



Nicoleta Baumgärtner
Chief Human Resources Officer
Lonza Group Ltd

Nicoleta Baumgärtner joined Lonza in 2021 and most recently served as Global Head of HR for Lonza’s Biologics division. Prior to this, she was Global Head of HR for Lonza’s Capsules and Health Ingredients division.

Nicoleta has extensive HR leadership experience in the pharma and CDMO industries, including 15 years in senior HR roles across Rewards, Global Supply Chain, Strategy and Technical Operations.

Career

2024 – present	Chief Human Resources Officer and Member of the Executive Committee, Lonza Group Ltd
2024	Global Head of HR, Biologics division, Lonza Group Ltd
2021 – 2024	Global Head of HR, Capsules & Health Ingredients division, Lonza Group Ltd
2018 – 2021	Global Head Rewards, Novartis Pharmaceuticals
2016 – 2018	Head HR, Global Supply Chain, Global Strategy & OpEx, Novartis
2015 – 2016	Head HR, Global Functions, Pharma TechOps, Novartis
2014 – 2015	Head Compensation & Benefits, Pharma Technical Operations, Novartis
2006 – 2014	Performance Management and Compensation Leader, Roche
1998 – 2006	Various Compensation and Sales Effectiveness roles at AMD, Wells Fargo, Phillip Morris, and Kodak

Education

- Master’s degree in Economics, Academy of Economic Studies, Bucharest (RO)
- Various professional courses and associations