

Nucleus

RadioPharma

Job Title: DIRECTOR, ENVIRONMENTAL, HEALTH, SAFETY AND RSO
Reports to: Chief Development Officer
Classification: Full Time, Exempt
Work Location: Rochester, MN - Onsite

ABOUT NUCLEUS RADIOPHARMA:

Founded by Mayo Clinic and Eclipse Ventures, Nucleus RadioPharma is a Contract Manufacturing and Development Organization built to ensure patients can access potentially life-saving radiopharmaceuticals through technologies to modernize the clinical development, manufacturing, and supply chain of these promising new treatment tools.

POSITION SUMMARY:

The **Director of Environmental, Health, Safety, and Radiation Safety Officer** is responsible as part of the Rochester site leadership team to develop and implement the strategy to meet high standards of compliance with applicable regulations, laws, and guidelines. This individual will also be designated as the site's Radiation Safety Officer (RSO) and be responsible for the oversight of all radioactive materials handling. The site is under construction, so this will include HSE oversight of the construction and installation and qualification of equipment.

PRINCIPAL RESPONSIBILITIES:

- Develop and execute a comprehensive EHS strategy that aligns with organizational goals and objectives and will deliver a culture of ALARA (as low as reasonably achievable) radiation exposure to employees, zero injuries, and minimal environmental impact
- Provide strategic direction to the EHS team and the broader organization, fostering a culture of safety, accountability, and continuous improvement
- Stay current with relevant federal, state, and local regulations pertaining to environmental, health, safety, and radiation safety, and ensure the organization's compliance with all applicable requirements, permits, and licenses
- Serve as the Radiation Safety Officer (RSO), overseeing the safe use, storage, and disposal of radioactive materials, and implementing and maintaining radiation safety programs, protocols, and training for personnel
- Act as a champion for continuous improvement and identifying and mitigating potential EHS risks and hazards by conducting regular risk assessments, safety audits, and inspections to proactively address safety concerns
- Develop and deliver EHS training programs to ensure that all employees are knowledgeable about safety protocols, procedures, and emergency response plans
- Ensure accurate and timely reporting of EHS incidents as required by regulations and lead incident investigations to determine root causes and develop corrective actions to prevent future incidents

- Develop and oversee security procedures, emergency response plans, ensuring preparedness for potential emergencies, including chemical spills, radiation incidents, and other safety-related situations
- Collaborate with cross-functional teams to integrate EHS considerations into business processes and client projects
- Communicate EHS goals, initiatives, and performance to senior leadership and employees
- Drive sustainability efforts, identifying opportunities to reduce the organization's environmental impact and promote environmentally friendly practices
- Maintain accurate and up-to-date records related to EHS activities, including training, inspections, incidents, and regulatory documentation
- Serve as a positive ambassador of the EHS organization, demonstrating a strong service mindset towards both internal stakeholders and external customers
- Develops short and long-term plans to achieve both EHS and business objectives
- Serves as a Subject Matter Expert (SME) and in-house advisor on compliance
- Performs other duties as assigned.

MINIMUM QUALIFICATIONS:

- Bachelor's degree in Environmental Engineering, Occupational Health and Safety, Health Physics, or a related field.
- Recognized certifications such as Radiation Safety Officer (RSO), Certified Health and Safety Manager (CHSM), Certified Industrial Hygienist (CIH), Certified Hazardous Materials Manager (CHMM)
- Minimum of 10 years of progressive experience in EHS management, with at least 3 years in a leadership role.

KNOWLEDGE, SKILLS, ABILITIES REQUIRED:

- In-depth knowledge of federal, state, and local EHS regulations and radiation safety standards
- Strong leadership, communication, and interpersonal skills
- Proven ability to lead and develop a team, fostering a culture of safety and compliance, socialize ideas and build successful working relationships
- Experience in incident investigation, risk assessment, and emergency response planning
- Proficient in using EHS software and systems for recordkeeping and reporting
- Ability to create, format, analyze and share information using logical, statistical, and mathematical functions
- Demonstrated ability to multi-task, set priorities effectively and problem solve, including early identification of issues/problems that may arise
- Excellent communications, interpersonal and collaboration skills, and ability to interact professionally with a wide range of individuals and organizations, internal and external
- Ability to work independently with minimal direction, and drive deliverable through to completion by deadlines provided
- Highly organized with strong attention to detail and commitment to high quality work
- Extended hours, shift and weekend work, and travel may be required from time to time

This job description is a summary of the typical functions of the position, not necessarily an exhaustive or comprehensive list of all possible position responsibilities, tasks and duties. The company reserves the right to assign or reassign duties and responsibilities to this job at any time. This job does not constitute a written or implied contract of employment; employment remains "at-will".