

ESH Site Lead

Your tasks

The Lead Environmental, Health, and Safety (ESH) Specialist serves as a strategic partner for leading all ESH and Security related topics within the new greenfield manufacturing plant. The ESH role ensures the implementation and continuous improvement of all site programs for Environmental, Health, Safety and Security compliance. This position collaborates with corporate / regional / divisional environmental protection and Health and Safety for conformance to internal standards. This includes, but it not limited to the planning, development, coordination, and implementation of the activities, standards, rules, procedures and projects on safety, security, industrial hygiene, fire protection and environment areas. The role is an advisor to all employees from first line supervisors to executive 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 \$96,000 - \$114,000 a year depending on experience. This position is also eligible for a variable incentive program.

Core Responsibilities

Play a leading role in the permitting processes with the authorities for facilities which require permits. Check and ensure compliance with legal and internal regulations and advise how these requirements can be integrated within standard business operations. Develop and implement ESH related processes in new plant locations or ensure ongoing programs, at a minimum, meet the expectations of legal requirements. Review legal regulations and evaluate their possible impact on the plant. Modify site systems to incorporate changes as necessary. Serve as a subject matter expert in requirements related to the location for the management team. Provide technical assistance to other team members as needed.

Conduct occupational safety checks before the start of operation of equipment and machines. Utilize Risk Assessment methods to generate safety analyses and concepts as well as emergency preparedness plans. Coordinate and control the generation of analysis of accidents and evaluate them for root cause detection and corrective action effectiveness. Perform audits to ensure conformance to location programs. Ensure communication to employees regarding any hazards and controls to mitigate the hazards are completed. Ensure coordination with on-site contractors is completed.

Manage the site systematic and structured waste management system. Define and control the procedures related to solid waste (separation, collecting, checking, classification, baling and selling/disposal) assuring



Job ID
REF6572N

Field of work
Health Safety and Security

Location
New Braunfels

Leadership level
Leading Self

Legal Entity
**AUMOVIO Autonomous Mobility
US, LLC**

the correct external disposal and legal requirements are accomplished. Develop and maintain a system to ensure compliance to Hazardous Waste and Department of Transportation regulations. Maintain any permits associated with waste management.

Lead the efforts to develop and implement health and safety program awareness programs. The focus should be to direct all employees with the goal to avoid accidents and occupational sickness, environmental contamination and fires. Assist in the development of concepts, procedures and work instructions for occupational safety, environmental protection, and security. Regularly evaluate and implement improvement actions to improve programs. Advise site leaders in questions related to environmental protection, occupational safety and security. Serve as a leader for the site EHS team.

Define, control, and ensure the application of the Safety, Health and Environment management system elements at the location. This includes, but is not limited to, issuing policies and procedures according to ISO 14001 and ISO 45001 standards. Assist with the implementation of all required systems and tracking mechanisms, reporting tools, and measures to sustain the Environmental, Safety and Health Management Systems.

Participate in the evaluation of needed investments for EHS area and define / propose the annual investment plan related to the area, for materials, machinery and industrial installations. Suggest and support the planning and implementation of environmental, safety and fire protection investments and improvements for the site.

Provide support to internal and external resources for fire prevention through training, trials and resources. Utilize audits and evaluations to guarantee an immediate and adequate response in case of occupational accident / incident, industrial incidents and fires. Participate in the site Emergency Management and Unified Command system to ensure swift, effective response in an effort to resume normal operations as safety and quickly as practicable. Ensure site health and medical services are adequate to meet the site needs as well as focus on proactive programs for site employees. Participate in site efforts in the event of an emergency/crisis situation.

Actively participate in on-site monitoring programs related to environment, safety, industrial hygiene and occupational health programs. This should include emissions, effluents, noise, lighting, thermal comfort, dust, gas, chemical exposures, and other site aspects. Review and evaluate the conformance to permits and standards. Evaluate the results against expected standards and define actions and investments for improvements as necessary. Participate in scheduled internal and external audits related to compliance and management system standards. Participate as an auditor for other locations as scheduled. Assist with the coordination of both internal and external audits.

Compliance to all Company and plant permits, policies and procedures including, but not limited to, environmental, health, safety, security, ISO 14001 and Environmental Management systems, TS 16949 and Quality Management Systems, Human Resources policies, and Continental

Business System elements.

Your profile

WHAT YOU BRING TO THE ROLE

- Bachelor's Degree in Environmental, Health, and Safety or other similar related degree.
- 5+ years of Environmental, Health, and Safety (ESH) experience in a manufacturing or similar environment.
- Working knowledge of regulatory guidelines for Health and Safety, Environmental, and Life Safety Codes.
- Excellent time management skills
- Excellent problem solving skills
- Excellent verbal and written communication skills
- Strong attention-to-detail and organization skills
- Ability to proactively lead plant ESH programs, make decisions and escalate matters as necessary
- Intermediate user of Microsoft Programs to include: Excel, PowerPoint, Outlook, Word, Teams
- Project management experience
- 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 wear company-provided ESD safety-toed shoes, smock, and other PPE in required areas

*Sitting or standing for 8+ hours, reaching, and using hands/fingers to operate a computer and other office equipment

*Dexterity of hands and fingers to operate any required computer keyboard, mouse, and other technical instruments.

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.