DOWNLOADABLE CAREER GUIDE

Pharma Validation Career Map

Roles, Skills, and Job Search Keywords

A practical guide for students, QA/QC professionals, engineers, operators, and pharma job seekers.

Use this map to:

- choose your validation path
- learn employer keywords
- update your CV
- apply with focus

CAREER MAP

Four Main Validation Paths

CQV / Equipment

Qualify equipment, utilities, and facilities.

Best for: engineers, maintenance, operators

Process Validation

Prove the process gives consistent quality.

Best for: production, QA, process teams

Cleaning Validation

Confirm residues stay below safe limits.

Best for: QC, QA, chemistry graduates

CSV

Validate GxP software and data controls.

Best for: IT, QA, automation teams

Tip: Start with one path first. Then build related GMP documentation skills around it.

ROLE COMPARISON

Validation Roles in Pharma Industry

Role	Main Task	Key Skills	Entry Path
Validation Technician	Executes tests and records results.	GMP, documentation	Operator, QC, graduate
Validation Specialist	Prepares and reviews protocols.	IQ/OQ/PQ, CAPA	QA, QC, junior validation
CQV Engineer	Qualifies equipment and utilities.	URS, FAT/SAT, P&ID	Engineering, maintenance
Process Validation Engineer	Confirms process consistency.	PPQ, CPV, statistics	Production, QA, engineering
Cleaning Validation Specialist	Verifies cleaning effectiveness.	MACO, swab/rinse	QC, QA, chemistry
CSV Specialist	Validates GxP software.	GAMP 5, Part 11	IT, QA, automation
Validation Manager	Leads validation strategy.	VMP, audits, risk	Senior validation, QA

SKILLS

What Employers Look For

Technical

- IQ/OQ/PQ
- PPQ and CPV
- Cleaning validation
- CSV and GAMP 5
- Risk assessment

Documentation

- Protocols
- Validation reports
- SOPs
- ALCOA+
- Traceability

Professional

- Attention to detail
- Clear communication
- Teamwork
- Problem solving
- Audit mindset

Strong candidates connect the skill name to evidence from work, training, or projects.

Keyword Bank for Validation Jobs

General	Validation engineer	Validation specialist	GMP validation	QA validation	
CQV	CQV engineer	C&Q engineer	Equipment qualification	IQ OQ PQ	
Process	Process validation	PPQ	CPV	Manufacturing validation	
Cleaning	Cleaning validation	MACO	Swab sampling	Rinse sampling	
CSV	CSV specialist	GAMP 5	21 CFR Part 11	Annex 11	Data integrity

CV READY

Phrases That Signal Validation Readiness

- Supported IQ/OQ/PQ execution for GMP equipment.
- Reviewed validation protocols and test evidence.
- Maintained GMP-compliant records using ALCOA+.
- Assisted deviation and CAPA documentation.
- Prepared test scripts for GxP computerized systems.
- Supported cleaning validation sampling activities.

Write what you did, where you did it, and which GMP evidence you produced.

ACTION PLAN

30-Day Plan to Apply With Focus

Week 1

Choose one target role
Review 10 job descriptions
List repeated keywords

Week 2

Study GMP and IQ/OQ/PQ
Learn validation documents
Review Annex 15 or GAMP 5

Week 3

Update your CV
Add proof and keywords
Prepare interview examples

Week 4

Apply to focused roles
Track applications
Improve after each response

Small focused steps beat random applications.

FINAL CHECKLIST

Ready to Build Your Validation Career?

- Pick one validation focus area.
- Learn the core GMP language.
- Use role-specific job keywords.
- Show proof in your CV.
- Apply weekly and track results.

Best next step

Compare your current skills with the role you want, then close one gap at a time.

Reference topics: FDA process validation, EU GMP Annex 15, ISPE GAMP 5.