

Plant Environmental Safety & Health (ESH) Associate

Your tasks

The ESH Associate supports the organization's commitment to maintaining a safe, healthy, and environmentally responsible workplace. This role partners with ESH leadership and plant management to implement, monitor, and continuously improve environmental, safety, and health programs in a 24/7 manufacturing environment, including flexibility to support off-shift needs as required. The role is an advisor to all employees from first line supervisors to leadership, with an intense focus on building the New Braunfels plant culture, partnerships, proactive problem solving, and excellent communication to deliver high quality customer service to all internal customers.

The expected annual salary range for this role is \$67,680-75,200 a year depending on relevant experience. This position is also eligible for a variable incentive program.

In this role you will be working at our plant located at 440 Kohlenberg Rd, New Braunfels, TX 78130, on a daily basis.

Core Responsibilities

Legal and Other Requirements

- Assist with monitoring environmental and safety programs to ensure compliance with federal and state legislation, OSHA occupational hazard and general industry safety requirements, and applicable federal, state, and local EPA regulations.
- Support communication of compliance expectations and safety messaging across the site.

Hazard Prevention and Control

- Conduct job safety and hazard analyses of manufacturing equipment.
- Assist with key safety programs including Lockout/Tagout (LOTO), machine guarding, personal protective equipment (PPE), contractor safety, and workplace hazard reduction initiatives.
- Participate in safety investigations, document root causes, and recommend corrective actions where hazards exist.
- Identify hazardous behaviors and conditions and drive preventative and corrective actions to reduce risk.
- Support safety programs through a regular presence on the production floor and in other facility areas as required.

Emergency Preparedness and Response

- Coordinate Emergency Response Team (ERT) activities and annual employee evacuation drills, including maintaining evacuation maps and emergency procedures.
- Support ERT recruiting and training efforts.
- Maintain inventory, inspection records, and location documentation



Job ID

REF11017U

Field of work

Health Safety and Security

Location

New Braunfels

Leadership level

Leading Self

Legal Entity

**AUMOVIO Autonomous Mobility
US, LLC**

for emergency response equipment and supplies.

Safety Committee

- Participate in or lead monthly safety committee meetings.
- Maintain safety committee meeting minutes.
- Communicate Environmental, Safety, and Health (ESH) initiatives across the site.
- Track leading and lagging safety indicators.
- Review safety metrics, action items, and improvement activities intended to reduce workplace hazards and strengthen overall safety performance.

Management Systems

- Participate in site planning, development, and execution of strategic safety plans that support organizational objectives.
- Manage safety-related PPE programs.
- Partner with the ESH Leader and plant management team on safety and health initiatives and program management.
- Assist with organizing and administering safety-related programs.
- Implement tracking mechanisms and reporting tools to monitor ESH performance.
- Develop, implement, and maintain standardized work instructions related to safety programs.

Training

- Conduct ESH-related training as assigned, including new hire onboarding, annual compliance training, and task-specific safety training.
- Support contractor management activities by ensuring completion of required induction training.
- Monitor contractor work activities to ensure compliance with site safety requirements.

Your profile

WHAT YOU BRING TO THE ROLE

- High School Diploma or GED required. Associate degree in Occupational Safety preferred. Bachelor's degree preferred.
- 1 + years of experience in a manufacturing environment; safety experience preferred.
- Working knowledge of OSHA occupational hazards and safety regulations for general industry.
- Working knowledge of environmental compliance requirements, including federal, state, and local EPA regulations.
- Experience supporting safety programs such as Lockout/Tagout (LOTO), machine guarding, personal protective equipment (PPE), contractor safety, emergency response, evacuation drills, and safety committee activities preferred.
- Ability to plan and prioritize work, manage time effectively, and balance multiple responsibilities.
- Strong problem-solving skills and the ability to proactively escalate

issues when appropriate.

- Excellent interpersonal, written, and verbal communication skills.
- Proficiency in English required.
- Ability to work effectively as a team member and interact with others in a professional and courteous manner.
- Proficiency with Microsoft Office applications, including Excel, PowerPoint, Outlook, Word, and Teams.
- Legal authorization to work in the U.S. is required. We will not sponsor individuals for employment visas now or in the future for this job posting.
- Relocation assistance is not offered for this position.

Physical Requirements and Work Environment:

- Must be able to wear company-provided safety-toed ESD shoes, smock, and other required PPE while working in designated production areas.
- Must be able to sit or stand for extended periods of time, including shifts of 8 or more hours.
- Must be able to reach, use hands and fingers, and operate computers and standard office equipment.
- Must possess the manual dexterity necessary to operate computer keyboards, mice, and other technical instruments.
- Must be able to spend time on the production floor and in other facility areas as required to support ESH initiatives and programs.

ADDITIONAL WAYS TO STAND OUT

- Master Degree
- Professional Certifications: **CSP, CIH, CHMM, CEM, OSHA 30/50, ISO internal auditor certifications.**
- Experience in **greenfield manufacturing, plant startup, or plant expansion environments.**
- Experience leading **ESH teams** or cross functional groups.
- Experience with **industrial hygiene monitoring**, fire protection systems, or security operations.
- Experience with EHS software (SafePulse).
- Ability to analyze ESH data and prepare dashboards/reports.
- Familiarity with digital tools for risk assessment, audits, or training.

Our offer

All your information will be kept confidential according to EEO guidelines.

EEO-Statement:

EEO / AA / Disabled / Protected Veteran Employer. AUMOVIO offers equal employment opportunities to all qualified individuals, without regard to unlawful consideration to race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, veteran status, or any other status protected by applicable law. In addition, as a federal contractor, AUMOVIO complies with government regulations, where

they apply, including affirmative action responsibilities for qualified individuals with a disability and protected veterans. To be considered, you must apply for a specific position for which AUMOVIO has a current posted job opening. Qualifying applications will be considered only for the specific opening(s) to which you apply. If you would like to be considered for additional or future job openings, we encourage you to reapply for other opportunities as they become available. Further, AUMOVIO provides reasonable accommodations to qualified individuals with a disability.

Ready to take your career to the next level? The future of mobility isn't just anyone's job. Make it yours! **Join AUMOVIO. Own What's Next.**

About us

Since its spin-off in September 2025 AUMOVIO continues the business of the former Continental group sector Automotive as an independent company. The technology and electronics company offers a wide-ranging portfolio that makes mobility safe, exciting, connected, and autonomous. This includes sensor solutions, displays, braking and comfort systems as well as comprehensive expertise in software, architecture platforms, and assistance systems for software-defined vehicles. In the fiscal year 2024 the business areas, which now belong to AUMOVIO, generated sales of 19.6 billion Euro. The company is headquartered in Frankfurt, Germany and has about 87.000 employees in more than 100 locations worldwide.