



Join a high-performing group with a purpose:
to grow a safer, cleaner, healthier future
for everyone, every day.

We are hiring for **Material Compliance Engineer** in **Halma Company Salaera**

Location	Business Unit	Report to
Bengaluru	Healthcare	VP, Regulatory & Quality

About us

Halma is a global group of life-saving technologies companies, driven by a clear purpose. We are an FTSE 100 company with headquarters in the UK and operations in 23 countries, including regional hubs in India, China, Brazil, and the US

Our diverse group of nearly 50 global companies specialise in market leading technologies that push the boundaries of science and technology.

For over 50 years, the combination of our purpose, strategy, people, DNA and sustainable business model has resulted in **record long-term growth in revenues and profits and an increase in dividend by $\geq 5\%$ every year**– an achievement unrivalled by any company listed on the London Stock Exchange.

Halma India fulfils the potential of the region by harnessing the diverse talents, expertise, infrastructure, and operational

We have a team of over 250 professionals representing commercial, digital and support functions across our seven offices in India, two in Bengaluru and one each in Delhi, Mumbai, Thanjavur, Vadodara, and Ahmedabad.

Halma India is a Great Place to Work® certified organisation, recognised for 3 consecutive years.

Here's why working with us is fulfilling:

We offer a safe and respectful workplace, where everyone can be who they 'REALLY' are, feel free to bring their whole selves to work and use their unique talents, knowledge, expertise, experiences, & backgrounds to create meaningful outcomes.

We nurture entrepreneurial spirits and empower them to think beyond the possibilities, to discover, shape and build their own unique stories. Our diverse businesses and operations provide fulfilling opportunities to grow as individuals and make an impact.

We are simple, humble and approachable, and we believe in leadership at all levels to bring our purpose to life. Everyone at Halma India makes an impact, and so do you when you join us!

Halma India is an equal opportunity employer, which means the base of our recruitment decisions is always on skills, competencies, attitudes, and values. We are committed to hiring from diverse backgrounds without regard to age, ethnicity, religion, marital status, disability status, sex, gender identity, or sexual orientation.



Detailed job description

About Halma Company Salaera	Salaera was founded in 1972 and is headquartered in Lakewood, New Jersey and operate facilities in Lakewood and in Salt Lake City, New Jersey. Salaera Lakewood facility manufactures components and devices primarily designed to dry and humidify gas streams and Salt Lake facility manufactures components and devices supporting mixing, blending, sensing and analyzing medical gases.
Position Objective (The purpose of role in current business/market scenario)	The Material Compliance Engineer will ensure that all materials, components, and finished products supplied to and manufactured by Salaera comply with global material regulations and standards, including (but not limited to) California Proposition 65, REACH, RoHS, Conflict Minerals (Dodd-Frank Section 1502), TSCA, PFAS, SCIP, Latex, and requirements under EU MDR framework. This role is critical to maintaining regulatory compliance, supporting product safety, and mitigating supply chain risk.
Responsibilities (KRAs / deliverables / job expectations)	• Develop, implement, and maintain company-wide material compliance programs for regulations and database maintenance for regulations such as California Prop 65, REACH, RoHS, Conflict Minerals, TSCA, PFAS, SCIP, Latex, CMDR etc. • Monitor, prioritize and coordinate responses to customer requests for material compliance declarations and documentation. • Conduct supplier assessments, audits, and follow-ups as necessary to verify compliance with applicable material regulations. • Review supplier documentation, including declarations, test reports, and chemical content information. • Collaborate with procurement, R&D, manufacturing, and regulatory teams to ensure materials and products meet all compliance requirements. • Maintain and update regulatory databases and track changes in applicable legislation. • Prepare and provide internal and external compliance reports, including material declarations and customer-facing certifications. • Support regulatory submissions, technical files, and MDR documentation related to material compliance. • Provide training and guidance to internal teams on material compliance requirements. • Investigate and respond to material compliance issues, including nonconformance, product recalls, or customer inquiries. • Monitor industry trends and participate in professional forums to remain current on evolving material regulations. • The position includes all other responsibilities that may be necessary to fulfill the duties associated with the position or as may be assigned.
Critical Success factors (critical / high impact aspects of role)	• Strong understanding of regulations such as California Prop 65, REACH, RoHS, Conflict Minerals, TSCA, PFAS, SCIP, Latex, CMDR etc. • Comfortable handling confidential and sensitive regulatory information. • Continuous learner who stays current with emerging regulations and compliance best practices.

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Academic qualification	• Bachelor's degree in Materials Science, Chemistry, Engineering, Regulatory Affairs, or a related field.
Experience (exposure)	• Minimum 3-5 years of experience in material compliance, preferably in the medical device, electronics, or regulated manufacturing industry. • Experience managing supplier compliance programs and maintaining regulatory documentation. • Familiarity with customer audits and regulatory inspections related to material compliance. • Knowledge of global material regulations and medical device regulatory standards with ability to interpret changes in law.
Key attributes (critical functional competencies)	• Comfortable handling confidential and sensitive regulatory information. • Continuous learner who stays current with emerging regulations and compliance best practices. • Excellent written and verbal communication skills. • Strong focus on customer service both internally and externally. • Intermediate to advanced skills in MS Office Suite. • Highly organized, detail oriented, Self-driven with the ability to work independently. • Strong problem solving and critical thinking skills. • Ability to see a problem and work through the process, not just the tactical solution. • Ability to travel as needed to other facilities. (up to a maximum of 10% travel, expected travel is 1-2 times per year or less)
Competencies (fundamental skills and attitudes)	• The candidate should be self-motivated, Customer Focused and Process Focused/Oriented. • Team Player/Adaptable, Reliable and Efficient. • Takes Initiative/Proactive, Integrity & Honesty, Planning & Organization.

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