

## Senior Manager, HSE

Job ID  
REQ-10061008

8月 28, 2025

USA

### 摘要

The Senior Manager, Health, Safety and Environment, oversees the implementation and continuous improvement of best-in-class HSE and Sustainability programs. This role is pivotal in influencing and developing a proactive and enabling culture where all personnel contribute to HSE excellence. The Senior Manager, HSE is responsible for providing proactive and impactful support to site initiatives/projects, as well as ensuring compliance with all applicable external and internal HSE regulations/standards across site operations.

### About the Role

Location: Durham, NC

Responsibilities:

- Manages the development, implementation, and continuous improvement of Environmental, Health, and Safety programs, making sure they are aligned with all applicable EHS compliance expectations/best practices, as well as supportive to the site ' s commitment to best-in-class performance.
- Oversee initiatives that build HSE capabilities and knowledge across the site, including comprehensive HSE training programs, safety committees/teams, and employee engagement processes (e.g., Good Catch reporting, Management Walks)
- Works closely with various Departments to incorporate HSE initiatives/goals into their daily operations, which connect to the overall HSE strategy and focus areas at the site.
- Identifies and establishes robust HSE metrics, as well as oversees performance and trends in support to site HSE strategy/goals.
- Oversee and ensure robust environmental permitting/compliance programs (e.g., Wastewater, Hazardous Waste/Regulated Medical Waste, EPCRA, SPCC).
- Development and management of environmental sustainability programs at the site (e.g., energy/water/waste conservation - capital project planning, dept/site-specific initiatives).
- Performs and documents thorough hazard characterizations for new chemical/biological materials (e.g. hazard class, biological safety level), as well as works closely with Departments to ensure a robust inventory management program.
- Conducts and documents thorough HSE risk assessments (e.g., qualitative task-based JSAs, quantitative air sampling) tied to new manufacturing, laboratory, or facility operations/equipment.
- Function as the site ' s Chemical Hygiene Officer and/or Biological Safety Officer.
- Performs proactive site inspections/walkthroughs, as well as near miss/incident investigations. Provides oversight into the implementation of robust corrective actions.
- Maintains an awareness of new/updated HSE regulations or Novartis standards and supports implementation of programs/work practices to meet or exceed requirements.
- Acts as the Subject Matter Expert in regulatory inspections and/or inquiries involving environmental, health, and safety programs.
- Participates in and supports management of Emergency Response Programs/Teams (e.g., medical emergency response team, emergency evacuation/assembly).
- Be an influential conduit to all staff/departments with the focus of building/maintaining a high performing EHS culture where all staff are enabled to support success.
- Other related duties as assigned.

#### Requirements:

- Bachelor ' s Degree or higher in Occupational Health and Safety, Industrial Hygiene, Chemical Engineering, or related field with 10 years of EHS program development/management experience in a manufacturing/laboratory environment preferably within the biopharmaceutical industry.
- Professional H&S Certification(s) (e.g., CIH/CSP, RBP) required.
- Prior experience managing others and building strong teams.
- Prior experience supporting the design and startup of new facilities and manufacturing operations (e.g., PHAs, P&ID/design documentation review).
- Demonstrated proficiencies in industrial hygiene sampling and monitoring programs, as well as related control strategy recommendations.
- Knowledge of hazardous and regulated waste characterization management, as well as DOT/IATA hazardous material shipping compliance requirements.
- 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.

Languages:

- English

#### Novartis Compensation and Benefit Summary

The pay range for this position at commencement of employment is expected to be between \$114,100 and \$211,900/year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an “at-will position” and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together? <https://www.novartis.com/about/strategy/people-and-culture>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

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, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

#### Accessibility & 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 to perform the essential functions of a position, please send an e-mail to [us.reasonableaccommodations@novartis.com](mailto:us.reasonableaccommodations@novartis.com) or 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.

部门

Operations

Business Unit

Universal Hierarchy Node

地点

USA

状态

North Carolina

站点

Durham

Company / Legal Entity

U473 (FCRS = US473) Novartis Gene Therapies

Functional Area

Facilities & Administration

Job Type

Full time

Employment Type  
Regular

Shift Work  
No

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