



Position: Safety Director
FLSA Status: Exempt
Type: Full Time
Reports to: Vice President/General Superintendent

Position Summary –

The Safety Director is directly responsible for managing the safety and risk associated with construction projects and company operations.

The Safety Director will proactively plan, direct and implement the Company's safety program to ensure a safe, healthy and accident-free work environment. The Safety Director supports the Safety Manager in ensuring each construction project is conducting operations in a safe manner for the protection of our employees, clients, subcontractors and the general public. The Safety Director ensures compliance with all applicable federal, state, county and local safety related regulations.

The Safety Director sets the tone for Corporate Safety and Risk Management, demonstrates strong leadership skills, works well in a team environment, has excellent communication skills, and strives to enrich the Company Culture. Promotes "service to the field".

Essential Duties and Responsibilities –

Site Specific Safety Plan (SSSP)

- Oversees the Safety Manager & Safety Representatives in ensuring compliance with all aspects of managing Site Specific Safety Plans.
- Responsible for facilitating early return to full duty work responsibilities for injured workers and to provide meaningful light duty transitional work opportunities.
- Update APP as topics are identified, ensuring update implementation throughout company documentation.

Audit

- Oversees the Safety Manager and Safety Representative's in ensuring the Company and its job sites remain hazard and accident free by conducting periodic safety inspections.
- Provide support to field staff in the event of an L&I site inspection.
- Prepare study and analysis of industrial accident causes and hazards to health for use by company personnel and outside agencies. Make recommendations to resolve any deficiencies.
- Access ways for reducing claim costs and increasing the retrospective premium refund (ABC Retrospective Rating Program for L&I premiums).
- Research and manage ways to reduce the net premium paid by improving the Experience Modification Rating [EMR].
- Record keeping, safety data compilation, update/publish required logs.
- Preparing monthly or annual safety reports and presenting the information to management.



Support

- Monitor budget and report on costs for the Injury and Illness Prevention Program to inform purchasing decisions of safety materials, safety equipment, personal protective equipment, etc.
- Collaborate with management to establish and manage the annual safety department budget.
- Review and advise on subcontract and prime contract language specific to safety terms and conditions.
- Represent the organization in community or industry safety groups and programs.
- Maintain a work atmosphere by acting and communicating in a manner that ensures positive relationships with clients, subcontractors, co-workers, and management.
- Frequently communicate with company executives to keep them apprised of pertinent issues.
- Review site logistics as future projects plans are considered and advise on crane limitations, power line arrangements, material lifts.
- Manage and plan the annual safety banquet and safety awards program.
- Order safety equipment, safety supplies and first aid supplies and distribute to managers, supervisors and employees as needed.

Training

- Plan and participate in training and certifications program as trainer, utilize OSHA 500 and 510 program.
- Plan and implement programs to train managers and employees in work site safety practices, safe equipment operating techniques and fire prevention for job sites and office.
- Facilitate employee training in first aid and CPR.
- Work with Human Resources to ensure safety certification training records are current for all employees.
- Ensure new employees receive safety instructions prior to beginning work. Emphasize any specific site hazards and thoroughly explain all applicable precautions.
- Provide training and education to all levels of staff, as required, by Federal and State safety regulations.
- Provide in house training to all field teams.

Risk Management

- Train employees in proper procedures and conduct periodic emergency evacuation drills to ensure planning is effective in practice.
- Review of critical hoisting and large equipment placement and activities.
- Provide recommendations and assistance, along with the Safety Manager, to Project Managers and Superintendents, with respect to job site hazards, employee training, new/safe equipment operation and safe material or substance utilization.
- Ensure compliance with corporate worker's compensation program including working with internal personnel and third-party administrators/legal counsel, to effectively investigate and resolve claims in an expeditious and cost-effective manner.
- Perform and oversee investigation of accidents, injuries, and unsafe working conditions to include interfacing with workers compensation claims and communication with injured workers and the return-to-work strategies. Cooperate in the preparation of material and evidence for organizational use in hearings, lawsuits, and insurance investigations. Provide recommendations for remedial action.
- Remain current on federal, state, county, and local safety regulations. Keep management advised of new or revised regulations and their anticipated impact.



Compliance

- Prepare weekly safety topics and ensure that weekly site safety meetings are properly documented.
- Ensure that records and postings required by WISHA / OSHA are kept current.
- Support the field teams regarding all Subcontractor job specific Safety Programs.
- Review new Subcontractor pre-qualification documentation to ensure they have an acceptable safety record and communicate with the superintendent and Project Manager of their acceptance or rejection.
- Plan and implement risk management, safety policies and procedures in compliance with all federal, state, county and local rules and regulations, including SDS requirements, for both field and office operations, to maximize a safe working environment.
- Act as corporate contact for any federal, state or municipal safety or risk management authority and/or personnel, including, but not limited to OSHA and/or DOSH.
- Manage and oversee corporate substance abuse policy and programs.
- Manage hazardous materials control program as necessary.

Other Duties and Responsibilities

- Understand, and ensure projects are run in accordance with, all Compass policies and procedures.
- Create and implement a Safety Reward program for sites in conjunction with Compass site management staff.
- Other duties as assigned.

QUALIFICATIONS AND EXPECTATIONS -

Personal Qualities

- Honest, Genuine, Trustworthy
- Leader
- Forward Thinker – ability to plan ahead
- Good communicator and listener
- Problem Solver
- Respectful; Maintain Confidentiality
- Excellent verbal and written communication skills (Spanish is a plus)
- Desire to learn and use technology – self improvement
- Organized and Detail Oriented
- Positive team attitude; Handle difficult and sensitive situations
- Passionate
- Strong Work Ethic and Loyal
- Strong documentation capacity with the ability to meet stringent deadlines

Technical Knowledge

- OSHA, DOSH, ANSI, NFPA, EPA
- Worker’s Compensation Regulations
- ABC Retrospective Rating Program
- Ability to use Microsoft Word, Excel, Outlook, and Power Point

Education

- Minimum 10 years of direct safety experience in the commercial and multifamily construction industry.
- Preferred bachelor’s degree in industrial hygiene, safety management, environmental science, occupational health, or related field.