Posted: July 31, 2026

NEW MEXICO TECH
SCIENCE • ENGINEERING • RESEARCH UNIVERSITY

POSITION ANNOUNCEMENT

TITLE: DIRECTOR OF RESEARCH SAFETY AND COMPLIANCE

DEPT: OFFICE OF RESEARCH

REG ☑ TEMP ☐ FULL TIME ☑ PART TIME ☐

STARTING RATE or SALARY RANGE Negotiable
Employees being promoted to a higher classified position receive the minimum for the position or a pay rate adjustment of 8% whichever is greater.
All regular positions also entitle the employee to several benefits including health, dental, vision, life insurance, and retirement which is largely paid by New Mexico Tech for the employee and dependents.
INTERNAL POSTING THROUGH: Concurrent* CONSIDERATION WILL BE GIVEN FIRST TO TEMPORARY AND REGULAR TECH EMPLOYEES WHO APPLY WITHIN THE 7 DAY INTERNAL POSTING. APPLICATIONS RECEIVED AFTER THE 7 DAY POSTING MARGIN WILL BE CONSIDERED WITH OTHER OUTSIDE APPLICANTS.

JOB SUMMARY:

New Mexico Tech is searching for a new Director of Safety and Compliance. The Director provides strategic leadership, oversight, and direction for the university's comprehensive research safety, and regulatory compliance programs. This role is critical in fostering a culture of safety, accountability, and risk mitigation across all academic, research, and operational units. The Director ensures the university complies with federal, state, and local regulations while supporting a robust, high-impact research enterprise. The position reports directly to the Vice President for Research and collaborates closely with faculty, institutional committees, and external regulatory agencies. The Director oversees a team of staff and all research compliance and safety programs and services at New Mexico Tech, including conflict of interest, export control, research ethics and integrity, responsible conduct of research, hazardous materials, radiation safety, human and animal research protections.

JOB FUNCTIONS:

Strategic Leadership & Culture

- Develop, implement, and monitor a university-wide research safety and compliance strategic plan that aligns with the institution's research and academic goals.
- Promote a proactive culture of safety, continuous improvement, and environmental stewardship across campus.
- Draft, review, and update institutional policies and procedures regarding laboratory safety, hazardous materials, and regulatory compliance.

Regulatory Compliance & Risk Management

- Ensure strict compliance with federal agencies such as OSHA, EPA, DOT, CDC, and NIH, as well as state and local bodies.
- Oversee institutional committees (e.g., Radiation Safety Committee (RSC), Institutional Animal Care and Use Committee (IACUC), Institutional Research Board (IRB), and Institutional Biosafety Committee (IBC) to ensure research protocols meet ethical and legal standards.
- Establish and maintain a rigorous program of routine inspections, audits, and gap analyses for all research laboratories, clinics, and support facilities.

• Serve as the primary point of contact for external regulatory inspections and investigations. Lead investigations into safety incidents or noncompliance, ensuring root-cause analysis and corrective actions are implemented.

Operational Management

• Oversee specialized safety programs, including:
  - o Chemical Hygiene and Biosafety (including Select Agents/Toxins).
  - o Radiation Safety and Laser Safety.
  - o Hazardous Waste Management and Environmental Sustainability.
  - o Human and Animal Research

• Design and deploy comprehensive safety training programs for faculty, staff, researchers, and students. Maintain accurate, auditable training records.

• Collaborate with Campus Police and Emergency Management to develop and test response plans for hazardous material spills, lab accidents, and public health crises.

Personnel & Budgetary Management

• Recruit, mentor, and evaluate a team of safety professionals, specialists, and technical staff.

• Develop and manage the annual budget for the Safety and Compliance office, optimizing resource allocation for maximum efficacy.

5. Other duties as assigned by the Vice President of Research

REQUIRED QUALIFICATIONS:

Bachelor's Degree in a STEM discipline. Master's degree in Chemistry, Biology, Geology, Physics, Engineering, or a closely related scientific/regulatory discipline. A minimum of 5 years of progressive leadership experience in research laboratory oversight, specifically including chemical and/or radiation safety, and research safety risk management, preferably within a research university or a complex medical/scientific research facility. Deep working knowledge of federal regulations governing academic research environments. Ability to exercise influence and drive compliance in an environment where authority is decentralized (e.g., working with independent Principal Investigators). Exceptional written and verbal communication skills, with the ability to translate complex regulations into actionable guidance during high-stress situations. Strong capacity to evaluate complex scientific protocols, identify latent risks, and propose creative, compliant solutions that do not unnecessarily stifle research innovation

DESIRED QUALIFICATIONS:

PhD degree in Chemistry, Biology, Geology, Physics, Engineering, or a closely related scientific/regulatory discipline. Certifications: Certified Chemical Safety Officer, Certified Safety Professional (CSP), Certified Industrial Hygienist (CIH), or Certified Research Safety Professional (CRSP). Proven track record of building collaborative relationships with diverse stakeholders, particularly tenured faculty, principal investigators, and executive leadership.

LIFTING REQUIREMENTS:

(f)requently, (o)ccasionally, or (s)eldom

0 - 15 pounds	
15 - 30 pounds	
30 - 50 pounds	
50 - 100 pounds	
100 + pounds	

PHYSICAL DEMANDS:

Standing 30%	Sitting 35%	Walking 25%	Pulling
Pushing	Lifting 10%	Stooping	Kneeling
Crawling	Climbing	Reaching	Other

In order to be considered, submit a letter of interest, CV and resume. For full consideration, application packets must be submitted by August 31, 2026.

Apply to: nmtjobapps@npe.nmt.edu