

## Site HSE Manager

Job ID  
REQ-10081679

6月 23, 2026

USA

### 摘要

The Manager, Health, Safety and Environment, is responsible for supporting the expansion of Durham campus operations to include Large Molecule drug substance production at our new facility in RTP, NC. This vital position will develop, implement, and track completion of HSE deliverables and needs (e.g., design input, construction safety, HSE operational readiness prior to the start of operations). The role will support overall project success, as well as ensure robust implementation of HSE systems, programs, and controls prior to start of operations. The role will be on the LMO SLT and act as primary point of contact to that platform providing expert support across HSE topics.

This role will be the Functional Lead for Occupational Safety programs across the Durham campus 's overall Gene Therapy/LMO/ADP operations. This role will lead implementation of robust HSE programs to ensure the protection of associated and the environment while simultaneously contributing to a strong, proactive, and enabling HSE culture.

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.
- 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.

## Desirable Requirements:

- 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.

## Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between \$1,14,100.00 and \$2,11,900.00 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

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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](mailto: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>

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>

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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部门

Operations

Business Unit

Production / Manufacturing

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

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a3b19e35fd9c081827049", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}}, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.plugins["transcript"]) { config.plugins["playkit-js-transcript"] = { position: "right", // Default:
bottom;('left', 'right', 'top', 'bottom') to enable transcript. expandMode: "over", // Default:
alongside;('alongside', 'hidden', 'over') expandOnFirstPlay: false, showTime: true, downloadDisabled:
false, printDisabled: false, disable: true }; } if (kPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins["playkit-js-hotspots"] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins["playkit-js-moderation"] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
(kPlayer.plugins["googleAnalytics"]) { config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
config.plugins.googleTagManager.customEventsTracking.custom = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
false, playlistEvents: false, castEvents: false } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.  
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var kalturaPlayer =  
kPlayer.setup(config); // Add the player to the global array.  
window.kalturaPlayerVideos.push(kalturaPlayer); // Load the Player for other media.  
kalturaPlayer.loadMedia({entryId: "1dgfvmafo"}); } catch (e) { console.error(e.message) }
```

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