

# Maintenance Lead

Job ID  
REQ-10074503  
мар 24, 2026  
CLIA

## Сводка

The Maintenance Lead oversees the Maintenance organization, which is responsible to establish, maintain and improve the maintenance processes with respect to process equipment. The maintenance lead is also responsible to provide provision of engineering related tools and systems (calibration, engineering database, etc)

## About the Role

### Location:

- This position will be located in Durham, NC and will be an onsite role.
- Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

### Key Responsibilities:

#### Strategy & Organizational Development:

- Prepare monthly engineering reports with key KPIs (Capex, Maintenance, HSE and Quality)
- Support internal and external audits
- Implement technical standards
- Implement GOPs
- If needed, create regional / site SOPs & templates
- Own the Training Curriculum for own Job Profile
- Ensure availability of competent, high performing people and develop the talent pool
- Implement sharing and leveraging of best practices and expertise for utilities
- Train operators and / or technicians

#### Maintenance & Calibration:

- Define and implement maintenance strategy and program and budget
- Manage maintenance improvement projects and initiatives (local or corporate)
- Develop, monitor and improve KPI for maintenance & calibration
- Create and control maintenance / calibration budget, drive efficiencies
- Drive / improve technical availability, reliability and condition of assets
- Establish cost efficient repair and maintenance processes in compliance with local regulations, HSE, GMP
- Define and execute asset strategy and proper asset lifecycle management
  
- Plan resources for maintenance / calibration
- Allocate work for maintenance / calibration to technicians

#### Vendor & Contractor Management:

- Develop contractual strategy and framework to manage vendors / contractors and corresponding contracts in assigned region / site
- Select vendor / contractor
- Establish vendor / contractor contract

#### (Re-) Qualification:

- Approve periodic requalification plan

#### Technical Services Operations:

- Drive / improve Technical Services (infrastructure, utilities), availability, reliability

#### System & Tools:

- Manage, coordinate of centrally shared systems / databases and provide professional infrastructure for design, installation, qualification and lifecycle management of facilities and equipment
- Act as system owner for system assigned
- Ownership of ALCM system and related business processes (SOPs, WPs)
- Definition / setup / maintenance of service catalogues
- Ensure the availability, support and maintenance of engineering systems and tools
- Ensure system is validated and kept in a validated state

### Essential Requirements:

- Bachelor's Degree in Engineering
- 10 years of engineering experience thereof 5 years in maintenance
- Broad Leadership experience (successful project management) on major investment projects and/or large maintenance organization
- Excellent project management skills including contract management and project appraisal / financial knowledge

- Excellent communication skills, ability to effectively present complex ideas and solutions to executive management, technical experts and regional / local teams
- In-depth technical knowledge in chemical and / or pharmaceutical processes and equipment
- Wide interdisciplinary knowledge
- Extended HSE and GxP/QA knowledge

**Novartis Compensation and Benefit Summary:**

The salary for this position is expected to range between \$114,100 and \$211,900 annually

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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

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**Accessibility & Reasonable Accommodations**

The Novartis Group of Companies are 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 application process, or to perform the essential functions of a position, please send an e-mail to [us.reasonableaccommodations@novartis.com](mailto:us.reasonableaccommodations@novartis.com) or call +1(877)395-2339 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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 U473 (FCRS = US473) Novartis Gene Therapies  
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 Employment Type  
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