NOVARTIS

HSE Specialist (Facility Safety)

Job ID
REQ-10081309
Sep 14, 2026
LOC_US

About the Role

Key responsibilities:

- Supports development and implementation of facility safety and compliance programs (e.g., confined space, LOTO, hot work, fall protection, electrical safety), including commissioning safety with project teams and managing contractor resources.
- Drives safety-critical preventive maintenance, inspection programs, and participates in self-inspections with corrective action implementation.
- Supports contractor safety program administration, including contractor pre-qualification, training, and HSE assessments for capital projects (new facilities and decommissioning).
- Participates in hazard assessments across facility and scientific operations to ensure safe project and operational environments.
- Support compliance with site facility fire protection systems and code compliance programs.
- Participates in coordination with FM Global and supports tracking of recommendation & implementation action plans.
- Leverages risk assessment insights to recommend and implement control strategies and HSE program improvements.
- Acts as key HSE contact—driving incident investigations, ensuring compliance documentation, and partnering with stakeholders to implement programs.

Essential Requirements:

- 1-3 years of relevant HSE program experience, preferably with knowledge and experience with facilities-based safety programs and contractor safety programs .
- A working knowledge of pharma industry and the nuances of pharma HSE issues is a plus.
- Highly motivated self-starter with a proven ability to assume accountability & responsibility, take ownership for his/her work, and intelligently challenge the status quo.
- Competency in analytical and problem solving skills.
- Effective communication and interpersonal skills
- Ability to collaborate and build relationships with internal stakeholders as well as key external vendors.
- Demonstrates willingness and capacity to learn and apply HSE regulatory requirements in a dynamic environment.

Desirable Requirements:

- Bachelor's degree in a safety management, industrial hygiene, environmental science, occupational health and/or medicine, chemistry, or related field. Experience working in a research laboratory environment a plus.
- Fluent in English (oral and written).

Benefits & Rewards

The salary for this position is expected to range between $89,600 and $166,400 per year. 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.

Commitment to Diversity & Inclusion:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

Accessibility and Accommodation:

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 tous.reasonableaccommodations@novartis.com call +1 (877) 395-2339 and let us know that nature of your request and your contact information. Please include the job requisition number in your message.

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, gender, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We strive to create an inclusive workplace that cultivates bold innovation through collaboration and empowers our people to unleash their full potential.

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https://www.novartis.com/careers/careers-research/notice-all-applicants-us-job-openings

Role Requirements

Division
DIV_TO
Business Unit
Administration & Facility
Location
LOC_US
Site
Cambridge (USA)
Company / Legal Entity
U061 (FCRS = US061) Novartis Services, Inc.
Functional Area
FCT_FA
Job Type
Full time

Employment Type
Regular
Shift Work
No
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