

Site, HSE Head

Job ID

REQ-10071895

Feb 17, 2026

LOC_US

About the Role

Key Responsibilities:

- Lead site Health, Safety and Environment strategy to achieve an injury-free, compliant manufacturing environment.
- Partner with site leadership to embed a strong safety culture using effective risk management controls.
- Ensure compliance with occupational safety, environmental, and emergency management regulations.
- Act as Health, Safety and Environment subject matter expert across site operations.
- Oversee safety support for construction projects and contractor activities.
- Lead inspections, audits, and permit management activities.
- Develop and coach the site Health, Safety and Environment team.

The salary for this position is expected to range between \$138,600 and \$257,400 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.

Essential Requirements:

- Bachelor's degree in health and safety, engineering, industrial hygiene, or related field.
- Minimum 8 years' experience leading health, safety and environment programs in regulated manufacturing.
- Strong knowledge of occupational safety and environmental compliance requirements.
- Proven people leadership and culture-building capability.
- Experience working with regulatory authorities and inspections.
- Ability to influence senior leaders and cross-functional teams.
- Previous experience leading a Health, Safety and Environment department at a manufacturing site.

Desirable Requirements:

- Previous experience in the pharmaceutical industry
- Experience supporting large construction projects and contractor safety oversight.

Role Requirements

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 \(PDF 30 MB\)](#)

Division

DIV_TO

Business Unit

Production / Manufacturing

Location

LOC_US

Site

Durham

Company / Legal Entity

U473 (FCRS = US473) Novartis Gene Therapies

Functional Area

FCT_FA

Job Type

Full time

Employment Type

Regular

Shift Work

No

[Apply to Job](#)

Job ID

REQ-10071895

Site, HSE Head

[Apply to Job](#)

Source URL: <https://prod1.jobapi.novartis.com.cn/req-10071895-site-hse-head>

List of links present in page

1. <https://prod1.jobapi.novartis.com.cn/req-10071895-site-hse-head>
2. <https://www.novartis.com/about/strategy/people-and-culture>
3. https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf
4. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Durham/Site--HSE-Head_REQ-10071895-2
5. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Durham/Site--HSE-Head_REQ-10071895-2