

Senior Specialist EHS

(2 roles available)

GSK Vaccines

Location: Wavre, Belgium



Once our pioneering treatments have been developed, they are manufactured to the highest standards and distributed across the regions that need them most. Accomplishing this as efficiently and quickly as possible can quite literally be a matter of life and death. So it's no wonder that more than 70% of our talented workforce is based within Global Industrial Operations - the essential business unit that manufactures and manages the entire vaccine supply process, from customer order to product dispatch on a global scale.

As the name suggests, it operates in a multi-national context across more than 17 sites around the world, working closely in tandem with colleagues from a variety of disciplines and professions.

The department is structured in operating units that focus on various aspects of the manufacturing and supply process. These include Industrialization (overseeing the transfer of production from R&D to a commercial level), Supply.

Job Purpose:

- Act with colleagues on the MPU management team to ensure protection of the Safeguard of all GSK employees, consultants, contractors and subcontractors as well as member of the public; the enhancement of the workers wellbeing and the respect of the Environment.
 - Develop and operate the MPU EHS activities as part of the Vaccines network of policies and standards of GSK Vaccines.
 - Achieve EHS performance targets and regulatory compliance of the MPU activities.
 - Responsible for the deployment of the GSK Vaccines EHS strategy within the MPU

Key Responsibilities:

- Be a permanent member of the MPU Management Team contributing to the decision-making process and promoting continuous EHS performance improvement .Be the EHS responsible person in the MPU
 - Implement all the safety advisers missions, as defined in the Belgian regulations in his organization, under the responsibility of the EHS Senior Manager Primary / Secondary
 - Provide advice and recommendations to the MPU Director and to his management team to ensure compliance to GSK standards and Belgium regulations, taking into account the business needs

- Share and adopt best practices. Contribute to the development of the GSK Biologicals EHS excellence
- Develop an EHS culture in the MPU and the foster the risk ownership by the line management
- Develop and follow-up the MPU EHS improvement plan, in line with the Bio Belgium policies and plans
- Seek for expertise in the EHS shared services as appropriate. Work in partnership with the occupational health and environmental services
- Identify safety training needs of all employees and provide that training through in-house resources or external consultancies
- Develop and implement EHS inspection and audit techniques for internal use
- Maintain a comprehensive set of metrics that monitor and describe short and longer term safety performance and facilitate continuous improvement
- Identify, investigate and report on compliance breaches, emergencies, serious incidents, injuries
- Manage the EHS aspects, including loss prevention, of the investment projects in the MPU
- Collaborate with and support the EHS site representative for all site related issues, including the emergency response

Why you?

Basic qualifications:

- Scientific master & EHSS Diploma Level 1 (according to Belgium Regulations)
- French speaker with excellent written and spoken English skills
- min. 5 years of EHS experience

Preferred qualifications:

- Strong knowledge of EU / Belgium EHSS Directives and Regulations
- Experience in managing EHS in a large and comparable organization

EHS manager BeEM

GSK Vaccines

Location: Wavre, Belgium

Job Purpose:

Responsible for advising the company and employees on health and safety legislation and compliance. Develops and implements company policies, plans and professional standards, meeting any changes to legal or operational requirements.

Key Responsibilities:

- Certifies the safety of chemical products for placement in company or customer environments
- Develops site/plant personnel safety programmes and trains employees at the plant, develops/teaches hazard avoidance and disease prevention
- Acts as a consultant, reviews facilities and manufacturing processes for potential safety risks
- Develops and monitors implementation of training and education programmes for safety compliance strategies and various regulatory requirements in a manufacturing safety
- Monitors the adherence to guidelines and policies
- Monitors the adherence to constructional and operational fire protection regulations

- Conducts safety studies
- Be a permanent member of the BU Management Team contributing to the decision-making process and promoting continuous EHS performance improvement .Be the EHS responsible person in the BU
- Implement all the safety advisers missions, as defined in the Page 2 / 5 Belgian regulations in his organization, under the responsibility of the EHS Director
- Provide advice and recommendations to the BU Director and to his management team to ensure compliance to GSK standards and Belgium regulations, taking into account the business needs
- Share and adopt best practices. Contribute to the development of the GSK Biologicals EHS excellence
- Develop an EHS culture in the BU and the foster the risk ownership by the line management
- Develop and follow-up the BU EHS improvement plan, in line with the Bio Belgium policies and plans
- Seek for expertise in the EHS shared services as appropriate. Work in partnership with the occupational health and environmental services
- Identify safety training needs of all employees and provide that training through in-house resources or external consultancies
- Develop and implement EHS inspection and audit techniques for internal use
- Maintain a comprehensive set of metrics that monitor and describe short and longer term safety performance and facilitate continuous improvement
- Identify, investigate and report on compliance breaches, emergencies, serious incidents, injuries
- Manage the EHS aspects, including loss prevention, of the investment projects in the BU
- Collaborate with and support the EHS site representative for all site related issues, including the emergency response
- Prepare the BU for and lead in any EHS or loss prevention audits by relevant corporate functions, insurers or regulatory enforcement authorities
- Contribute to the EHS Belgium Committee and to the CPPT
- Drive the EHS relays network
- Contribute to the EHS coordination structure and committee

Why you?

