

Associate EH&S Director, Director of Research Safety
(0474U) - 83010
University of California, Berkeley

Direct Link: <https://www.AcademicKeys.com/r?job=269329>

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Posted Dec. 15, 2025, set to expire Jun. 30, 2026

Job Title	Associate EH&S Director, Director of Research Safety (0474U) - 83010
Department	Office of Environment, Health & Safety
Institution	University of California, Berkeley Berkeley, California
Date Posted	Dec. 15, 2025
Application Deadline	Open until filled
Position Start Date	Available immediately
Job Categories	Director/Manager Professional Staff
Academic Field(s)	Research/Technical/Laboratory
Apply Online Here	https://apptrkr.com/6781669

Apply By Email

Job Description

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About Berkeley

At the University of California, Berkeley, we are dedicated to fostering a community where everyone feels welcome and can thrive. Our culture of openness, freedom and belonging make it a special place for students, faculty and staff.

As a world-leading institution, Berkeley is known for its academic and research excellence, public

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mission, diverse student body, and commitment to equity and social justice. Since our founding in 1868, we have driven innovation, creating global intellectual, economic and social value.

We are looking for applicants who reflect California's diversity and want to be part of an inclusive, equity-focused community that views education as a matter of social justice. Please consider whether your values align with our [Guiding Values and Principles](#), [Principles of Community](#), and [Strategic Plan](#).

At UC Berkeley, we believe that learning is a fundamental part of working, and provide space for [supportive colleague communities via numerous employee resource groups](#) (staff organizations). Our goal is for everyone on the Berkeley campus to feel supported and equipped to realize their full potential. We actively support this by providing all of our full-time staff employees with at least 80 hours (10 days) of paid time per year to engage in professional development activities. Find out more about how you can [grow your career](#) at UC Berkeley.

Departmental Overview

The Office of Environment, Health & Safety's (EH&S) mission is to provide guidance and services to the campus community that promote health, safety, and environmental stewardship.

EH&S is a highly dynamic, fast paced, committed organization focused on promoting workplace safety and environmental protection for the campus community. We are comprised of many scientific, technical, and administrative professionals, working in an evolving, learning, and sometimes challenging environment with a unified goal of supporting the University's mission of teaching, research and public service. EH&S strives to be an inclusive, service oriented, and operationally excellent organization and is seeking highly motivated individuals who want to learn, be creative, seek continuous competency development, and contribute to our mission.

For more information, visit <http://ehs.berkeley.edu>

Position Summary

The Associate EH&S Director serves as the Director of Research Safety, overseeing comprehensive health & safety programs at UC Berkeley for the campus community, including biosafety and laboratory safety, under broad and independent authority of the EH&S Executive Director.

The Associate EH&S Director is functionally the second-in command for EH&S and serves as the acting director as needed, is a member of the EH&S Senior Management Team, and represents EH&S at campus meetings, committees, and UC systemwide.

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Application Review Date

The First Review Date for this job is: 12/23/2025. This position is open until filled.

Responsibilities

As the designated Associate EH&S Director

- In Executive Director's absence is appointed Acting Director.
- Represents EH&S at campus meetings, committees and/or at UC-systemwide level.
- Represents the university with regulatory agencies and other governing bodies.
- As part of the EH&S Senior Management Team, establishes and recommends changes to policies that affect the organization.
- Strategic planning; Plans, directs, and manages resources to support EH&S mission, including coordination of professional development and recognition events that address retention and staff morale.
- Budget: Participates at department-level and at team-level (research safety), ensuring EH&S has resources need to advance department mission.

As the Director of Research Safety for programs including Biosafety Program and Laboratory Safety

- Evaluates, recommends, and implements policies and procedures to assure awareness of and compliance with health & safety regulations and UC/campus & EH&S requirements.
- Monitors and helps prevent chemical, biological, and physical hazards and exposure.
- Reviews and incorporates health standards promulgated by regulatory authorities.
- Directs audits, follow-up and notification activities.
- Provides reports to Federal, State, and local agencies.
- Develops and monitors operational program plans.
- Research oversight coordination; serves as the primary EH&S liaison with the VCRO regarding non-EH&S managed research oversight committees (e.g. ACUC, IRB) and private-public research enterprises (e.g. BBH, QB3 incubator spaces).
- Regulatory inspections and coordination, such as Cal/OSHA, DEA, CDPH, NIH, and accreditation or funding agencies.
- By memorandum of understanding or other agreements, may develop, manage and oversee associated programs at other UC campuses, per identified need, and manage the assigned personnel.
- May be assigned to direct, manage and oversee other research safety programs.

