

# Head of Occupational Health and Safety Governance

Job ID

REQ-10014324

Jan 23, 2025

Ireland

## Summary

We're a team of dedicated and smart people united by a drive to achieve together. You will be responsible for the overall governance of the Novartis Health and Safety program in accordance with legislation, internal requirements, good practices and business objectives. The focus of the Novartis HSE program is to look after our people so that they can look after our patients. As part of the HSE Governance team, the person will lead a team to ensure that the occupational health and safety framework is fit for purpose. The team will establish and update the governance framework, health and safety handbooks and tools to support implementation in close collaboration with business stakeholders and will also lead or support initiatives to improve the overall performance of the Novartis HSE program.

## About the Role

### Key Responsibilities:

- Lead the Occupational Health and Safety Program, providing subject matter expertise, support and guidance as required to all Novartis operations worldwide. Own and update as appropriate, the HSE handbooks relating to the Occupational Health and Safety framework.
- Collaborate with Novartis HSE Extended Leadership teams and major stakeholders to develop an aligned global HSE strategy to manage risk, ensure compliance, prevent incidents and deliver industry-leading safety performance.
- Collaborate with the other teams as necessary to deliver impact and support projects (e.g. Innovation, Technology & Data Science, Corporate ERC Assurance, Enterprise Risk, Policy & Controls, Human Rights, ESG, NEM etc.)
- Collaborate with Global NEM teams on local health events and disease outbreaks which may have an impact on the business.
- Advise Operations HSE Heads and business leaders on local context and potential HSE challenges and opportunities as needed.
- Leverage external subject matter experts and other resources as needed to deliver the required results and quality of support.
- Facilitate the definition of HSE and HSE KPIs, monitors performance and analyses trends in collaboration with operations to identify improvement opportunities. ensures accurate reporting of HSE relevant data.
- Develop an overall HSE training and competency framework for HSE.
- Build and develop talent driving a continuous improvement mindset in the organization. Provide coaching and support.

- Strong background in Health, Safety and Environment (HSE) or Occupational Health.
- Knowledge and experience of implementing HSE Management or Occupational Health processes and systems and training.
- Able to concisely describe risk based HSE Management Systems to address Occupational Health and Safety risks in our operations. This includes but is not limited to Serious Injury and Fatality Prevention Programs, Risk reduction techniques, Risk Assessment, Process Safety, High Risk Activities etc.
- Strong leadership skills and experience in direct management of a team of SMEs. Able to influence leadership to implement health and safety programs.
- Curious to deploy new ideas and to use new innovative digital tools and platforms for providing HSE direction.
- Fluent English both written & verbal.

Why Novartis? Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

Join our Novartis Network:

If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here:  
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**Commitment to Diversity & Inclusion:** The Novartis Group of Companies are Equal Opportunity Employers and take pride in maintaining a diverse environment. 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 are committed to building diverse teams, representative of the patients and communities we serve, and we strive to create an inclusive workplace that cultivates bold innovation through collaboration and empowers our people to unleash their full potential.

**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>

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<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>

Division

Ethics Risk & Compliance

Business Unit

Corporate

Location

Ireland

Site

Dublin (NOCC)  
Company / Legal Entity  
IE02 (FCRS = IE002) Novartis Ireland Ltd  
Alternative Location 1  
Ljubljana, Slovenia  
Functional Area  
Facilities & Administration  
Job Type  
Full time  
Employment Type  
Regular  
Shift Work  
No  
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Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

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