Basic qualifications:

- Registered safety advisor training (level 1)
- Engineering degree or BSc in sciences (electro-mechanics, chemistry,)

Preferred qualifications:

- Safety/ergonomy/industrial hygiene regulations and technologies
- Demonstrates fluency in spoken and written English.

EHS manager Global (Vx, Cx, ViiV, Rx)

GSK Vaccines

Location: Wavre, Belgium

Job Purpose:

Act with colleagues on the management team to ensure protection of the Safeguard of all GSK employees, consultants, contractors and subcontractors as well as member of the public; the enhancement of the workers wellbeing and the respect of the Environment.

- o Develop and operate the department/entity EHS activities as part of the network of policies and standards of GSK.
- o Achieve EHS performance targets and regulatory compliance of the department/entity activities.
- o Responsible for the deployment of the GSK EHS strategy within the department/entity.

Key Responsibilities:

- Be a permanent member of the department/entity Management Team contributing to the decision-making process and promoting continuous EHS performance improvement .Be the EHS responsible person.
- Implement all the safety advisers missions, as defined in the Belgian regulations in his organization, under the responsibility of the EHS Senior Manager Support Services.
- Provide advice and recommendations to the Department/Entity responsible and to his management team to ensure compliance to GSK standards and Belgium regulations, taking into account the business needs.
- Share and adopt best practices. Contribute to the development of the GSK EHS excellence.
- Develop an EHS culture in the department/entity and the foster the risk ownership by the line management.
- Develop and follow-up the department/entity EHS improvement plan, in line with the Belgium policies and legal requirements.
- Seek for expertise in the EHS shared services as appropriate. Work in partnership with the occupational health and environmental services.
- Identify safety training needs of all employees and provide that training through in-house resources or external consultancies
- Develop and implement EHS inspection and audit techniques for internal use
- Maintain a comprehensive set of metrics that monitor and describe short and longer term safety performance and facilitate continuous improvement
- Identify, investigate and report on compliance breaches, emergencies, serious incidents, injuries
- Manage the EHS aspects, including loss prevention, of the investment projects in the Department/entity
- Collaborate with and support the EHS site representative for all site related issues, including the emergency response as required

Why you?

Basic qualifications:

- Scientific master or equivalent and Prevention Advisor Diploma Level 1 (according to Belgium Regulations)
- Experience in managing EHS in a large and comparable organization

Preferred qualifications:

- Strong knowledge of EU / Belgium EHSS Directives and Regulations
- French speaker with excellent written and spoken English skills
- Impact and Influence capability for management teams of Global functions and GSK entities Pharma, Consumer Goods, ViiV

Environmental Specialist

GSK Vaccines

Location: Wavre, Belgium

Job Purpose:

- Responsible for advising the company and employees on Environmental legislation and compliance. Develops and implements company policies, plans and professional standards, meeting any changes to legal or operational requirements,
- Develops site/plant personnel Environmental programs and trains employees at the plant, develops/teaches environmental hazard avoidance,
- Acts as a consultant, reviews facilities and manufacturing processes for potential environmental risks
- Develops and monitors implementation of training and education programs for environmental compliance strategies and various regulatory requirements in manufacturing/QC/R&D facilities
- Monitors the adherence to guidelines and policies through audits
- Monitors the adherence to constructional and operational environmental permitting
- Conducts environmental assessment studies

Key Responsibilities:

- Provide ENV expertise/advice/support and recommendations to the EHS /BU's Director and to his management team to ensure compliance to GSK environmental standards and Belgium/Walloon Region/EU Directives regulations, taking into account the business needs
- Insure the environmental regulatory watch for the Vaccines Belgian activities and insure, with the legal department, that relevant permits are adequate for the operation
- Develop and insure that the PISOE (Plan interne de surveillance des obligations environnementales) is in place to insure compliance with our operating permits
- Benchmark, share and adopt best practices in environment.
- Contribute to the development of the GSK Vaccines EHS excellence by creating a vision on further environment and sustainable improvement
- Develop an EHS culture where environment and sustainability is part of the decision making process in the BU and foster the risk ownership by the line management
- Provide Support/expertise to EHS Managers to develop and follow-up the BU EHS improvement plan, in line with the Vaccines Belgium policies and plans
- Identify Environmental/sustainability training needs of all employees and provide that training through in-house resources or external consultancies

