

Quality Assurance Team Lead Quality Laboratory Systems (QLS)

Job ID

REQ-10080302

Jun 26, 2026

LOC_RO

About the Role

Major Accountabilities:

- Coordinate daily departmental operations, production line activities, inspections, and walkdowns.
- Lead operational excellence initiatives, deviation investigations, complaints handling, and CAPA implementation.
- Support technology transfer, validation projects, equipment start-up, and OQ/PQ phases.
- Monitor team performance, KPIs, quality targets, resources, capacity, and availability of equipment and materials.
- Review and approve documentation, update SOPs, and organize training activities.
- Ensure compliance with GMP, aseptic requirements, Slovenian/EU regulations, FDA, ICH, PIC/S, and internal standards.
- Manage audits, inspections, change controls, supplier quality, and implementation of new technologies.
- Lead, coach, and develop teams while supporting succession planning, talent mobility, engagement, and a culture of collaboration.

Obligatory requirements:

- University degree in pharmacy, biology, chemistry, microbiology, or a related science field.
- Minimum 3 years of experience in quality, development, production, or QA operations.
- Strong GMP and regulatory expertise within pharmaceutical or regulated environments.
- Leadership and team management experience, including coaching and performance support.
- Hands-on QA operations experience, including shopfloor activities and quality systems.
- Experience managing deviations, CAPA, audits, continuous improvement initiatives, and project leadership.
- Fluent English and Romanian, written and spoken.

Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and a minimum of 14 weeks paid parental leave.

Expected Annual Base Salary Range for role:

- Romania: RON 140,070 – 260,130

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Further details will be provided during the application process.

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.

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 and Inclusion / EEO paragraph:

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

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

Role Requirements

Primary location salary range

lei140,070.00 - lei260,130.00

Division

DIV_TO

Business Unit

Quality

Location

LOC_RO

Site

Targu Mures

Company / Legal Entity

RO03 (FCRS = RO003) Novartis Pharmaceuticals S.R.L

Functional Area

FCT_QA

Job Type

Full time

Employment Type

Regular

Shift Work

No

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