



HEALTH



SAFETY



ENVIRONMENT

M&C TechGroup is a company with a leading position in the gas analysis industry with a strong international presence and three production sites in Germany. Our Group is continuously growing with all its subsidiaries nationwide and internationally.

M&C is an employer with a small fluctuation, a strong focus on employee safety and a modern work environment. Our company stands out due to its flat hierarchies, quick decision-making and the freedom for individual initiatives.

In 2025, M&C has become a part of the MSA Group. [MSA Safety](#) is a global leader in the development of safety equipment and pioneering technology that helps protect people and facility infrastructures around the world. We are committed to providing the latest in innovative, best-in-class safety solutions that feature integrated systems capability and allow our customers to return safely to their families and friends. Every day our customers place their lives in our hands. In response, we provide them with protection they can trust. It is gratifying to lead the way as a source of inspiration. Would you like to join our team of more than 5,000 employees world-wide dedicated to this purpose? We hope so.

We are looking for a qualified person (full-time)

ENVIRONMENTAL HEALTH AND SAFETY MANAGER (M/F/X)

in Aach (near Lake Constance), with 10–20 % travel to Ratingen (near Düsseldorf)

Purpose of the Position

The Environmental Health & Safety (EHS) Manager is responsible for developing, implementing, and maintaining a comprehensive EHS strategy for MSA M&C locations in Aach and Ratingen. This hands-on role involves leading risk assessments and risk management processes, delivering effective EHS training to associates, overseeing waste management activities, and supporting sustainability initiatives. The EHS Manager will drive all EHS-related programs and projects within their areas of responsibility, ensuring compliance with local, regional, and global standards.

The position requires proven project management expertise, experience with EHS certification standards, and the ability to oversee cross-functional initiatives. A key focus is on preventing illness and injury by enhancing protection from work-related and environmental hazards. The ideal candidate will demonstrate strong leadership, excellent communication, initiative, and problem-solving skills, with a collaborative approach to fostering a safe and sustainable work environment.

Responsibilities

- Promote and foster a strong safety culture across all functions by providing expert advice on safety matters as required by ASiG (German Occupational Safety Act).
- Lead behavior-based safety programs to encourage safe practices and accountability.
- Participate in global EHS improvement projects and drive successful implementation across all functions at Aach and Ratingen locations.
- Develop, implement, and maintain the MSA EHS management system requirements and guidance programs for all assigned locations and impacted associates concerned within those facilities.
- Ensure internal programs are in place to maintain compliance with all applicable government regulations and MSA standards related to occupational safety, health, environmental, and sustainability requirements.
- Oversee and maintain programs including, but not limited to: Electrical Safety, Lockout/Tagout (LOTO), Ergonomics, Hazard Communication, Mobile Equipment Safety, Housekeeping, Job Safety Procedures, Chemical Exposure, Emergency Response, Incident Management, Near Hits, Fleet Management, Waste Management, Spill Response, Refrigerant Management and associated compliance management procedures.
- Develop and deliver training aligned with the training matrix and other specialized EHS programs, ensuring comprehensive onboarding for new hires and temporary associates.
- Participate in Scorecard assessments and audits conducted by Global EHS, developing action plans to reach 100 % score and improve overall performance.
- Utilize the MSA Operating System to drive continuous improvement across all EHS processes, including root cause analysis, gembas, Kaizen activities, KPI communication, and document management.
- Maintain documentation control locally to ensure all relevant documents are accessible and organized for stakeholders.
- Record, track, and report on all safety, health, environmental, and sustainability metrics, ensuring compliance with governmental agencies and internal requirements.
- Manage EHS data by developing and updating databases, performing regular analyses to identify gaps and risks, implementing corrective actions, and ensuring timely and accurate reporting of all company metrics and compliance data.
- Provide coaching to employees at all levels on corrective actions, safety leadership, and the effective use of leading and lagging indicators.
- Educate teams on best practices and foster a proactive culture through ongoing coaching and mentorship.
- Lead waste management activities to meet regulatory requirements, including inspections, storage, disposal, reporting, record-keeping, and audits.
- Oversee location-specific sustainability initiatives, including data collection, reporting, establishing sustainability teams, and developing action plans aligned with organizational goals.
- Prepare and communicate safety, health, environmental and sustainability messages regularly to promote awareness and engagement.
- Participate in on-site employee communication meetings, monthly safety community of practices, and quarterly management reviews to ensure continuous focus on performance.
- Review production, maintenance, and laboratory processes for hazards and risks.
- Use risk assessment tools to develop elimination and mitigation strategies, reducing the likelihood of incidents.
- Update and maintain localized risk assessments in accordance with local and companywide requirements.
- Manage the facility's health center operations, including overseeing occupational health examinations and related services.

Qualifications

Skills, Knowledge and Abilities Required

- Advanced proficiency in Microsoft 365.
- Strong organizational skills with the ability to manage multiple tasks, solve technical problems, lead projects, and work effectively in cross-functional teams.
- Advanced communication and presentation skills in both English and German, written and verbal.
- Ability to work effectively within a global matrix organization.
- Capability to monitor and communicate progress toward goals.
- Excellent customer relationship skills, both internally and externally.
- Strong problem-solving skills with the ability to develop practical solutions.
- Extensive knowledge of German work safety legislation and governmental regulations, including their application (e.g. installations requiring approval, hazardous substances, machinery safety, workplace regulations).
- Ability to accurately interpret regulations and requirements.
- Proven success in implementing and managing comprehensive environmental, health, safety and sustainability programs.

Education and Experience Required

- A minimum of 3 years' professional experience in Environmental, Health, Safety and Sustainability in a relevant industry.
- Bachelor's degree in EHS, Occupational Health, Environmental Management, or a related discipline.
- Completed training as "Health & Safety Officer (Fachkraft für Arbeitssicherheit)" in accordance with ASiG standards.
- Knowledge and understanding of ISO standards 14001 and 45001, with preferred experience in their implementation and ongoing maintenance.

Preferred Experience

- Knowledge and experience in Ergonomics, LEAN, Six Sigma, and Industrial Hygiene.
- Experience in direct people management.
- Knowledge of national chemical control legislations, e.g ChemG, GefStoffV.
- Responsibility for EHS across multiple locations/countries.

We Offer

- 13.6 salaries (incl. holiday pay & Christmas bonus) and a performance-related bonus
- Remote working (generally possible)
- Company-supported pension scheme or VWL (capital-forming benefits)
- Promotion of specialist training and professional development
- 30 days of annual leave and bridging days off between public holidays and weekends
- Company flexitime scheme
- Employee events & company parties
- Discounted employee offers for many brands and stores (corporate benefits) and monthly top-up of our voucher card (Edenred)
- Health facilities (including an in-house gym)

We will be happy to share the details with you in a personal interview.

We look forward to hearing from you!

Are you interested in joining us?

Then, please send your detailed application (CV, cover letter optional) indicating your salary expectations to the following contact person:

- ▶▶ M&C TechGroup Germany GmbH
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