

## Occupational Health and Safety Director

Cermaq Canada is currently looking for an Occupational Health & Safety (OHS) Director to join our team and elevate our award winning safety programs and third party certifications to the next level. As the OHS Director your mandate will be to optimize and improve health and safety performance and metrics through the continuous improvement of an engaging and proactive health and safety culture.

**Base Location:** Campbell River Administration Office

**Number of direct reports:** One

**Number of total reports:** One

**Travel Requirements:** Frequent regional travel required

### Accountabilities

#### OHS Function

- Direct the OH&S department to follow the corporate safety programs and policies so that it is fully implemented, maximized and continuously improved
- Supports all employees and the OHS Officer through guidance, coaching and mentoring for the right attitude and behaviours that ensure an engaging safety culture
- In collaboration with the HR department, advise on the continuous monitoring of the Injury Management Program for active participation by employees so that lost time days are minimized and certifications are maintained
- With a solid understanding of the operational landscape, seek new opportunities, initiatives and programs that enhance and exceed compliance thus creating a proactive safety culture
- Design, delivery and monitor for quality training internally or in partnership with outside suppliers to create the most effective knowledge transfer
- Guide the revision of Safe Work Procedures and Safe Operating Procedures for timely revisions that meet operation needs and regulatory compliance in cooperation with subject matter experts
- Track and report out in a timely manner OHS areas of concern, projects and statistics so that changes and decisions are well informed
- Create and execute a communications plan that will provide relevant and timely delivery of key messages and changes to the OHS Program
- Act as an advisor to the Joint Occupational Health and Safety Committee with support and expert knowledge that drives to their mandate

#### Human Resource Management

- Leads the reporting departments to ensure collaborative and efficient teamwork both internally and with other departments
- Encourages the development of all direct reports to their maximum potential to ensure efficiency and engagement

- Promotes a positive workplace that treats all persons with respect and dignity devoid of discrimination, bullying and harassment
- Promotes compliance to all safety procedures to ensure the health and well-being of all persons
- Promotes the morale of all employees in the departments to keep engagement high and reduce turnover
- With strong leadership skills, oversees direct reports to ensure that they have the resources required to complete their accountabilities
- Resolves complex problems that may require cross divisional support in such a manner that organizational goals and efficiency are maintained
- Establishes performance standards for all direct reports then evaluates and monitors progress in order to maximize the effectiveness of the department

## **Position Requirements**

### **Education & Experience**

- Valid BC Driver's License
- Degree in OHS or equivalent
- Canadian Registered Safety Professional Designation
- Minimum of four years management experience in a similar role in an industrial or manufacturing setting
- Ability to travel up to 60% of the time by boat, car or plane to remote locations
- Ability to manage multiple complex priorities and align resources for completion
- A working knowledge of OHSAS 18001 and Certification of Recognition (COR) considered an asset
- Prerequisites to employment include a criminal record check and employment reference verification

To be considered for this role, please submit your resume and cover letter by March 9, 2018 to [careers.canada@cermaq.com](mailto:careers.canada@cermaq.com). **Please indicate OHS Director in the email subject line.** If a suitable candidate is identified, this posting may close before the application deadline.

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