NOVARTIS

Site HSE Manager

Job ID
REQ-10081679
Oct 07, 2026
LOC_US

About the Role

Key Responsibilities

- Lead the design and implementation of robust HSE programs and controls to ensure safe and compliant start-up of LMO production operations.
- Integrate LMO-specific HSE requirements into site-wide frameworks, including processes, systems, and training programs.
- Partner with internal teams and external providers to deliver world-class safety performance, particularly across construction and operational activities.
- Serve as a trusted HSE advisor, providing expert guidance on risk management, regulatory compliance, and transparent reporting.
- Drive Occupational Safety excellence by leading critical programs such as Process Safety, Electrical Safety, Fire Protection, and Emergency Response.
- Collaborate cross-functionally to embed HSE priorities into daily operations, aligning with broader site strategy and performance goals.
- Establish and monitor HSE metrics and KPIs, delivering actionable insights to support continuous improvement and leadership reporting.
- Build HSE capabilities across the site through training, engagement initiatives, and strong safety governance structures.
- Ensure comprehensive risk assessments, hazard analysis, and technical evaluations for new operations, equipment, and materials.
- Champion a high-performance safety culture by leading audits, investigations, regulatory interactions, and continuous improvement initiatives.

Essential Requirements:

- 8+ years of HSE program development/management experience in a manufacturing/laboratory environment, preferably within the biopharmaceutical industry.
- Bachelor’s or Master’s degree in Occupational Health & Safety, Environmental Science, Engineering, Biology, or related field.
- Professional HSE certifications (e.g., CSP, CIH or equivalent) highly desired.
- Prior experience supporting the design and startup of new LMO/ADP facilities and manufacturing operations (e.g., PHAs, P&ID/design documentation review, HSE operational readiness) highly desired.
- Outstanding interpersonal skills for coaching and collaboration. Ability to adapt communication styles based on audience and effectively advise on complex matters.
- Creative problem solver, strong multi-tasker, and excellent oral and written communication skills.

Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between $114,100.00 and $211,900.00 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

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.

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

Role Requirements

Division
DIV_TO
Business Unit
Production / Manufacturing
Location
LOC_US
Site
Durham
Company / Legal Entity
U473 (FCRS = US473) Novartis Innovative Technologies Inc
Functional Area
FCT_FA
Job Type
Full time
Employment Type
Regular
Shift Work
No
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REQ-10081679

Site HSE Manager

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