



HEALTH AND SAFETY MANAGER JOB POSTING

Pioneer Construction is seeking a manager with a proven record of safety and reliability to fill the position of Health and Safety Manager. Working from the Sudbury office, the Health and Safety Manager will oversee the health and safety program across all operations, which includes, but is not limited to, site visits and inspections, quality control, maintenance of all internal training databases, scheduling training, COR program, reviewing safety policies and procedures, conducting accident and incident investigations, internal safety audits as well as OH&S legislation interpretation and advice. This is a full-time permanent position available with competitive wages and benefit packages.

JOB DUTIES & RESPONSIBILITIES:

- Provide coaching, direction, and guidance in the development, implementation, and continuous improvement of the health and safety program requirements and monitor for continued effectiveness.
- Provide health & safety-related advice to the site teams, safety coordinators, General Managers, Managers and Supervisors.
- Lead the health and safety team, ensuring the performance of routine audits of work activities to certify overall compliance with the H&S management system (policies, standards, safe work practices, and safe work procedures) and issue formal auditing reports and where applicable recommend corrective actions and follow up on their implementation.
- Monitor, review, and provide advice on health and safety developments and trends (e.g., regulatory changes, prosecution outcomes, training resources and techniques, H&E programming ideas and resources, new developments in personal protective equipment and clothing, etc.).
- Develop procedural documents and review in accordance with OH&S program requirements to keep current with industry standards.
- Develop and maintain a health and safety culture throughout all companies and districts.
- Manage COR program, ensuring all legislative requirements are met for COR certification.
- Manage illness in the workplace, including active cases, monitor evolving restrictions and update as necessary.
- Develop annual and long-range safety, health, and training goals, objectives, action plans, and the supporting budget.
- Manage the collection, storage, and interpretation of reliable health & safety data.
- Ensure effective internal and external health & safety reporting.
- Collaborate with Human Resources regarding site injury management and Workers' Compensation cases.
- Work with the Ministry of Labour, Immigration, Training and Skills Development and other regulatory agencies.
- Lead for special projects and duties as required.
- Travel between sites and districts as required.
- Attend training, conferences, and symposiums as required.
- Other duties as required.



JOB QUALIFICATIONS:

Education:

- Relevant post-secondary training in Occupational Health and Safety or a combination of education and experience determined to be equivalent.
- Minimum of 7 years' experience as a Health and Safety professional working in construction, industrial and/or mining industries preferred.
- Minimum 3 years' experience in a health and safety management role or similar.
- Standard First Aid, CPR and AED Certification.
- Possession of a valid G License is mandatory.
- Joint Health and Safety Certification is required.
- Canadian certification in Auditing principles is required, ISO 45001, COR Standards
- Professional health and safety designation such as Canadian Registered Safety Professional (CRSP), Certified Health and Safety Consultant (CHSC), National Construction Safety Officer (NCSO) or working towards designation is an asset.
- COR Certified is an asset.

Knowledge, Skills and Abilities:

- Extensive knowledge of safe work practices and in-depth work experience in training, conducting incident analysis, writing technical reports, managing statistics, and presenting to senior managers.
- Extensive knowledge of Ontario health and safety legislation and requirements.
- Strong knowledge and understanding of risk management principles or other occupational health & safety related training requirements in Ontario.
- Strong leadership skills, including developing direct reports.
- Good understanding of aggregate operations, mining operations, process mill operations, and variations of surface drilling equipment and support equipment.
- Proficient with database applications and administrative systems, specifically Microsoft Office and Windows;
- Proficient in managing safety compliance software such as e-Compliance, etc.
- Ability to manage multiple priorities in a fast-paced environment while maintaining attention to detail, action-oriented, and result-driven.
- Exceptional communication, facilitation & training skills in the health and safety areas.
- Ability to occasionally work long and irregular hours, which can include night shifts, weekends and/or holidays.
- Excellent interpersonal and relationship management skills; effective conflict management skills.
- Pre-access drug and alcohol testing and background check requirements for third-party sites.



Perks & Benefits:

- Extended health benefits, dental, life insurance, and company pension
- Employee and Family Assistance Program
- Ongoing training and career development
- Company events and perks
- Competitive salary

To Apply

All applications must be submitted to careers@pioneerconstruction.ca. By applying to the e-mail address, your application becomes available to Human Resources immediately. Interested candidates should include a cover letter and resume.

At Pioneer Construction we seek to hire individuals with diverse characteristics, backgrounds, and perspectives. We strongly believe that world-class talent makes no distinctions based on gender, ethnic or national origin, sexual identity and orientation, age, religion, or disability, but enriches itself through these differences.

Pioneer Construction welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

We thank all applicants for their interest, and all will be given consideration for the position, but only those who are selected for interviews will be contacted.

October 23, 2023