

**Title: Director Health, Safety & Environment****Term: Permanent, Full-Time****Location: California****ROKSTAD STRATEGIC INTENT**

We are an innovative and progressive family-orientated business that excels in providing safe, reliable Transmission and Distribution services for its valued clients across North America.

**SUMMARY**

The Director of Health, Safety & Environment designs and implements standard practices, processes, and procedures to maintain company-wide awareness of and compliance with HSE rules and regulations. This role will lead, foster and instill the HSE culture company wide and ensure that Rokstad remains a company leader for Safety.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Contributes to the development, communication, and implementation of the corporate vision, mission, goals, and strategy;
- Drive a culture of safety throughout the organization to reduce injuries and incidents;
- Oversee the design, implementation and delivery of HSE programs across all areas of the business;
- Work closely with operational leaders to develop standards, and strategies that reduce the safety, regulatory and financial risks;
- Leads, guides, directs, and evaluates the work of HSE managers and employees;
- Develops and manages the HSE business plan in support of the corporate strategy;
- Develops and manages the HSE budget, training, and compliance reporting;
- Identifies, secures, and manages HSE personnel assigned to Transmission and Distributions project sites;
- Advises Transmission and Distribution project teams on HSE compliance management to enable on-site accountability;
- Monitors changes to geographic-specific HSE rules and regulations and integrates into company standards, processes, and practices;
- Monitors HSE compliance and oversees incidents management and reporting;
- Conducts quality assessment of HSE processes / practices and implements continuous improvement;
- Other related duties as required.

**JOB REQUIREMENTS**

- Extensive working knowledge of occupational health and safety legislation and its application to the construction industry;
- Excellent communication skills (both verbal and written);
- Advanced proficiency in Microsoft Office, specifically Excel
- Strong organizational and planning skills;
- Strong management, interpersonal, and influencing skills at all levels from the construction site to the boardroom;
- Proven coaching and teaching abilities;
- Proven skill in the development, implementation and management of HSE management systems;

- Knowledge and experience with HSE management systems and audit tools including the construction industry Certificate of Recognition (COR); OHSAS 18001 or CSA Z1000 and ISO 14001;
- Strong business and financial acumen;
- An understanding of business drivers and the ability to influence and facilitate the implementation and maintenance of the HSE managed system;
- Demonstrated ability to deal with conflict, able to effectively communicate ideas and be an active listener;
- Knowledge and understanding of DOT Federal Motor Carrier Safety Regulations;
- Strong trend and data analytical skills to drive program and process changes
- Proven problem-solving skills with the ability to visualize and deliver creative solutions;
- Extensive knowledge of OSHA and other applicable federal, state and local safety regulations and standards.

### EDUCATION, EXPERIENCE AND/OR CREDENTIALS

- Bachelor's Degree in Health and Safety, Environmental, Health and Safety (EHS) Management;
- Certified Safety Professional (CSP), Canadian Registered Safety Professional (CRSP), National Construction Safety Officer (NCSO) or other applicable qualification/designation;
- Minimum 10 years of directly related experience in a senior leadership capacity;
- Must have detailed working knowledge and experience with ISNET (US) to communicate with clients, understand the intricacies of the system and advise on content pertaining to industry client base;
- Strong claims management experience;
- Knowledge of both US and Canadian HSE regulations, codes, practices and standards;
- Experience in the electrical construction trades industry an asset.

### WORKING ENVIRONMENT

- Willing to travel and work in remote locations for extended periods.

### CORPORATE COMPLIANCE RESPONSIBILITIES

#### **We care about our internal and external customers – loyalty is earned.**

- Listen, and listen more, to better understand – you get excited about opportunities to help others.
- Own customers' challenges to deliver unique solutions – you recognize that it's our privilege to serve customers because without "them," there is no "us."
- Focus on what is "important" as opposed to "urgent" – you focus on the big picture rather than getting lost in the details.
- Express thanks to those who help us constantly improve – you recognize and embrace constructive criticism.

#### **We strive for safety excellence – practice safety within the workplace, our homes, and at play.**

- No compromise on safety – make safety a thought, an action, a cornerstone belief in everything you do.
- Live safely for yourself, your team, and your family – you work together to ensure safety for all.
- Learn and improve from past experiences – lessons learned fuel our future successes.

#### **We create a great workplace by filling it with spectacular people – set expectations high, have fun, and celebrate our successes.**

- Succeed through professional and personal growth – take ownership of your own success.
- Always be a Rokstad ambassador – take pride in opportunities to share your beliefs, learnings, strengths, and ideas.

- Respect the unique contribution that every employee brings to the table – be open to learning and growing from employees who move Rokstad forward and help you achieve more.
- Place importance on effectiveness rather than effort – work smarter, by being conscious of your current levels of productivity, health, and happiness.

**We take pride in what we do – how we show up is important.**

- Be part of the solution – you problem solve rather than complain, gossip, or cut others down.
- Know when to lead, know when to follow – check your ego at the door.
- Pursue improvement ... relentlessly – you make continual changes to grow.
- Strive to achieve the best results – you have higher expectations of yourself than Rokstad has of you.
- Embrace change – you understand that markets change, competition changes, and technology changes.

**We stand among the very best – doing it right makes our reputation even stronger.**

- Act in Rokstad's best interest – as though you are an owner.
- Say what you mean, mean what you say – One dishonest action can ruin a lifetime of goodwill.
- Demonstrate trust in order to gain trust – an honest day's work for an honest day's pay.
- Lead by example – you recognize that your actions are always being observed, and actions speak louder than words.
- Seek first to understand before seeking to be understood – you avoid drawing ill-informed conclusions or assumptions.

**We respect our position in the broader community – act in accordance with our culture and values.**

- Build and support the communities where we work and live – make the world cleaner, safer, and more interesting.
- Care for and respect our environment – promote environmentally sound practices throughout every aspect of our business.
- Create a culture of inclusion built on trust, respect, and dignity for all – build teams that capitalize on the diverse talents of all employees.
- Explore opportunities to grow and develop positive relationships with First Nations – create mutually beneficial partnerships.

**COMPENSATION**

Rokstad offers a competitive compensation and benefits package which will be commensurate with experience and education.

If you are looking for an exciting career with a fast growing progressive company, please email your resume to [careers@rokstadpower.com](mailto:careers@rokstadpower.com) or fax 1-888-310-8831. Please include the job title in the email subject line.

We thank all applicants for showing an interest in this position. Only those selected for an interview will be contacted.