

Quality Assurance Compliance - Team Leader

Job ID

REQ-10082504

Jul 10, 2026

LOC_BE

About the Role

Deadline for applications: 31st of July 2026.

Major Accountabilities:

- Implement and maintain global QMS processes.
- Ensure site and product compliance with guidelines, legislation, requirements and standards.
- Monitor and report key quality indicators to global Novartis stakeholders and drive site awareness, ownership, and commitment to quality performance.
- Identify and escalate quality and compliance risks and drive mitigation.
- Act as the site QMS point of contact for external regulatory and certification stakeholders Coordinate and support regulatory inspections and audits, including remote and on-site inspections.
- Drive audit readiness across the manufacturing site by strengthening compliance culture, supporting inspection preparation, and ensuring QMS processes are effectively embedded.
- Provide guidance, support, and training to site teams on QMS processes, compliance expectations, and quality-related responsibilities.
- Strive for lean and effective QMS processes through optimization, automation and synergy.
- Manage, coach, and develop the QMS team.
- Uphold a culture of ownership, solution orientation, constructive collaboration, responsibility and efficiency.

Obligatory Requirements:

- Master's degree in a scientific field such as Pharmacy, Industrial Pharmacy, Bio-engineering, or related discipline.
- 5+ years experience in a GMP environment, preferably within the pharmaceutical aseptics industry.
- Previous leadership and/or QMS experience are a plus.
- Quality focused mindset
- Effective collaborator with various stakeholders through indirect leadership
- Expert in communication across all layers of the organization, locally and globally.
- Process expert with an eye for operational excellence.
- Main language is Dutch, fluency in English is required.

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:

- Belgium: EUR 59,300 – 110,100

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

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[Read our handbook \(PDF 30 MB\)](#)

Primary location salary range

€59,300.00 - €110,100.00

Division

DIV_TO

Business Unit

Quality

Location

LOC_BE

Site

Puurs

Company / Legal Entity

BE13 (FCRS = BE013) Novartis Manufacturing NV

Functional Area

FCT_QA

Job Type

Full time

Employment Type

Regular

Shift Work

No

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2. <https://www.novartis.com/careers/benefits-rewards>
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5. <https://www.novartis.com/careers/benefits-rewards>
6. <https://www.novartis.com/about/strategy/people-and-culture>
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