical discipline.
- Significant experience managing IT/OT tehnologies, automation, manufacturing systems, or industrial control environments.
- Proven experience leading digital transformation, automation, robotics, AI initiatives within a manufacturing environment.
- Strong knowledge of IT/OT infrastructure, system lifecycle management, maintenance planning, and reliability improvement practices.
- Demonstrated people leadership experience, including managing technical teams and developing IT/OT engineering
- Working knowledge of GMP, GxP, validation requirements, cybersecurity standards, and regulated manufacturing environments.
- Experience managing cross-functional projects, technology deployments, budgets, vendors, and external system integration partners.
- Strong stakeholder management, problem-solving, communication, and strategic planning skills with the ability to translate business needs into technology solutions.

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

This role is based in Mengeš, Slovenia. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

**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 €3,054.65).
- I**nsurance**: **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/novartis_com/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 & Inclusion:**

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

**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
€56,070.00 - €104,130.00
Дивизион
Operations
Business Unit
Information Technology
Место
Словения
Сайт
Mengeš
Company / Legal Entity
SI19 (FCRS = SI019) Novartis farmacevtska proizvodnja d.o.o.
Functional Area
Информационные технологии
Job Type
Full time
Employment Type
Regular
Shift Work
No

### 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.inclusion_slo@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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