In-Office, Drachten, Friesland

Build an engineering career where innovation, ownership and impact move healthcare forward

At BD, Engineering and R&D professionals design, develop and improve the technologies that shape how healthcare is delivered worldwide. You'll apply scientific thinking, technical expertise and creative problem-solving to turn complex challenges into solutions that matter.

Whether you specialize in mechanical, electrical, process, systems, software or research engineering, BD offers the scale, resources and freedom to innovate – with clear expectations, accountability for outcomes and opportunities to grow your career alongside industry-leading technology.

And as one of the world's largest medical technology companies, you'll shape solutions that reach across global healthcare systems and improve lives at scale.

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As a result of the combination of the BD Biosciences and Diagnostic Solutions business with Waters Corporation (NYSE: WAT), by applying to this role, you will be applying for a position with Waters. Waters is a global leader in life sciences, dedicated to accelerating the benefits of pioneering science through analytical technologies, informatics, and service. With a focus on regulated, high-volume testing environments, Waters' innovative portfolio harnesses deep scientific expertise across biology, chemistry, and physics. Waters collaborates with analytical laboratories around the world to advance the release of effective, high-quality medicines, assure the safety of food and water, and drive better patient outcomes by detecting diseases earlier, managing routine infections, and combatting growing antibiotic resistance. Through a shared culture of relentless innovation, Waters' passionate team of approximately 16,000 colleagues partner with customers to turn scientific challenges into breakthroughs that improve lives worldwide.

We are the people who give possibilities purpose

BD is one of the largest global medical technology companies in the world. Advancing the world of health™ is our Purpose, and it's no small feat. It takes the imagination and passion of all of us—from design and engineering to the

manufacturing and marketing of our billions of MedTech products per year—to look at the impossible and find transformative solutions that turn dreams into possibilities.

Job Description

The Systems Verification and Validation (V&V) Engineer plays a pivotal role in ensuring the quality, reliability, and safety of complex systems through structured testing and validation processes. This position focuses on translating identified risks into actionable test strategies, creating detailed test plans, and driving defect resolution in collaboration with cross-functional teams. By leveraging both manual and automated testing approaches, the engineer ensures that system functionality and performance meet stringent requirements throughout the development lifecycle.

In addition to executing comprehensive test cases, the role emphasizes efficiency and scalability through the development and maintenance of automated test solutions using industry-standard tools. Responsibilities include conducting risk and impact assessments, organizing defect review meetings, and maintaining a robust test environment that mirrors real-world conditions. Through meticulous documentation and proactive communication, the Systems V&V Engineer provides clear visibility into test progress and outcomes, ultimately safeguarding system integrity and user confidence.

Main responsibilities will include:

- Participate in risk and impact assessments to identify potential system vulnerabilities.
- Translate identified risks into a comprehensive and executable test strategy.
- Estimate and plan verification and validation activities across the development lifecycle.
- Specify detailed and traceable test cases based on system requirements and risk analysis.
- Implement manual and automated test cases to verify system functionality and performance.
- Document test results, findings, and defects in a clear and structured manner.
- Develop and maintain automated test scripts to improve test efficiency and coverage.
- Organize and lead defect review meetings with relevant team members.

- Provide timely updates on test progress, defect status, and overall V&V activities.
- Define and maintain the test environment, ensuring it reflects the intended use conditions.

About you

- Bachelor’s or Master’s degree in Systems Engineering, Electrical Engineering, Computer Science, or a related field, or equivalent experience, will also be accepted.
- Certified in ISTQB (preferably beyond Foundation level)
- or TMap
- Several years of experience working in SAFe, Scrum and/or Agile environments
- Fluent in Dutch and English (spoken and written)
- Shown experience in system-level testing, preferably in a regulated or high-tech environment.
- Experience with ISO 13485 or similar standards is a plus
- Familiarity with risk-based testing methodologies and test automation tools
- Experience with test management and defect tracking tools.
- Strong analytical and problem-solving skills
- Detailed and focused approach.
- Proactive and structured approach to planning and execution.
- Ability to work independently and within multidisciplinary teams.
- Strong documentation and reporting skills.

Click on apply if this sounds like you!

Why Join Us?

To find purpose in the possibilities, we need people who can see the bigger picture, who understand the human story that underpins everything we do. We welcome people with the imagination and drive to help us reinvent the future of healthcare. At BD, you’ll discover a culture in which you can learn, grow and thrive.

We believe that when people connect in person, we learn faster, collaborate more deeply, and build a stronger culture. Join us and enjoy a culture where face-to-face collaboration supports your learning, your progress, and your success.

To learn more about BD visit https://bd.com/careers(opens in new window).

Becton, Dickinson, and Company is an Equal Opportunity Employer. We evaluate applicants without regard to race, color, religion, age, sex, creed, national origin, ancestry, citizenship status, marital or domestic or civil union status, familial status, affectional or sexual orientation, gender identity or expression, genetics, disability, military eligibility or veteran status, and other legally protected characteristics.

Required Skills

Optional Skills

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Primary Work Location

NLD Drachten – Marconilaan

Additional Locations

Work Shift

NL 40 Hr M8T8W8T8F8 (Netherlands)

At BD, we reward, support and develop our associates through our comprehensive Total Rewards program. We are committed to attracting and retaining high quality talent by providing reward and recognition opportunities that promote a performance-based culture, as well as a competitive package of compensation and benefits programs. You can learn more on our career site under “Our Commitment to You(opens in new window).”

Our salary or hourly rate ranges reward associates fairly and competitively. We regularly review these ranges and factors, such as location, contribute to the range displayed.

Our pay is based on the role and the necessary skills and education to perform it successfully. The salary or hourly rate offered is determined by the role’s specific requirements, including any applicable step rate pay system at the work location. Salary or hourly pay ranges are influenced by labor laws and Collective Bargaining Agreement (CBA) requirements applicable to the work location which may also

affect the workplace arrangement of the role.

Salary Range Information€58,800.00 – €89,700.00 EUR Annual