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Directly and/or through professional and technical supervisors, manages the Research Safety Teams:
Biosafety & Laboratory Safety

- Providing personnel administration including hiring, training, evaluating performance, and as required, implementing corrective action.
- Oversees work production and professional development of team.
- Supervises, motivates, guides, and applies appropriate standards to staff in their implementation of assigned duties.
- Recommends or approves hiring of new employees, promotions, reclassification, salary actions, and terminations.
- Administers full range of performance management to ensure maintenance of expectations and standards.
- Assesses job and career enhancement development needs for staff, assuring access to development opportunities.
- Ensures staff are fully and properly trained to meet mandatory training requirements of positions.
- Establishes, enforces, and promotes a culture of safety and compliance among all staff supervised.

Plans, directs, and manages multiple EH&S office-wide and cross-team programs and coordination efforts, including but not limited to:

- Designated Urgent Response Program; consisting of a team of trained EH&S staff responsible for providing 24/7 consultation and response services to campus for chemical spills, releases, injuries and other urgent concerns.
- Campus communications; Develops or oversees development of, implements and promotes communication programs to enhance, encourage and ensure awareness of and compliance with all applicable rules, regulations, policies, et cetera in order to prevent injuries, illness, releases to the environment, and unsafe (working) conditions, including hazards that may be a threat to the entire campus community such as wildfire smoke and transmissible diseases like COVID-19.

Programs Include

- Ensuring employee safety and complying with Cal/OSHA regulations.
- General chemical safety and annual laboratory inspection program, including coordination of the Laboratory Operations & Safety Committee (LO&SC).
- Hazard assessment in laboratory, field, and shop environments.
- Standard operating procedures for campus research laboratories.

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- Personal protective equipment (lab coats, eyewear, respiratory protection program).
- Chemical inventory.
- Campus controlled substances program.
- Urgent Response Program.
- Biosafety program and compliance with NIH guidelines and CDPH medical waste management regulations, including coordination of the Committee for Laboratory and Environmental Biosafety (CLEB).
- Oversight of applicable MOU and partnership programs, e.g. UC systemwide programs and centers of excellence of affiliated H&S programs, e.g. scientific diving.

Monitors budgets and expenses, ensuring compliance with budgetary allocations, and manages vendor contracts that support research programs.

- Implements in-year budget, approving non-compensation expenditure.
- Recommends budget distribution or augmentations.
- Participates in the annual budget review, developing and assisting with positioning of EH&S budgetary proposals and associated recharge program to implement the EH&S mission.
- Provides technical input and direct support to annual recharge recertification activities.
- Monitors rechargeable field work and expenses, assists with resolving service disputes
- Establishes and monitors contracts with vendors that provide critical services in support of H&S programs, such as but not limited to, lab coat laundering, biosafety cabinet certifications, monitoring equipment calibration, and analytical services for exposure monitoring and other sampling projects (e.g. air, water, soil, or wipe samples).

Maintains professional knowledge of existing and proposed changes in EH&S areas, with specific attention to new regulations in particular subject matter areas.

- Facilitates or creates new and complex solutions applying advanced level knowledge of best practices within multiple technical, professional, scientific and applied disciplines, and makes recommendations and presentations.
- Completes and maintains compliance on campus/systemwide training requirements, as well as any training necessary per role
- **See Governing Agencies: Laws & Regulations

Staff Development

- Works on professional committees and assignments, participates in professional training and attends relevant conferences, and/or is mentored or coached on a formal or informal basis

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EH&S Emergency Support

- In a campuswide disaster, serve as a key member of the EH&S Emergency Support Function (ESF), or campus Emergency Operations Center (EOC). This is part of the campus Emergency Management -Hazardous Materials program, and EH&S is identified as one of the several essential service units that may be mobilized to support the campus Emergency Operations Center.

Required Qualifications

- Comprehensive and thorough knowledge and understanding of EH&S technical requirements, logistics, materials and operations, rules, regulations, laws, etc.
- Demonstrated experience leading and directing a comprehensive research (safety) program.
- Demonstrated advanced skill in written, verbal and interpersonal communications to effectively convey complex information, including advanced political acumen.
- Proven management expertise to effectively lead and direct subordinate professional staff in different programs.
- Demonstrated interpersonal skills to motivate others; skilled in facilitation, managing, coaching and relationship building.
- Demonstrated experience to create, develop, implement EH&S projects/programs.
- Skill to effectively communicate with a variety of constituencies and senior campus management.
- Proven organizational skill to effectively manage complex projects and programs with multiple priorities.
- Proven skills to quickly evaluate complex issues, identify resolution, and create effective written, comprehensive analyses with recommendations
- Demonstrated experience to effectively represent the campus to state and federal authorities, local agencies and community groups
- Solid skills to appropriately and efficiently respond to and direct the response to emergencies and critical situations, including follow-up evaluation and critique of response efficacy; recommend, develop and implement changes to emergency response as required.
- Bachelor's degree in biological or life sciences or related area and/or equivalent experience/training.

