

# HSE Business Partner

Job ID

REQ-10078387

Jun 12, 2026

LOC\_BE

## About the Role

### Major Accountabilities

- Ensure compliance with Belgian, EU, and Novartis HSE regulations, maintaining all required permits and environmental reporting
- Maintain and continuously improve the site's HSE management system and audit-ready documentation
- Prepare the site for internal and external inspections, audits, and regulatory reviews
- Conduct routine HSE inspections to verify implementation of safety controls and standards
- Lead incident and near-miss reporting, coordinating investigations and root cause analysis
- Drive CAPA implementation, tracking progress and promoting continuous HSE performance improvement
- Perform and update machine, chemical, biosafety, and other risk assessments; maintain the risk register
- Deliver HSE training, toolbox talks, and provide expert guidance to managers and teams
- Ensure compliance with environmental requirements, including waste, emissions, and chemical storage; support process safety evaluations
- Manage timely HSE reporting, KPI submission, and sharing of lessons learned and best practices across the organisation

### Minimum Requirements

- At least 7 years of experience in HSE roles, ideally in pharmaceutical, aseptic, chemical, or regulated industrial environments.
- Bachelor's or Master's degree in Health & Safety, Industrial Hygiene, Environmental Science, Engineering, or related field.
- Certified Safety Advisor (Preventie adviseur) Level 1 or Level 2 (mandatory in Belgium).
- Strong background in Belgian HSE regulations, environmental permitting, and EU directives.
- Demonstrated experience in incident investigation, risk assessment, operational HSE support, HSE by design project management
- Familiarity with aseptic manufacturing operations and process safety principles.
- Ability to work in a highly regulated, fast-paced operational environment.
- Ability to work on site (Puurs, Belgium)

### Languages

- Fluency in English and Dutch required; French is an asset.

### What you can expect from us

An open working environment and a stimulating company culture. Opportunities to develop yourself and expand your knowledge across various domains. Attention to work–life balance. In Puurs, we offer a supportive framework designed to promote the physical and mental well-being of our colleagues. For example, we provide a bike leasing program, access to a local fitness center for employees, and an on-site mental health coach.

### Commitment to diversity & inclusion

Novartis embraces diversity, equal opportunities, and inclusion. We are committed to building diverse teams that reflect the patients and communities we serve. We strive to create an inclusive workplace that fosters innovation through collaboration

and empowers our people to reach their full potential.

## 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

General Management

Location

LOC\_BE

Site

Puurs

Company / Legal Entity

BE13 (FCRS = BE013) Novartis Manufacturing NV

Functional Area

FCT\_FA

Job Type

Full time

Employment Type

Regular

Shift Work

No

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