



Program Manager, Field Safety

Full-Time Regular

Location: 4730 Kingsway, Burnaby

Join us as we help shape the place people want to be – Metro Vancouver, one of the world’s most livable regions. The services and solutions we provide are the foundation of our region’s economic, ecological and social health. This includes the areas of regional growth planning, air quality, water, liquid and solid waste management, regional parks, affordable housing and community engagement to over 2.5 million residents. We don’t stop, we don’t close and we do what is right, for now and for future generations.

We invite you to bring your skills, passion, and expertise to help us in our commitment to sustain and enhance our region’s livability. We offer competitive salaries; exceptional benefit packages with valuable pension plan; employee wellness and recognition programs; and many diverse opportunities for professional growth and development.

We deliver the exceptional services and solutions that have helped make this one of the most special, livable communities in the world, and we want you to join us. Help us shape the future of the Metro Vancouver region, and shape the place people want to be.

Our Corporate Services and Human Resources Department is seeking a Program Manager, Field Safety who will manage the Field Safety program and lead several technical and professional staff that are responsible for managing and providing field safety in a variety of field locations for our utility programs. This is an exciting new opportunity, affording the right individual to lead the field safety program organization-wide while ensuring effective and safe working practices for hundreds of employees and site locations. Our utilities involve large-scale infrastructure that is unmatched anywhere else in the region.

You are: An effective leader with recent, related progressive experience in a field safety environment with a drive and ability to engage the workforce to create and sustain a safety culture that continuously strives to achieve zero injuries and incidents.

In this role, you will:

- Manage the Field Safety program and lead technical staff responsible for managing and providing field safety in a variety of field locations. Work with non-safety staff to provide input and ensure safety plans are built in to project plans. Ensure ongoing compliance with safety plans throughout the life of the project.
- Be accountable for the program's budget preparation and reporting; ensure the appropriate allocation of costs. Monitor and control spending to ensure the effective and efficient expenditure of allocated funds; guide and direct staff on cost control; and contribute to the preparation of long range financial plans.
- In collaboration with the Supervisor, Occupational Health & Safety, develop safety programs, systems and processes to mitigate field safety issues. Lead the development and implementation of strategic initiatives related to the field Safety Management System. Ensure the program's activities are consistent with the organization's values and goals and provide leadership to address complex challenges.
- Be responsible for minimizing corporate risk and managing the organization's compliance and responsibilities related to WorkSafe BC's regulatory requirements and claims as it pertains to field work. Ensure WorkSafe BC Certificate of Recognition (COR) requirements are met by the corporate Safety Management System and work with Human Resources to address any COR deficiencies identified with the Return to Work program.
- In consultation with the Director Corporate Safety, be responsible for decision making in relation to field safety and safety management programs. Make decisions of some consequence related to application and interpretation of safety regulations and legislation. Act as a safety resource to field staff in the field and conduct field investigations. Analyze incidents to determine the eligibility of claims and identify opportunities for improvement. May represent Metro Vancouver in reviews and appeals and pursue regulatory changes, alternative measures and variances with WorkSafe BC.
- Be responsible for hiring, supervising, directing and motivating staff and monitor performance towards corporate objectives; ensure staff adhere to corporate and board policies. Lead, coach, mentor and develop staff recognizing the importance of training. Resolve technical, operational or relational issues staff encounter while doing their work
- Liaise with other divisions, departments, external agencies, regulators, municipalities and the public on various field safety issues. Provide advice to others within Metro Vancouver and on behalf of the organization to contacts external to the organization; may represent the organization to the media, elected officials, and the public as required.
- Perform duties as the corporate safety duty officer on a rotational basis. Coordinate the response, notifications, and actions required to address emergencies and incidents across the organization.
- Perform other related duties as required.

To be successful, you have:

- 7 years of recent, related progressive experience in a field environment supplemented by a bachelor's degree or diploma in a relevant field such as occupational health and safety or risk management; or an equivalent combination of education, training and experience.
- Membership or eligibility of immediate membership as a Canadian Registered Safety Professional.

- Considerable knowledge of occupational health and safety regulations and legislation in a utility or local government related environment. Demonstrated ability to design programs and provide advice that complies with or exceeds requirements. Considerable experience conducting investigations, navigating claims, reviews, and appeals with WorkSafe BC or similar agency. Ability to provide an objective analysis of facts and make sound decisions regarding requesting a review or appealing a decision.
- Sound budgeting and financial management skills. Demonstrated ability to manage and monitor budgets, meet financial objectives and ensure the effective and efficient expenditure of allocated funds.
- Ability to make corporate decisions of some consequence on the interpretation and application of occupational health and safety regulations considering the operational impacts of decisions while ensuring corporate due diligence. Ability to address unique challenges and diverse work environments. Provides advice on corporate safety standards and priorities.
- Excellent written and oral communication skills including sound report writing and presentation skills. Persuasively communicates complex information to diverse audiences and upholds the reputation of the organization in communications with external agencies, the media, elected officials and the public.
- Demonstrated ability to build and maintain effective working relationships; skill in dealing openly and tactfully in a variety of situations. Contributes to the team with constructive ideas and experiences; effectively deals with disagreements to prevent escalation of conflict; seeks to include team members in decisions that will impact them.
- Proven ability to use judgment to resolve complex challenges; flexible and able to develop and revise strategies to address problems and changing circumstances. Demonstrates persistence in overcoming obstacles and considers the diverse and long term implications of decisions beyond the work at hand. Strong organizational and time management skills.
- Sound ability to lead, supervise, coach and guide others while enhancing individual and team effectiveness. Ability to mentor and foster the development of direct reports and provide advice to a number of 'support but does not report' working relationships. Sound understanding of and ability to apply labour and employee relations principles and practices including applicable collective agreements.
- Proficiency using Microsoft Office programs including Word, Excel and Outlook.
- Valid BC Class 5 Driver's License.

Our Vision:

Metro Vancouver seeks to achieve what humanity aspires to on a global basis – the highest quality of life embracing cultural vitality, economic prosperity, social justice and compassion, all nurtured in and by a beautiful and healthy natural environment.

Please follow this link <http://www.metrovancouver.org/about/careers/> to our Careers page where you can submit your application by November 30, 2018.