Preferred Qualifications

- Advanced degree in biological or life sciences or related field.

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- CBSP: Certified Biological Safety Professional, or RBP: Registered Biosafety Professional.
- CSP: Certified Safety Professional.
- CIH: Certified Industrial Hygienist.
- CHMM: Certified Hazardous Materials Manager.

****Governing Laws & Regulations*****

Programs require application of substantial knowledge on all EH&S compliance programs, campus organizational structure, and applicable local, state and federal regulations for environmental, health and safety technical disciplines.

These include the:

- California Occupational Safety and Health Act, including, but not limited to applicable standards (Aerosol Transmissible Diseases, Hazardous Chemicals in Laboratories, Bloodborne Pathogens, Fume Hoods and Biological Safety Cabinets, IIPP, HAZWOPER).
- California Department of Public Health.
- California Administrative Code and Labor Code.
- California and Federal EPA, including field release regulations.
- DEA Controlled Substances Regulations.
- USDA Agricultural Bioterrorism Protection Act of 2002; Possession, Use and Transfer of Biological Agents and Toxins.
- DHHS Regulations for the Possession, Use, and Transfer of Select Agents and Toxins.
- NIH Guidelines for Research Involving Recombinant DNA Molecules.
- NIH/CDC Guidelines "Biosafety in Microbiological and Biomedical Laboratories".
- California Medical Waste Management Act.
- IATA, DOC, DOT, USDA, CDC, USFW, CDFA, CDFW transportation, importation and shipping regulations.
- USDA Field Release Permits.
- City of Berkeley Hazardous Materials Ordinance.
- National Science Advisory Board for Biosecurity guidelines.
- California Department of Fish and Wildlife regulations.

Salary & Benefits

For information on the comprehensive benefits package offered by the University, please visit the University of California's [Compensation & Benefits](#) website.

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Under California law, the University of California, Berkeley is required to provide a reasonable estimate of the compensation range for this role and should not offer a salary outside of the range posted in this job announcement. This range takes into account the wide range of factors that are considered in making compensation decisions including but not limited to experience, skills, knowledge, abilities, education, licensure and certifications, analysis of internal equity, and other business and organizational needs. It is not typical for an individual to be offered a salary at or near the top of the range for a position. Salary offers are determined based on final candidate qualifications and experience.

The budgeted annual salary range that the University reasonably expects to pay for this position is \$150,000.00 - \$210,000.00, commensurate with experience.

- This is an exempt monthly-paid position.

How to Apply

- To apply, please submit your resume and cover letter.

Other Information

- This is not a visa opportunity. This position does not include sponsorship of a new consular H-1B visa petition that would require payment of the \$100,000 supplemental fee.
- This position is eligible for up to 40% hybrid work. Exact arrangements are determined in partnership with your supervisor to meet role responsibilities and department needs, and are subject to change.

Conviction History Background

This is a designated position requiring fingerprinting and a background check due to the nature of the job responsibilities. Berkeley does hire people with conviction histories and reviews information received in the context of the job responsibilities. The University reserves the right to make employment contingent upon successful completion of the background check.

SB 791 and AB 810 Misconduct Disclosure Requirement: As a condition of employment, the final candidate who accepts a conditional offer of employment will be required to disclose if they have been subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct; received notice of any allegations or are currently the subject of any administrative or disciplinary proceedings involving misconduct; have left a position after receiving notice of allegations or while under investigation in an administrative or disciplinary proceeding

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involving misconduct; or have filed an appeal of a finding of misconduct with a previous employer.

"Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, discrimination, dishonesty, or unethical conduct, as defined by the employer. For reference, below are UC's policies addressing some forms of misconduct:

[UC Sexual Violence and Sexual Harassment Policy](#)

[UC Anti-Discrimination Policy](#)

[Abusive Conduct in the Workplace](#)

Equal Employment Opportunity

The University of California is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected status under state or federal law.

To apply, visit

https://careerspub.universityofcalifornia.edu/psc/ucb/EMPLOYEE/HRMS/c/HRS_HRAM_FL.HRS.CG_S

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

N/A

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