

Safety Manager

CORPORATE – GRAND RAPIDS, MI



COMPANY SUMMARY

Headquartered in Grand Rapids, Michigan since 1955, Lumbermen's operates in Michigan, Ohio, Indiana and Kentucky. A leading distributor and manufacturer, we are driven by the goal to be first choice for our employee owners, customers, and suppliers. Lumbermen's is 100% employee-owned and committed to investing in rewarding relationships and doing the right thing in every interaction.

POSITION SUMMARY

The Safety Manager ensures the safety of our employee owners and facilities through establishing and implementing policies and procedures to maintain a safe workplace. This individual seeks to identify potential hazards and proactively develops solutions. Specifically, the individual in this role:

- Develops and delivers effective safety onboarding training to new employee owners
- Develops, delivers and tracks recurring safety training
- Ensures employee owners adhere to company policies and procedures
- Develops and maintains MIOSHA/OSHA compliance programs and recordkeeping
- Conducts hazard finding and correction surveys independently and with site leaders
- Oversees the successful implementation of EHS programs across multiple locations, operations, and states
- Drives proactive EHS initiatives that match the company's core values and external requirements and drives continuous improvement in those areas
- Effectively communicates EHS needs and initiatives with stakeholders at every level
- Develops KPI's and provides direction for EHS KPI's and metrics and make them visible to stakeholders at all levels
- Guides, coaches, and empowers safety leadership at all levels within the organization
- Builds strong relationships with employee owners and applicable vendors
- Prepares and reports out on regulatory requirements such as OSHA logs, insurance program requirements, and environmental reporting
- Coordinates safety-related facilities tasks including fire systems inspection, fire extinguishers, first aid kits, roof condition reports, insurance surveys, major installations, subcontractors, nonroutine construction activities, emergency response programs, and other general facilities tasks as needed
- Advocates for employee owners who are injured on the job with their healthcare professionals and claims TPA
- Receives, investigates, mitigates, and manages workers compensation and vehicle claims
- Adheres to the company's proactive return to work policy and workers compensation mission statement
- Leads proactive fleet safety initiatives and manages continuous improvement
- Tracks DOT requirements and completes necessary filings
- Oversees fleet of vehicles and maintains the fleet database to keep it current
- Maintains lease agreements for fleet and orders new vehicles when required
- Files reporting required for fleet compliance including IFTA, IRP, and UCR
- Coordinates facility maintenance, upgrades, and upkeep
- Assists with other tasks/projects as needed

Ideal candidates for this role have a solid knowledge of EHS practices and desire to build and execute an inclusive safety program. This position offers opportunities to influence and educate others and effectively manage risk and will involve occasional travel (approximately 10%) to ensure consistency of the program across all locations.

REQUIRED EDUCATION/EXPERIENCE

- Bachelor's degree in Environmental Health and Safety or a related field
- 1-3 years' prior leadership experience preferred
- 1-3 years' experience effectively implementing EHS practices preferred

REQUIRED SKILLS

- Demonstrated leadership skills
- Mindset of and inclination toward continuous improvement
- Positive attitude with a desire and willingness to learn
- Desire to facilitate successful outcomes through effective problem solving
- Ability to model and drive safe working practices
- Leads by example, demonstrating a positive attitude and outlook
- Exceptional communication skills
- Knowledge and understanding of MIOSHA/OSHA requirements for general industry
- Knowledge and understanding of EGLE requirements
- Knowledge of DOT requirements
- Ability to voice the value of safety and earn buy-in at every level of the company
- Proven ability to create and deliver effective training
- Knowledge of Microsoft Office Suite including Word, PowerPoint, and Excel
- Willingness to assist wherever needed in the best interest of the team and the company

Lumbermen's offers an exceptional work environment, competitive compensation, and great benefits, including: medical, wellness, dental, vision, life, 401K, and a generous company-funded ESOP program. Take ownership of your career today!