

Principal EHS Business Partner (Supporting Research Chemistry)

Job ID: 201906-117328

Job Function

Safety Health and Environment

Location

South San Francisco
California
United States of America

Schedule

Full time

Job type

Regular

Company/Division

Pharmaceuticals

Job Level

Individual contributor

The Position

This position is part of Genentech's EHS function. EHS plays an essential role in protecting Genentech's right to operate and serving as a steward for the Genentech culture embracing prevention and problem solving to reduce risks and protect our people, environment and pipeline on our SSF campus and network of places, including field based employees. At Genentech, compliance is a shared responsibility with the business.

This position will be accountable for partnering with senior leaders from their client group to develop strategic goals to ensure compliance, build a safety culture and mitigate and manage risks. This work will include proactively identifying EHS related risks, opportunities, trends and assessing performance. This Principal EHS Business Partner/Supervisor will also be accountable for recommending sustainable solutions and engaging the resources needed to address complex challenges while supporting the client's business objectives.

The ideal candidate will have extensive experience in the practical application of multi-disciplinary EHS programs, is highly strategic and excels at engaging with all levels of the organization to drive EHS initiatives.

The Principal EHS Business Partner will support researchers who discover transformative therapies through cutting edge science and technology. The successful candidate will collaborate with researchers that span the small molecule drug discovery stages, from discovery through manufacturing process development of drug products.

Job Duties/Responsibilities:

- Provides strategic and technical consulting for a variety of EHS programs within Research Chemistry functions. Possess the ability to translate and customize EHS program requirements in a way that is easily and sustainably implementable in a research environment.
- Interacts regularly with senior leadership concerning EHS program-related implications on business unit operations, goals, and projects. Works closely with the EHS team, other EHS business partners, senior leadership from the business units, and key service providers to identify EHS-related risks, opportunities and trends, assess performance, and develop sustainable solutions to complex problems while supporting the client's business objectives.
- Establishes and implements a strategy for managing EHS compliance, risks, and embedding a safety culture based on an in-depth knowledge of Genentech's operations and EHS risk profiles for the business unit(s).
- Reviews incident data to identify trends, develop and implement incident prevention initiatives, and monitor EHS performance. Facilitates root cause analyses and incident investigations, as required.
- Delegates routine programmatic tasks to EHS generalists to support the ongoing success of EHS program implementation across all GNE SSF business units. Shares EHS generalist resources with other program managers and business partners.
- Identifies and leads business process improvement initiatives to drive improvement within the EHS function and the client's function
- Improves the GNE EHS culture by working cross-functionally with EHS colleagues and business leaders to build a culture that embraces proactive EHS program implementation and integrates EHS processes into the business processes
- Assists clients with the assignment of EHS training and monitors EHS training completion. Works with site EHS program managers to improve training materials and effectiveness within the business units supported.
- Develops and conducts a robust and lean EHS inspection program for the business units supported, identifies trends, develops sustainable solutions to prevent EHS incidents and non-compliances.
- Performs risk assessments for specific job tasks using Roche/Genentech EHS guidelines. Works with teams to develop and implement timely, valuable, and cost-effective EHS solutions.
- Establishes and tracks meaningful EHS metrics and presents to client's senior leadership on a regular basis. Collaborates with stakeholders to develop sustainable plans to improve EHS performance while supporting the client's business objectives.
- Leads engagement and communications with clients and EHS staff regarding EHS activities and performance.

- Collaborates and partners with other EHS staff (business partners, program managers, and generalists) to develop and implement programs and strategies for the clients.
- May be required to serve as a Safety Officer during disaster/emergency response and recovery efforts. May be required to serve as an EHS Advisor (technical expert) for the emergency response team during company-related emergencies.
- Manages, coaches and/or mentors EHS generalists, program managers or other business partners.

Competencies Identified for Success:

- Effective at reframing challenges into opportunities. Track record of being resilient and adaptable in navigating organizational resistance and influencing others to adopt new behaviors and approaches. Champion for EHS.
- Strategic consultant and forward-thinker, who can identify future needs of the organization, and consider the best solution/outcome for EHS, the client, and Genentech. Skilled at listening deeply to key stakeholders, considering their needs along with regulatory requirements and best practices to make informed decisions. Track record of realizing EHS strategies through partnering with other EHS staff, Site Services partners, and the business.
- Highly effective team player and collaborator. Strong comfort working in a matrix and agile environment where expertise is leveraged across functions. Ensures connections between adjacent client groups.
- Experience and success with leading, facilitating and motivating cross-functional and interdepartmental teams in a fast-paced and diverse environment using positive interpersonal skills and a collaborative approach. This may include leading agile teams focused on creating value for the business.
- Strong communication skills, including the ability to effectively develop clear and concise messages from complex data, present to senior leadership and staff, and quickly gain trust. Can translate data into actionable insights and communicates in a way that resonates—inspiring people to care.

Qualifications: Education, Experience, Knowledge and Skills:

(Minimum requirements)

- **Education:** Bachelor of Science or higher degree from an accredited college or university with a major in chemistry, biochemistry, chemical engineering, or equivalent scientific degree. Masters degree in the aforementioned areas is highly desired.
- At least 12 years of relevant work experience, preferably with 5 or more years in a pharmaceutical/biotech research and development laboratory role and 5 or more years managing EHS programs. Experience in modern organic synthesis, process chemistry, industrial chemistry is strongly desired.
- Must possess a strong background in EHS compliance and development of safe practices for discovery and scale up chemical reaction safety. Familiarity with OSHA, EPA, DOT, NIOSH, FDA and other regulatory requirements applicable to GMP/GLP and non-GMP/non-GLP environments is required. Experience working with diverse types of outsourced partners to ensure positive business outcomes and compliance is also preferred.

- **Practical experience with Lean/Six Sigma business process improvement methodology, including a belt certification, is desired.**

Who We Are

A member of the Roche Group, Genentech has been at the forefront of the biotechnology industry for more than 40 years, using human genetic information to develop novel medicines for serious and life-threatening diseases. Genentech has multiple therapies on the market for cancer & other serious illnesses. Please take this opportunity to learn about Genentech where we believe that our employees are our most important asset & are dedicated to remaining a great place to work.

Genentech is an equal opportunity employer & prohibits unlawful discrimination based on race, color, religion, gender, sexual orientation, gender identity/expression, national origin/ancestry, age, disability, marital & veteran status. For more information about equal employment opportunity, visit our [Genentech Careers page](#).