HSE Manager CommOps Spain & Portugal

Job ID
REQ-10089737
Окт. 15, 2026
Испания

Сводка

HSE -Strategic HSE lead in small cluster, country or site. To develop open and trustworthy relationship to the authorities and the public, and acting as:

Representative of HSE for local site/ country. To establish and maintain HSE management systems that will support and assist line managers to comply with local health, safety and environmental legislation and the Novartis HSE Policies and Global documents.

Senior HSE Manager/Specialist -Act as subject matter expert on individual discipline (develop strategy, governance and expertise) and give support to the business as needed.

Environmental Sustainability (ES) Business Partner -Support the implementation of Novartis ES strategy in relation to the Novartis value chain (Scope 3) -Drive engagement with suppliers and lead on specific Scope 3 team initiatives -Liase with other business functions and support the internal decision-making impacting value-chain environmental impact

About the Role

Key Responsibilities

- Site Head of HSE -Leads the HSE function in a country or mono platform site, ensuring site compliance with Novartis HSE documents and legal requirements.
- Build a strong relationship with the business and establish effective governance mechanisms to promote collaboration and service efficiency.
- Direct connection to the Site Leadership team. Acting as a role model in HSE and ensuring alignment between the global HSE framework and the local needs.
- Establishes and maintains a strong communication network between sites -Strong management of the risk portfolio. Ensures timely reporting and escalation of incidents at site level and right quality CAPA implementation at site level.
- Leads root cause investigations and lessons learned sharing of incidents at site level -Develop HSE capabilities in the line managers and coach them to act as point of contact for HSE issues
- Participates in and actively contributes to the development of HSE Services strategies, objectives, goals and targets.
- Ensures that the provided services and tools are based on business needs, of appropriate quality and in compliance to internal and external requirements in the most economical way
- Subject matter leaders that develop the discipline in alignment with the HSE strategy. Alternatively leads a specific project at defined level and ensures accurate data is supplied to ECN and HSE Governance Board”
- Monitors the HSE regulatory requirement climate, respective trends and determine associated applicability to Novartis businesses, facilities and products
- Act as Coordinator of the Joint Prevention Service (Servicio de Prevención Mancomunado) in Spain, ensuring its effective coordination and operation in accordance with applicable Occupational Risk Prevention legislation:

o Coordinate the preventive activities and disciplines within the scope of the Joint Prevention Service, ensuring an integrated and interdisciplinary approach.

o Coordinate and/or perform occupational risk assessments and preventive activity planning within the scope of the Joint Prevention Service.

o Coordinate the annual preventive activity program and annual report, and maintain the preventive documentation required for the operation of the Joint Prevention Service.

o Coordinate internal and externally provided preventive activities and support the adequacy of the resources required for the effective operation of the Joint Prevention Service.

Essential Requirements

- Minimally, should have a college/university degree in safety management, industrial hygiene, environmental science, occupational health and/or medicine, engineering, or related field.
- A minimum of 5 years of professional experience related to HSE.
- Should have Country relevant HSE qualification / certification in the three technical specialties (Safety, Hygiene and Ergonomics and Psychosocial). “Grado superior”
- Working knowledge of Spanish, and at least an advance level in English is preferred.
- Demonstrated ability to influence without authority and operate in a highly matrixed environment. Has advanced knowledge and competence in several functional areas in HSE&BCM.
- Strong stakeholder management and organizational savvy. Capable to interact with different levels in the organization.

Benefits & Rewards

At Novartis, we’re committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: 42,800.00 - 79,400.00 EUR

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

Read our brochure to learn more about our global total rewards offering:

https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity & Inclusion

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

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)

Primary location salary range
€42,800.00 - €79,400.00
Дивизион
Operations
Business Unit
HSE & BCM
Место
Испания
Сайт
Barcelona Gran Vía
Company / Legal Entity
ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.
Functional Area
Административные функции
Job Type
Full time
Employment Type
Regular
Shift Work
No

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