

# HSE Site Head, Indianapolis

Job ID  
REQ-10055169  
Jul 02, 2025  
USA

## Summary

#LI-Onsite  
Location: Indianapolis, Indiana

At Novartis, we are pioneering the future of cancer treatment through Radioligand Therapy (RLT) - a powerful fusion of nuclear medicine and precision oncology. As we expand our global RLT manufacturing footprint, we are seeking passionate, purpose-driven individuals to join our mission of delivering life-changing therapies to patients around the world.

The Site Head of HSE will be responsible for all HSE compliance aspects of our state-of-the-art RLT Manufacturing site.

## About the Role

### Key Responsibilities:

- Drive the implementation and execution of the HSE roadmap defined by the company, working closely with all functions within the site and the broader Novartis organization.
- Maintain knowledge of and ensure strict adherence to all applicable regulatory compliance standards including Radiation Safety, Governance, Business Continuity & Emergencies Management and Environmental Health and Safety.
- Create and maintain an injury-free work environment that protects employees from hazards, including radiation exposure.
- Coordinate timely application and renewals for all required HSE permits to ensure continuous operations and support all regulatory inspections and audits.

### Essential Requirements:

- Bachelor's Degree in industrial hygiene, health and safety, engineering, or related field or a minimum of 4 additional years of relevant experience in lieu of a degree.
- 7 years of experience in HSE management systems, including 2 years in a cGMP manufacturing environment OR another relevant regulated manufacturing environment.
- Significant experience building an injury and error-free culture with advanced knowledge of multiple US compliance areas (EPA, OSHA, NRC, etc.)

## Desirable Requirements:

- Training and/or certification in radiation safety is preferred.
- Prior experience leading HSE department is preferred.

The pay range for this position at commencement of employment is expected to be between \$ 138,000 and \$ 257,400 per year; however, while salary ranges are effective from 1/1/25 through 12/31/25 fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an “at-will position” and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

**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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## EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

## Accessibility & 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 to perform the essential functions of a position, please send an e-mail to [us.reasonableaccommodations@novartis.com](mailto:us.reasonableaccommodations@novartis.com) or 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.

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