



DIRECTOR OF SAFETY

The Director of Health and Safety leads Charter's company-wide safety vision and sets the tone for a culture where every employee takes personal ownership of safety. This visible, field-focused leader regularly visits jobsites to provide coaching, reinforce best practices, and ensure consistent execution of safety standards. Beyond compliance, the role emphasizes building a proactive safety mindset, strengthening communication across the organization, and driving continuous improvement in programs, training, and incident prevention. The Director serves as a trusted advisor to senior leadership, a partner to operational teams, and a key ambassador of Charter's core value of Health and Safety.



Responsibilities

Safety Leadership

- Develop, implement, and advance Charter's safety vision, culture, and programs.
- Lead execution of the company's Safety Blueprinting goals.
- Act as the primary communicator to senior leadership regarding all safety-related topics.
- Serve as the safety point of contact during pre-construction collaboration with Program Services, Estimating, and other departments.
- Ensure field teams—including Superintendents and Foremen—adhere to safety standards, reporting requirements, and best practices.
- Oversee all incident and accident investigations with accuracy and consistency.

Client & Partner Relations

- Build and maintain strong relationships with owners, architects, engineers, and other external partners.
- Represent Charter in professional organizations and project-related interactions.

Operational Excellence

- Lead planning meetings to identify operational safety concerns and mitigation strategies.
- Support development of emergency response and site-specific safety plans.
- Assist SSHOs with safety audits, performance reviews, and ongoing improvement.
- Maintain and oversee OSHA records at the company level.
- Develop Job Hazard Analyses (JHAs) and other field-support documentation.
- Support creation of safety survey strategies (noise, air monitoring, ergonomic studies, etc.).
- Ensure compliance with EM385-1-1, 29 CFR 1910/1926, EPA, and DOT standards.
- Develop, implement, and maintain key safety programs, including:
 - Medical Surveillance, Respiratory Protection, Confined Space Entry
 - Lockout/Tagout, Fall Protection, Ergonomics, PPE
 - Hearing Conservation, Fire Prevention, Hazard Communication
 - Electrical Safety, Asbestos, Bloodborne Pathogens, First Aid/CPR
 - Excavation/Trenching and General Safety Procedures

Financial Excellence

- Forecast annual safety-related expenditures for staffing, equipment, and resources.

Team Development

- Lead and develop the Safety Team, including SSHOs.
- Ensure all project staff maintain required safety training and certifications.
- Guide professional development through coaching, strategic planning, and performance oversight.
- Reinforce Charter's mission, values, and goals across all levels of the organization.



Qualifications

- 10–15 years of relevant health, safety, or construction experience.
- Bachelor's degree in Health & Safety, Construction Management, or Environmental Science (preferred).
- OSHA 30-Hour Construction Outreach Training.
- Current First Aid/CPR certification.
- 40-hour HAZWOPER training (29 CFR 1910.120).
- Valid driver's license and ability to pass a background check.
- Ability to obtain Hazmat/Respirator Medical Clearance and TWIC credentials.
- Understanding of government contracting terminology and requirements.
- Willingness to travel frequently, including overnight, based on project needs.