**Tatva Chintan Pharma Chem Limited**

# Job Description

## Head – EHS (Environment, Health, Safety)

**( AGM/DGM-EHS)**

### Reporting To

Unit Head

### Location

Dahej, Gujarat

# Role Purpose

To provide strategic leadership and governance for Environment, Health, Safety, Process Safety and Sustainability across the manufacturing site, ensuring world-class EHS performance, compliance excellence, operational risk reduction, process safety integrity, and development of a proactive "Zero Harm" culture aligned with business growth and ESG objectives.

The role will act as a key member of the site leadership team and drive operational excellence through robust EHS systems, process safety management, regulatory compliance, employee engagement and continuous improvement.

# Qualification

### Essential

- B.E./B. Tech.- Chemical Engineering **OR**
- M.Sc./B.Sc. Chemistry with recognized Safety qualification

### Professional Qualifications

- PDIS/ADIS

- Diploma/Advanced Diploma in Industrial Safety

### Preferred

- M. Tech. – Chemical Engineering
- NEBOSH IGC/IDIP
- ISO 14001 and ISO 45001 Lead Auditor
- Certification in Process Safety Management

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## Experience

### Essential

- 15–20 years of relevant experience in EHS.

### Mandatory

- Minimum 5 years in a site leadership role (Head EHS/EHS Lead/Site EHS Manager).
- Experience in specialty chemicals, agrochemicals, fluorochemicals, bromination chemistry, API/intermediates or complex multi-product chemical manufacturing plants.

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## Key Responsibilities

### 1. EHS Strategy & Governance

- Develop and deploy site EHS strategy aligned with corporate objectives.
- Drive a culture of "Zero Harm, Zero Environmental Incidents and Zero Compliance Violations."
- Integrate EHS performance into business planning and operational reviews.
- Lead EHS transformation initiatives through digitalization, data analytics and predictive risk management.
- Serve as EHS advisor to Site Leadership Team and Corporate Management.

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### 2. Process Safety Management (PSM)

- Lead Process Safety Management for specialty chemical manufacturing operations.
- Drive PHA/HAZOP, SIL studies, LOPA, What-If studies, QRA and hazard assessments.
- Ensure robust Management of Change (MOC) implementation.

- Conduct process risk reviews for new projects, technology transfers and scale-ups.
- Monitor safety critical equipment and process safety KPIs.
- Lead investigations of process safety incidents and near misses.

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## 3. Regulatory & Statutory Compliance

- Ensure full compliance with:
  - OH & S Code
  - MSIHC Rules
  - Chemical Accidents Rules
  - Labour and Occupational Health regulations
- Maintain all licenses, permissions, authorizations and statutory records.
- Liaise with regulatory authorities, auditors and government agencies.

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## 4. Occupational Health & Industrial Hygiene

- Develop workplace health risk management programs.
- Implement exposure monitoring and industrial hygiene assessments.
- Lead occupational health surveillance initiatives.
- Improve employee wellness and preventive health programs.
- Ensure compliance with occupational health regulations.

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## 5. Environmental Management & Sustainability

- Lead environmental stewardship programs.
- Manage ETP, STP, hazardous waste management and emissions control systems.
- Drive water conservation, energy optimization and waste minimization projects.
- Support ESG and sustainability initiatives.
- Develop environmental performance dashboards and reporting mechanisms.

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## 6. Emergency Preparedness & Crisis Management

- Establish robust emergency response systems.
- Lead on-site and off-site emergency preparedness.
- Conduct mock drills and crisis simulations.
- Ensure emergency equipment readiness and incident command preparedness.
- Coordinate with district authorities and emergency services.

## 7. EHS Management Systems & Audits

- Lead implementation and continual improvement of:
  - ISO 14001
  - ISO 45001
  - Responsible Care initiatives
  - Corporate EHS standards
- Conduct internal audits and management reviews.
- Drive corrective and preventive actions through structured systems.

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## 8. Projects & Greenfield/Brownfield Safety

- Ensure EHS integration in engineering projects.
- Participate in design reviews and HAZID studies.
- Review layouts for compliance with safety and environmental standards.
- Support commissioning and start-up safety reviews (PSSR).

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## 9. Leadership, Capability Building & Culture

- Build high-performing EHS teams.
- Develop contractor safety management programs.
- Conduct leadership safety interactions and behavioral safety initiatives.
- Train employees on process safety, risk management and regulatory requirements.

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# Major Responsibilities

### Strategic

- Define annual EHS roadmap and improvement plans.
- Provide periodic EHS reviews to management.
- Benchmark site performance against industry best practices.

### Operational

- Monitor EHS performance indicators.
- Conduct plant inspections and management walkthroughs.
- Lead incident investigations, RCA and CAPA implementation.

### Functional Leadership

- Manage EHS, Fire, Occupational Health and Security teams.
- Drive budget planning and utilization for EHS initiatives.
- Develop succession plans and talent capability within the EHS function.

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## Technical Competencies

### Process Safety

- HAZOP, LOPA, SIL, MOC, JSA, PSSR, QRA, Bow-Tie Analysis
- Incident Investigation & RCA

### Regulatory

- Environment regulations, Factory compliance, PESO
- Hazardous chemicals management

### Systems

- ISO 14001,ISO 45001,IMS
- ESG reporting
- Digital EHS systems

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## Leadership Competencies

- Strategic thinking
- Risk-based decision making
- Stakeholder management
- Regulatory relationship management
- Change leadership
- Crisis management
- Coaching & mentoring
- Cross-functional collaboration
- Influencing and communication skills

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# Key KPIs

## Safety

- LTIFR
- TRIR
- Near Miss Reporting Rate
- Safety Observation Closure

## Process Safety

- Tier-1 & Tier-2 Process Safety Events
- MOC Compliance
- HAZOP Action Closure

## Environment

- Emission Compliance
- Waste Reduction
- Water Consumption Reduction

## Compliance

- Zero statutory non-compliance
- Audit closure effectiveness

## Culture

- Training effectiveness
- Safety engagement index

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# Know more about Tatva Chintan

https://www.tatvachintan.com/

https://www.linkedin.com/company/7032807/admin/dashboard/