

## **Environmental Senior Counsel**

This position will report to the Global Head of Legal, Global Product Development & Supply and Environment, Health, Safety & Sustainability and will provide legal advice on complex U.S. and international environmental, sustainability, safety and human health related laws, treaties and regulations addressing the research, development, manufacture, distribution, and sale of BMS' products. The individual in this position will also support worldwide environment, health and safety compliance projects and sustainability projects. The position will require the ability to concisely, pragmatically and promptly deliver advice on a broad range of environment, health and safety compliance questions. The successful candidate for this role must be qualified to practice law in New Jersey, have relevant experience and be a subject matter expert in environmental regulations and laws.

### **Job Responsibilities:**

- Supports the Law Department (including the Company's Environment, Health, Safety & Sustainability group, "EHSS") in establishing global policy and strategy in all areas of EHSS including site remediation, biosafety, and occupational medicine issues.
- Counsels senior business management regularly on key corporate EHSS legal, risk and compliance issues.
- Participates in EHSS Steering Committee meetings to identify key EHSS compliance issues facing the Company and works with senior business management to ensure appropriate resources are committed to addressing key EHSS legal, risk and compliance issues.
- Serves as Counsel to the EHSS Group, providing primary legal support to EHSS for all critical EHSS legal, risk and compliance activities.
- Supports all Company EHSS enforcement and compliance matters (regulatory negotiations, enforcement actions, agency audits, and special investigations), in conjunction with other subject matter experts in the Law Department, including BMS' Litigation Group.
- Engages and manages outside counsel to support complex environmental matters.
- Reviews existing corporate EHSS policies and provides recommendations for appropriate changes to such policies, as well as additional policies that may be needed in key areas of EHSS compliance.
- Supports training programs to ensure employee awareness of key EHSS compliance requirements relating to their job responsibilities.
- With assistance from subject matters experts within the Law Department, conducts investigations where appropriate to resolve EHSS compliance issues, and develops corrective and preventative actions.
- Reviews, manages, and analyzes sensitive information from EHSS compliance processes to develop for SEC-required reporting, regulatory required reporting, internal audit scope changes, policy and procedure modification or development, and compliance training programs.
- Provides oversight for EHSS issues that arise in transactional matters, including acquisitions, divestitures, collaborations and key outsourcing transactions.
- Negotiates and drafts transactional documents, including schedules and exhibits to agreements.

### **Qualifications:**

- Juris Doctor degree or foreign equivalent.
- At least 8 years of experience practicing law as an in-house counsel, preferably in the pharmaceutical industry.
- Broad-based background in environment, health, and safety legal issues.
- Proven leadership and communication skills, particularly in communicating with senior management.
- Ability to address multiple and complex EHSS legal and compliance issues, while balancing legal, business, political, organizational, and technical considerations.
- Understanding of business processes within the pharmaceutical industry, including product development and approval, manufacturing and distribution in an international context.

### **Contact:**

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