NOVARTIS

# Site HSE Specialist

Job ID
REQ-10081681
Jul 27, 2026
LOC_US

## About the Role

Key Responsibilities:

- Lead the implementation of robust HSE programs and controls to enable safe and compliant start-up of ADP production operations.
- Integrate ADP-specific HSE requirements into site-wide systems, processes, and training frameworks.
- Partner with external providers and internal teams to deliver world-class safety performance across construction and operations.
- Drive Occupational Safety excellence by developing and continuously improving critical programs (e.g., Process Safety, Electrical Safety, Fire Protection, Emergency Response).
- Collaborate cross-functionally to embed HSE practices that support reliable commercial production and research operations.
- Provide expert HSE guidance for new equipment, processes, and technology transfers, ensuring safe and efficient implementation.
- Lead HSE impact assessments and manage change to ensure compliance and risk mitigation across site operations.
- Act as a trusted technical expert, leading complex investigations and ensuring effective root cause analysis and resolution.
- Leverage HSE data, metrics, and insights to drive continuous improvement and deliver strong business outcomes.
- Champion a high-performance safety culture through training, governance, audits, regulatory engagement, and strong stakeholder collaboration.

Essential Requirements:

- 5+ years of HSE program development/management experience in a manufacturing/laboratory environment (preferably within the biopharmaceutical industry). Strong technical knowlege across HSE disciplines.
- BS degree or higher in Occupational Health & Safety, Chemical Engineering, or related field.
- Professional HSE certifications (e.g., CSP, CIH) or desire to attain them is strongly preferred.
- Prior experience supporting the design and startup of new ADP/LMO facilities and manufacturing operations (e.g., PHAs, P&ID/design documentation review, HSE operational readiness) highly desired.
- Strong influencer with the ability to work effectively and build relationships across a matrixed organization.
- Excellent communication and technical writing skills.
- Outstanding interpersonal skills for collaboration, creativity in problem solving, and ability to plan/perform multiple tasks with high quality as part of a high-paced work environment.
- Knowledge of cGMP manufacturing regulations and requirements in conjunction with the delivery of effective EHS programs.

Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between $89,600.00 and $166,400.00 annually.

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

#LI-Onsite

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Accessibility and reasonable accommodations

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or in order to perform the essential functions of a position, please send an e-mail to tas.nacomms@novartis.com call +1 (877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.
https://www.novartis.com/careers/careers-research/notice-all-applicants-us-job-openings

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## Role Requirements

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**Benefits and Rewards:** Learn about all the ways we'll help you thrive personally and professionally.
Read our handbook (PDF 30 MB)

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