



Management Review Lead

Location: Brussels

Are you ready to take your career to the next level?

Do you thrive in environments that challenge and inspire you?

Would you like to grow within a team that values both excellence and enjoyment at work?

Taleo Consulting is an international management consulting group with offices in **France, Luxembourg, Belgium, The Netherlands, Switzerland, Spain, Singapore, Portugal, and Italy.**

We've grown into a team of **450+ talented professionals** across **10 offices worldwide**, partnering with leading organizations in **Financial, Life Sciences, Retail, and Energy** - Sectors, to drive transformation and deliver lasting impact.

At Taleo, you'll find more than just a job. You'll join a community of ambitious consultants who share a passion for growth, innovation, and teamwork. Together, we create an environment where you can develop your skills, take on new challenges, and truly make a difference.

What Will You Do?

At Taleo Consulting, we believe that **our growth starts with our people**. When our consultants thrive, so do our clients.

Motivated, curious, and passionate professionals make a real impact, not only on their own careers but also on the success of the organizations they support.

We're looking for individuals who **embody our values** and help us foster strong, trust-based relationships with both our **clients** and our **teams across the globe**.

Our success is built on the **talent, collaboration, and commitment** of our people and we're now looking for **Management Review Lead** to join our journey.

Mission

The mission consists of **transforming and modernizing the GMP/GDP Management Review process** within a pharmaceutical environment, evolving it from a primarily compliance-driven and retrospective exercise into a **forward-looking, proactive, and insight-driven governance framework**.



The role focuses on **strengthening Quality Management System (QMS) governance**, improving visibility on quality system performance, and enhancing the connection between operational quality indicators, patient safety, portfolio risks, and enterprise decision-making.

Beyond GMP/GDP activities, the objective is to **support a broader Quality Transformation program**, with future expansion across additional domains such as Clinical, R&D, Development, and Pharmacovigilance.

The goal is to enable the organization to **improve quality governance maturity, strengthen strategic oversight, and support data-driven quality decision-making** across the enterprise.

Key Responsibilities

Quality Governance & Management Review Transformation

- Review and assess the current **GMP/GDP Management Review processes**
- Identify **gaps, inefficiencies, and improvement opportunities** within existing governance practices
- Design and propose **future-state governance frameworks and operating models**
- Support the evolution toward a **proactive and insight-driven Management Review approach**

Quality Management System (QMS) Optimization

- Contribute to strengthening the organization's **Pharmaceutical Quality Management System (QMS)**
- Ensure alignment between **quality system performance, compliance obligations, and operational realities**
- Translate quality and performance indicators into **clear governance insights and recommendations**
- Support sustainable implementation of quality governance improvements across operational sites

Stakeholder Management & Cross-Functional Collaboration

- Collaborate closely with:
 - Quality teams
 - Operational sites
 - Subject Matter Experts
 - Governance stakeholders
 - Transformation workstreams
 - Gather stakeholder feedback and operational insights to support transformation initiatives
 - Facilitate workshops, governance discussions, and alignment sessions



Benchmarking & Best Practices

- Conduct **benchmarking and best-practice analysis** across pharmaceutical organizations
- Identify industry standards and innovative governance approaches
- Translate external benchmarks into **practical and scalable recommendations** for the organization

Data Analysis & Governance Insights

- Analyze complex **QMS and performance data trends**
- Identify **red flags, risks, and improvement opportunities**
- Support the development of **management reporting and governance dashboards** at a conceptual level
- Contribute to data-driven quality governance and strategic decision-making

Transformation Delivery & Operational Implementation

- Support implementation of governance improvements at both **strategic and operational levels**
- Ensure proposed solutions remain **feasible, pragmatic, and operationally sustainable**
- Contribute actively to **Quality Transformation initiatives and governance workstreams**
- Operate autonomously while balancing **strategy, governance, and execution activities**

Required Expertise – Quality Governance / QMS Transformation Consultant

- **Pharmaceutical Quality Management Systems (QMS)** (Expert, current experience)
- **GMP/GDP governance and Management Review processes** (Expert, current experience)
- **Quality transformation and governance frameworks** (Advanced, current experience)
- **Stakeholder management and cross-functional collaboration** (Advanced, current experience)
- **Strategic-to-operational implementation capabilities** (Advanced, current experience)
- **Data interpretation and governance reporting** (Advanced, current experience)

Required Knowledge & Experience

Experience

- Minimum **5–8 years of relevant experience** in pharmaceutical quality governance or QMS environments
- Proven experience operating autonomously within **complex quality transformation initiatives**
- Experience balancing **strategic governance design and operational implementation**



Technical & Functional Expertise

Mandatory

- Strong expertise in:
 - **Pharmaceutical QMS**
 - **GMP / GDP processes**
 - **Management Review governance**
 - Ability to work independently with minimal supervision
 - Strong analytical capabilities with the ability to interpret:
 - Trends
 - Performance indicators
 - Governance risks
 - Strong stakeholder communication and influencing skills

Preferred

- Experience with **benchmarking and governance maturity assessments**
- Familiarity with **quality governance frameworks**
- Conceptual understanding of **Qlik and/or Power BI environments**
- French language skills are considered an asset

Team Structure

- Direct reporting line to the **Corporate Process Owner for GMP/GDP Management Review**
- Integration into a **small core transformation team** within the broader Quality department
- Extensive collaboration with **cross-functional stakeholders and operational sites**

Languages

- **English – Fluent (mandatory)**
- **French – Nice to have**

Soft Skills

- **Autonomous and self-driven mindset**
- Ability to move effectively between **strategy and execution**
- Strong **analytical and problem-solving capabilities**
- Excellent **communication and stakeholder influencing skills**
- Strong facilitation and workshop management abilities
- **Structured, pragmatic, and solution-oriented approach**
- High level of **adaptability within transformation environments**
- Strong capability to operate in **cross-functional and matrix organizations**



Why should you join us?

By joining Taleo, you'll become part of a **talented, international, and dynamic team**.

You'll benefit from **real career growth opportunities**, continuous learning, and the chance to build **long-lasting relationships** across borders and industries.

If you recognize yourself in this description and are ready to grow with a company that values ambition, collaboration, and excellence, let's connect.

Share your CV and take the next step in your journey with Taleo