- Develop and implement Environmental inspections and audit techniques for internal use (Audit L1, L2)
- Maintain a comprehensive set of environmental metrics that monitor and describe short and longer term environmental performance and facilitate continuous improvement
- Identify, investigate and report on environmental compliance breaches : emergencies, serious incidents, legal permit exceedances
- Provide expertise to manage the Env aspects of the investment projects in the BU
- Collaborate with and support the EHS site representative for environmental site related issues, including the emergency response
- Prepare/support the BU for and lead in any Env audits by relevant corporate functions, insurers or regulatory enforcement authorities
- Contribute to the Vaccines EHS Belgium Committee, to the CPPT and “Conseil d’entreprise” as appropriate
- Support/Train/Coach the EHS relays network
- Contribute to the EHS coordination structure and committee

Why you?

Basic qualifications:

- Master in environment or equivalent
- 5-10 years' experience in an industrial environment
- Demonstrate experience in the following fields: waste management, waste water management, Soil remediation, Air emission management including : Frigorific fluids, VOC, NOx, ..), Energy reduction management, Storage of chemicals management

Preferred qualifications:

- English (listen, written and spoken) is mandatory

Senior Specialist EHS Manager

GSK Vaccines

Location: Wavre, Belgium

Job Purpose:

Assist the head of EHS R&D/QC in ensuring R&D department compliance to Belgium regulations and GSK policies and standards, minimizing industrial risks and preventing occupational injuries

Key Responsibilities:

- Be Implement all the safety advisers missions, as defined in the Belgian regulations in his organization, under the responsibility of the EHS Senior Manager.
- Provide advice and recommendations to the R&D Director and to his management team to ensure compliance to GSK standards and Belgium regulations, taking into account the business needs.
- Share and adopt best practices. Contribute to the development of the GSK Vaccines EHS excellence
- Be a facilitator in order to develop an EHS culture in the department and foster the risk ownership by the line management.
- Develop and follow-up the R&D EHS improvement plan, in line with the Belgium policies and plans.

- Seek for expertise in the EHS shared services as appropriate. Work in partnership with the occupational health and environmental services.
- Provide support on topics which are managed within the department to other operating units as required and drawing on technical expertise from elsewhere within GSK or externally when necessary.
- Identify the needs of safety competencies of all employees and provide that training through in-house resources or external consultancies.
- Chair /lead/participate in Process Hazard Identification & Risk Assessment (PHIRA) studies as required
- Develop and implement EHS inspection and audit techniques for internal use.
- Complete GEMBA and Level 2+ audits as required providing assurance that safety risks are being effectively managed.
- Maintain a comprehensive set of metrics that monitor and describe short and longer term safety performance and facilitate continuous improvement.
- Identify, investigate and report on compliance breaches, emergencies, serious incidents, injuries and Critical and Major Level 3 audit recommendations relating to the department to ensure that proposed Corrective and Preventive Actions address the immediate and root causes.
- Manage the EHS aspects, including loss prevention, of the investment projects in the R&D department
- Collaborate with and support the EHS site representative for all site related issues, including the emergency response.

Why you?

Basic qualifications:

Education :

- Degree qualification : Engineering degree - Bioengineer - master of sciences
- Registered Safety Adviser Level 1 according to Belgian regulation

Knowledge :

- Strong knowledge of EU / Belgium EHSS Directives and Regulations
- French speaker with excellent written and spoken English skills
- Familiar with molecular biology, biochemistry, fermentation, cell culture at small and large scale level
- Risk Assessment and Risk Management knowledge
- Legal compliance and regulatory understanding, liaising with external regulators and stakeholders when required
- Knowledge and understanding of EHS management systems
- Act as a Compliance Authority
- Incident investigation, human factors assessment, functional safety (SIL) or operational controls e.g. Permit to Work / LOTO
- Experience in international environments and in matrix organizations
- At least 10 years in a EHS department of a similar pharmaceutical/chemical company

Preferred qualifications:

- Demonstrated qualities such as :
 - o Broad and strategic knowledge of the business including Engineering & Maintenance
 - o Strategic thinking
 - o High performer behaviours
 - o Excellent influencing and negotiating skills

Why GSK?

GSK is one of the world's leading research-based pharmaceutical and healthcare companies – is committed to improving the quality of human life by enabling people to do more, feel better and live longer.

Our offer

At GSK we provide a supportive working environment, and a range of development challenges and opportunities. We also offer competitive benefits and compensation packages designed to attract and to retain the very best. GSK is proud to promote an open culture, encouraging people to be themselves and giving their ideas a chance to flourish. GSK is an equal opportunity employer.



**do more
feel better
live longer**

- ✔ **Meaningful work**
- ✔ **Training&development**
- ✔ **Work Life Balance**
- ✔ **Reward**

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