

# Organizational Change Manager (f/m/d)

Job ID  
REQ-10039803  
Feb 18, 2025  
Austria

## Sommario

2.970 people are currently working at the Campus Kundl / Schafteuau and will start using the new ERP system SAP S4/HANA as of mid of 2026. As Organizational Change Manager, you will be working with a network of global and local experts to ensure a successful deployment and a smooth transition to operations.

Be part of the next step in our digitalization journey and join the team!

## About the Role

### Key Responsibilities:

Your responsibilities include, but are not limited to:

- Accountable for the Organizational Change Management in a large business transformation program, underpinned by SAP S4/HANA.
- Support the transition of colleagues across three manufacturing and one TRD site to the new ways of working in S4/HANA.
- Execution of all deliverables of the OCM methodology, from change impact assessments, creating and executing change, communications and learning plans, role mapping, learning execution, SuperUser onboarding, etc.
- Develop an organizational culture in line with Novartis Values and Behaviors.

### Essential Requirements:

- Education: University degree in Science or Supply Chain/Economics/Finance
- Experience: 5+ years of experience in Manufacturing or Supply Chain
- Competence in finding solutions to complex topics and stepping into new fields
- Excellent communication and ability to drive change in complex environment linking stakeholders among different locations and functions
- Proven ability to lead cross-functional teams paired with excellent Project Management skills
- High learning agility, proactive mindset paired with hands-on and execution attitude with the ability to drive change and make things happen
- Fluency in English and German.

Please note this is a temporary role limited till 30. 09. 2026.

## **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>

## **You'll receive:**

You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

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 salary is € 77,543.90/year (on a full-time basis). The actual salary will be significantly higher, as we strive to maintain a competitive position in the market and consider your previous experience, qualifications and individual competencies

We are open for part-time and job-sharing models and support flexible and remote working where possible.

## **Commitment to Diversity & Inclusion:**

Novartis is committed to building an outstanding, inclusive working environment and diverse teams, representative of the patients and communities we serve.

## **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](mailto: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.

## **Join our Novartis Network:**

If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here:

<https://talentnetwork.novartis.com/network>

**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>

**Join our Novartis Network:** Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up:

<https://talentnetwork.novartis.com/network>

**Benefits and Rewards:** Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

Divisione

Finance

Business Unit

Innovative Medicines

Posizione

Austria

Sito

Schaftenau

Company / Legal Entity

AT33 (FCRS = AT033) Novartis Pharmaceutical Manufacturing GmbH

Functional Area

Technology Transformation

Job Type

Full time

Employment Type

Temporary (Fixed Term)

Shift Work

No

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