NOVARTIS

Qualified Person and Quality Assurance Operations Team Lead

Job ID
REQ-10089023
Nov 05, 2026
LOC_NL

About the Role

Key Responsibilities:

- Act as the Qualified Person, ensuring compliant certification and release of medicinal products.
- Lead a team of Quality Assurance Specialists, fostering collaboration, accountability, and continuous improvement.
- Oversee quality operations and maintain compliance with Good Manufacturing Practice requirements.
- Make risk-based quality decisions that protect product quality, patient safety, and regulatory compliance.
- Partner with Manufacturing, Quality Control, and Technical Operations teams to resolve quality challenges.
- Drive operational excellence initiatives that improve efficiency, quality performance, and inspection readiness.
- Coach team members through constructive feedback, development opportunities, and supportive leadership.
- Strengthen quality systems and processes through proactive risk management and continuous improvement.

Essential Requirements:

- Registration as a Qualified Person in the Netherlands, or a Pharmaceutical Sciences degree with eligibility for registration.
- At least five years of experience in a Good Manufacturing Practice regulated pharmaceutical or biotechnology environment.
- Relevant experience in quality assurance, quality control, manufacturing, or another Good Manufacturing Practice function.
- Proven experience leading, coaching, or developing individuals or teams in a regulated environment.
- Strong knowledge of Good Manufacturing Practice regulations, quality systems, risk management, and product disposition decisions.
- Fluent English and strong communication and stakeholder management skills across multiple functions.

Benefits & 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: €56,100 to €104,300.

The base 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.

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 minimum 14 weeks paid parental leave.

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

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

Role Requirements

Primary location salary range
€56,100.00 - €104,300.00
Division
DIV_TO
Business Unit
Production / Manufacturing
Location
LOC_NL
Site
Baarle Nassau
Company / Legal Entity
NL42 (FCRS = NL042) IDB Holland BV
Functional Area
FCT_QA
Job Type
Full time

Employment Type
Temporary (Fixed Term)
Shift Work
No
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