

Construction EHS Manager – Capital Projects

Pharmaceutical / Biotech GMP Facilities

Location: Thousand Oaks, CA

Compensation Range: \$55 - \$65 per hour

Position Summary

The Construction EHS Manager provides construction safety leadership and field compliance oversight for capital projects within active pharmaceutical and biotechnology GMP manufacturing, laboratory, and support facilities.

This role is responsible for ensuring construction, renovation, equipment installation, demolition, and facility expansion activities are executed safely and in compliance with applicable OSHA, CAL/OSHA, NFPA, GMP, site, and contractor safety requirements.

The Construction Safety Manager partners with EHS, Engineering, Project Management, Quality Assurance, Manufacturing, Operations, contractors, subcontractors, and internal service providers to identify and control construction risks while protecting personnel safety, product integrity, GMP operations, and regulatory compliance.

Primary Responsibilities

Construction Safety Management & Field Compliance

- Provide field safety leadership and oversight for capital construction activities across the site.
- Implement and continuously improve construction and contractor safety programs, processes, and site safety strategies.
- Conduct routine field inspections and audits to identify hazards, assess compliance, and ensure timely implementation of corrective actions.
- Provide technical safety guidance and risk assessments to project teams, contractors, and site stakeholders.
- Review Job Hazard Analyses (JHAs), Safety Task Analyses (STAs), pre-task plans, permits, and other activity-specific risk assessments to verify appropriate controls are established before work begins.
- Monitor contractor and subcontractor compliance with site safety requirements, applicable regulations, approved work plans, permits, and established controls.
- Exercise stop-work authority when imminent hazards or unacceptable safety conditions are identified.
- Participate in construction and project meetings to communicate safety risks, performance, corrective actions, and recommendations.

High-Risk Construction Activities

Provide oversight and verify effective controls for high-risk construction activities, including:

- Hot work
- Lockout/Tagout (LOTO)
- Fall protection and prevention
- Electrical safety and energized electrical work
- Confined space entry
- Rigging and heavy lifts
- Temporary power
- Hazardous material handling and chemical storage
- Flammable and combustible materials
- Compressed gas systems
- Demolition
- Other high-risk activities identified by the site

Ensure required permits, lift plans, risk assessments, and control measures are completed and implemented before and during high-risk work.

GMP & Controlled-Environment Construction

- Ensure construction activities within active GMP facilities are planned and executed without compromising product quality, environmental monitoring, cleanrooms, classified spaces, validated systems, or ongoing manufacturing and laboratory operations.
- Coordinate appropriate controls for segregation of GMP and non-GMP work areas, temporary containment, dust and particulate control, pressure cascade protection, and construction-related contamination prevention.
- Ensure construction personnel comply with applicable gowning, access-control, cleanroom, and contamination-control requirements.
- Support compliance with applicable GMP requirements, including FDA 21 CFR Parts 210 and 211.
- Collaborate with Quality Assurance, Engineering, Manufacturing, Operations, and EHS to appropriately balance construction safety requirements with product-quality and operational requirements.
- Support deviation reporting and evaluation when construction activities have the potential to affect GMP systems or operations.

Incident Management & Performance Improvement

- Lead or participate in investigations of construction-related incidents and near misses, including root-cause analysis and development of corrective and preventive actions.
- Identify safety trends and opportunities for continuous improvement based on field observations, audits, incidents, and project performance.
- Track construction safety KPIs, corrective actions, and other performance indicators and communicate results to project and site leadership.
- Maintain construction safety documentation in a state of readiness for EHS and applicable regulatory inspections.
- Promote consistent safety expectations, accountability, Operational Excellence, and continuous improvement across contractors and project teams.

Required Qualifications

- Bachelor's degree in Occupational Safety, Engineering, Construction Management, or a related discipline, or equivalent relevant education and experience.
- Minimum of 5 years of construction safety experience, including field safety management or oversight.
- Strong working knowledge of OSHA construction and general-industry safety requirements.
- Experience with contractor safety management, construction inspections and audits, risk assessments, high-risk work, and incident investigations.
- Strong leadership skills with demonstrated ability to influence contractors, project teams, and cross-functional stakeholders.
- Strong verbal, written, presentation, and technical writing skills.
- Ability to work independently, manage multiple priorities, and effectively support construction and capital project activities.
- Strong problem-solving, risk-assessment, and root-cause-analysis capabilities.
- Proficiency with Microsoft Office and related business software.
- OSHA 30-Hour Construction certification or higher.

Preferred Qualifications

- CSP, CHST, ASP, or equivalent professional safety certification.
- Construction safety experience within pharmaceutical, biotechnology, GMP-regulated, or similarly controlled manufacturing environments.
- Working knowledge of FDA 21 CFR Parts 210 and 211.
- Knowledge of cleanroom, controlled-environment, and contamination-control requirements.
- Knowledge of CAL/OSHA regulatory requirements.
- Experience supporting complex capital projects, heavy civil construction, or construction within operating facilities.

- Experience developing, implementing, or improving construction and contractor safety programs.
- Ability to interpret relevant P&IDs, HVAC drawings, and cleanroom pressure schematics.
- Demonstrated ability to make risk-based decisions while balancing construction safety, product quality, project execution, and operational continuity.

Key Competencies

- Construction and contractor safety leadership
- Field risk identification and mitigation
- High-risk work management
- GMP and contamination-control awareness
- Regulatory and safety compliance
- Incident investigation and root-cause analysis
- Cross-functional collaboration and influence
- Contractor and stakeholder management
- Operational Excellence and continuous improvement
- Strong communication and technical documentation
- Sound judgment and risk-based decision-making

Work Environment

This is primarily a field-based position supporting active construction projects within pharmaceutical/biotechnology manufacturing, laboratory, and support environments. The role requires adherence to applicable PPE, gowning, access-control, and contamination-control procedures.

The position may require support during planned shutdowns, weekends, off-shifts, or other scheduled construction periods necessary to safely execute capital projects while maintaining operational and production continuity.