



**EH&S Manager**  
**Sublime Systems**  
444 Somerville Ave  
Somerville, MA, 02143

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## **Background & Overview**

Sublime Systems is a technology company commercializing affordable, ultra low-carbon cement that can be used in virtually any application under existing standards. Sublime's breakthrough process replaces the industry's legacy fossil fuel-fired kilns with an electrochemical system that operates at ambient temperature and eliminates the use of fossil fuel and limestone, resulting in a zero-carbon, low-embodied energy cement. This technology has the potential to drive gigaton-scale reductions in an industry responsible for 8 percent of global emissions. Sublime is backed by mission-aligned investors, including The Engine, Prime Impact Fund, Energy Impact Partners, and Lowercarbon Capital. We are building a diverse and collaborative team of folks who are "amped about cement" (pun intended), who share our values of excellence, creativity, and teamwork, and our motivation to create a better world.

## **Position Overview**

Sublime Systems is seeking a highly motivated Environmental, Health, and Safety (EH&S) Manager to support the day-to-day operations across all laboratory sites. This role plays a critical role in ensuring the company can continue to make rapid technical progress while maintaining a safety-first posture. The ideal candidate will have a depth of EH&S experience in a chemistry and materials-focused R&D setting and will be able to interface across the company to create programs, policies, and a culture that creates a safe working environment and address the operational needs of the company. This is an exciting opportunity to shape and be part of the growth of a fast-moving company with breakthrough technology and an incredible mission.

**This role requires a large degree of in-person work at our Somerville, MA-based HQ. Only Boston-based candidates or those willing to relocate to the Boston area will be considered.**

## **Responsibilities include:**

- Promote a safety culture and health protection among all employees
- Develop and maintain EH&S initiatives and programs across multiple internal teams, including those related to site permitting, chemical inventory and handling, equipment installation and operation, and safety planning
- Ensure day-to-day compliance with EH&S policies, regulations, and training requirements related to EPA, OSHA, MassDEP, MWRA, fire department, etc.
- Maintain EH&S related databases including regulatory applicability matrix, hazardous waste profiles, SDS database, and training records
- Help develop and document safe ways to conduct our technical work through review and preparation of hazard analyses and JSAs
- Oversee the management and record-keeping of hazardous waste accumulation areas, including labeling, documentation, and pickup

- Spearhead safety training, including the development of improved materials, delivering training to employees as needed, and maintaining records
- Develop and implement safety plans for new lab spaces including emergency response plans, chemical hygiene plans, and waste management plans
- Champion near miss reporting, corrective actions, and leading feedback sharing to enhance our processes and programs
- Lead safety walkthroughs/audits and support day-to-day operations in 8,000 square feet of mixed lab spaces across three buildings
- Serve as contact for safety consultants and vendors
- Assist with the implementation and ongoing maintenance of lab processes and programs: lab equipment, chemical inventory, and SDS document organization
- Work with the R&D and engineering teams to understand their processes and requirements; review existing R&D spaces on an ongoing basis and ensure appropriate preventative measures are taken (proper ventilation, PPE, etc.)
- Manage hazardous materials shipping as necessary
- Manage and procure safety equipment and supplies necessary for safety programs (chemical storage cabinets, secondary containers, safety monitors, etc.)
- Be able to rapidly take on new responsibilities in a fast-paced growth environment.

### **Knowledge and Skill Requirements**

The ideal candidate will have:

- Ability to rapidly shift priorities and juggle multiple tasks at once
- Exceptional organizational, record-keeping, and creative problem-solving skills
- Practical experience with the following: hazard assessments on new processes and equipment, root cause analysis, creating safety training, and program development
- Extensive knowledge of chemical interactions and hazards and industrial safety
- Working knowledge of OSHA, EPA, MassDEP, and DOT regulations and active OSHA10 / OSHA30, DOT/RCRA, HAZWOPER, DOT, IATA certifications
- Prior experience in a fast-paced research and development environment preferred

Requirements include:

- Bachelor's degree in science, engineering, or relevant fields
- 5+ years of experience in environmental health and safety roles in an R&D environment, ideally focused on chemistry, chemical engineering, and/or materials science
- Direct knowledge of regulatory requirements and safety practices for hazardous chemicals and waste at large scale, including those regulated by OSHA, EPA, MassDEP, and DOT/IATA
- Strong, professional oral and written communication skills
- Experience ordering, managing, and stocking supplies, including interfacing with vendors
- Able to manage competing priorities/operating independently in a fast-paced environment
- Willing to complete additional EH&S training and/or certification courses as necessary to support Sublime's evolving needs
- Meticulous attention to detail; strong planning and critical thinking skills
- Can-do attitude & an eagerness to learn; "no task is too small" mentality
- Comfort with the fast-paced nature of a startup; ability to receive, prioritize and react to information with minimal oversight and adjust on the fly
- Strong relationship building and interpersonal skills
- Ability to work independently and take initiative on self-directed projects

- Able to lift or move items up to 50 lbs. using proper lifting techniques
- Able to be on-call after hours for urgent or emergency situations
- Proficiency with Microsoft 365 (including Word, PowerPoint, Outlook, Calendar) and Zoom or equivalent platforms
- Solids handling safety experience a plus

Desired characteristics:

- Highly mission-oriented and motivated to address climate change.
- Excitement and ability to work in a multicultural team and cross-disciplinary project teams to deliver timely results
- Entrepreneurial and unafraid to tackle complex problems with imperfect information
- “Yes if” problem solving approach to find solutions to first of a kind problems
- Ability to give and receive feedback and constructive criticism
- Prior experience in a fast-paced research and development environment preferred

**Sublime Systems is proud to be an Equal Opportunity Employer**

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, protected veteran status, or any other characteristic protected by law.

Research suggests that qualified people from historically marginalized groups may self-select out of opportunities if they don't meet 100% of the job requirements. We encourage individuals who believe they have the skills necessary to thrive to apply for this role.

**Your Right to Work**

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire.