

Associate QA Manager

Grow into Quality Assurance while helping us build the QA framework of tomorrow

Are you curious, structured, and good at connecting the dots?

Would you like to develop broad Quality Assurance competencies within clinical research rather than being placed in a narrow specialty from day one? And does the combination of quality, people, problem-solving, continuous improvement, and new technology sound exciting?

Then you might be the person we are looking for.

At Sanos, we are looking for an **Associate QA Manager** to join our Group Quality Assurance team and work closely with our QA Director and colleagues across the organization.

We do not expect you to know everything from day one. Instead, we are looking for someone with the curiosity, mindset, and drive to learn. You will gain exposure to Quality Assurance across a full-circle clinical research organization and gradually take on more responsibility as your competencies grow.

What makes this role different?

At Sanos, QA is not about creating bureaucracy or policing the organization.

Our approach is pragmatic and risk-based. We work closely with the business to support patient safety, data integrity, and regulatory compliance while designing processes that work in practice.

We are also on an AI and automation journey, exploring how technology can reduce repetitive work and allow us to focus on activities where human judgment and quality expertise create the most value.

This is an opportunity to help shape the QA framework of tomorrow while building a broad quality foundation for your own career.

What will you work with?

Depending on your development, interests, and the needs of the organization, you will gradually be involved in areas such as:

- Supporting and improving our Quality Management System (QMS)
- SOP development and document management
- Deviations, CAPAs, and quality investigations
- Quality metrics and continuous improvement activities
- Internal, supplier, and sponsor audits
- Inspection readiness and regulatory compliance
- Vendor qualification and oversight
- Supporting clinical sites on quality-related matters
- Validation and oversight of computerized systems
- Quality projects, process improvements, and digital initiatives

In short, you will help solve quality challenges, improve processes, and support colleagues across the organization.

Who are we looking for?

Your background may be within life sciences, health sciences, clinical research, healthcare, pharmaceuticals, medical devices, or another regulated environment.

Previous QA experience is an advantage, but it is not what will determine whether you are the right fit. We are equally interested in candidates with the right mindset, curiosity,

and motivation to develop within Quality Assurance.

We believe you will thrive in this role if you:

- Are curious and learn quickly
- Can connect the dots and solve problems independently
- Balance attention to detail with an understanding of the bigger picture
- Enjoy working with people and building relationships
- Have a pragmatic and risk-based mindset
- Like improving processes and ways of working
- Can manage multiple activities and create structure
- Are interested in technology, AI, and automation
- Take ownership and follow things through
- Bring a positive attitude and a good sense of humour

You must be able to communicate professionally in **English**, both orally and in writing. Danish language skills are important for collaboration with our Danish sites and colleagues.

Are we the right cultural fit?

Our commitment to you is encapsulated in our promise to every one of our employees saying, *'Trust in you – in your development and impact'*.

This pledge extends uniformly across all entities within the Sanos organization, ensuring that you feel its effects from the very outset of your interaction.

If you are curious about whether you would thrive within the Sanos culture and the Sanos way of leading, reflect on whether you see yourself working within our principles:

Take on - Responsibility is given, and we inspire you to take it

Try out - Explore diverse tasks and grow professionally

Team up - We don't just work together; we thrive together

Want to know more? Check out the Voice of Sanos Group people [here](#).

What can you expect from us?

A steep learning curve

You will gain exposure to a broad QA landscape across multiple disciplines and business areas.

Real mentorship

You will work closely with experienced QA professionals who will help you understand not only **what** we do, but **why** we do it.

Freedom with responsibility

As your experience grows, so will your ownership. We trust people to solve problems rather than prescribing every step.

Psychological safety

We encourage questions, open dialogue, and learning from mistakes.

Influence

You will help shape how QA continues to evolve at Sanos through continuous improvement, digitalization, and new ways of working.

Room to find your specialty

Whether your interests develop towards audits, quality systems, compliance, computerized systems, site quality, vendor quality, or something entirely different, we

want to support your growth.

About Sanos

Sanos is a global multi-niche Clinical Research Organization (CRO) with full-circle clinical capabilities. We specialize in three main areas: Neurological Disorders (NeuroScios), Dermatological Conditions (Blueskin), and Musculoskeletal and Related Disorders (NBCD). Our core expertise lies in Science, Medical, and Clinical Operational functions. Sanos is committed to delivering high-quality clinical trials and innovative solutions, supported by a robust organizational structure and a focus on specialization. Our brands include NBCD, Blueskin, NeuroScios, and Sanos Clinic.

The position is based primarily in **Søborg**, with flexibility for remote work. Collaboration with colleagues across Sanos locations is part of the role, and some travel between sites, as well as occasional international travel, should be expected.

Do you want to grow with us?

You do not need to tick every box before applying.

If you are curious about Quality Assurance, motivated by continuous learning, and excited by the opportunity to help shape the future of quality in clinical research, we would love to hear from you.

Application

We only accept applications submitted through the application link.

For further information about the role, please contact **Emma Snefeldt, QA Director**, at **ESN@Sanos.com** or **+45 53 86 38 62**.

We conduct interviews on an ongoing basis and will close the position when we find the right candidate.

We encourage all qualified candidates to apply regardless of ethnic background, gender, sexual orientation, disability, religion, or age.

We value your privacy and handle personal data with care. Please see our privacy policy for applicants for further information.