



We are hiring!

Do you want to ensure the highest quality standards in medical technology and make real impact? At Teleon, we develop advanced intraocular lenses that improve vision for patients worldwide. To strengthen our R&D team, we are looking for a driven

Engineer (Qualification & Validation)

who thrives in a regulated, high-tech environment and wants to play a key role in ensuring compliance, quality, and performance.

Your impact

You will take ownership of our validation and qualification activities, ensuring that equipment, processes, and facilities meet the highest medical device standards.

Your responsibilities include:

- Preparing and executing validation strategies and validation plans in line with applicable standards
- Qualifying assets through URS, DQ, IQ, OQ, and PQ documentation
- Reviewing and verifying validation activities performed by third parties
- Identifying and driving improvements in qualification and validation processes
- Supporting troubleshooting and technical challenges within your areas of expertise (such as packaging, sterilization, cleanrooms, sterile barrier systems, contamination control, facilities, and cleanliness).

You will work in full alignment with Teleon's Quality Management System (QMS) and regulatory requirements, including:

- Supporting NC and CAPA processes
- Developing work instructions and procedures in accordance with ISO standards
- Preparing, coordinating, and implementing Engineering Change Orders (ECOs)



What are we looking for?

- Bachelor's or Master's degree in Engineering or a related technical field
- Experience in validation and qualification within a regulated industry (medical devices preferred)
- Familiar with ISO standards and QMS environments
- Structured, quality-driven, and detail-oriented
- Strong analytical mindset with a proactive improvement attitude
- Confident communicator in English and preferably also in Dutch

Why work for Teleon?

- Work on products that improve lives worldwide
- High level of responsibility and ownership
- 30 vacation days + flexible working hours
- Bonus scheme up to 10%
- Excellent pension plan (only 1.5% employee contribution)
- Open, international, and innovation-driven culture

Who are we?

Teleon Surgical B.V. is an ambitious and fast-growing innovator in the field of ophthalmology. We design and manufacture state-of-the-art intraocular lenses and surgical accessories that help improve vision for patients around the world.

With over 30 years of expertise in the intraocular lens industry, a strong in-house R&D division, and a cutting-edge production facility in Spankeren (near Arnhem, the Netherlands), we combine innovation, precision, and quality at the highest level.

Our team of 160 dedicated international professionals, based in Spankeren, Berlin, Seoul and the UK works collaboratively to push the boundaries of technology in eye surgery.

At Teleon, innovation is not just what we do — it's who we are. Together, we are shaping the future of vision care.

Curious and need more information?

Please send your questions and/or your CV to Annette Hagenbeek, HR Director at jobs@teleon-surgical.com. We are very much looking forward to meeting you!