



Job Description: Health and Safety Manager (Bi-lingual EN/SP required)

Reports To: Health and Safety Director

Department: Health and Safety

Location: King George, VA Plant or possibly Richburg, SC plant

Job Type: Full-Time Salaried Position

Direct Reports: 1

Faddis Concrete Products Inc. is one of North America's most trusted precast concrete manufacturers, with over 50 years of experience delivering the best product because we have the best people. Our reputation has been built on quality, but it is our responsiveness, diverse expertise, and unmatched determination that gives us one opportunity after another. As our operations grow, we find even more ways to contribute to the critical infrastructure that completes our communities.

We are looking for **bi-lingual (English/Spanish)** Health and Safety Manager to join our growing team!

Job Overview:

The Health and Safety Manager is responsible for ensuring the health, safety, and well-being of all employees, visitors, and contractors within the organization. This role involves managing the implementation of health and safety policies, risk assessments, accident investigations, training programs, and ensuring compliance with health and safety regulations and laws. The Health and Safety Manager will also collaborate with various departments to promote a positive culture of safety, quality and inclusion.

This position will manage one direct report (safety coordinator) and oversee ~150 employees in 5 U.S. sites in Pennsylvania (3), Virginia (1) and South Carolina (1) with potential for new acquisitions in 2025.

Key Responsibilities:

1. Health and Safety Compliance:

- Assist in the development, implementation, and review of health and safety policies, procedures, and protocols to ensure compliance with local, state, and federal regulations.
- Conduct regular audits and inspections to ensure compliance with health and safety regulations and internal standards.
- Maintain digital records of audits, inspections, SDSs and training activities in Vector Solutions EHS/LMS Software systems.

2. Risk Management:

- Perform risk assessments and recommend measures to reduce or eliminate risks.
- Assist plant managers in the development and implementation of emergency response plans, including fire drills, evacuation procedures, first aid protocols, etc.

3. Training and Awareness:

- Organize and assist in delivering health and safety training in EN and SP for all employees.
- Maintain records of all safety training and certifications for employees.
- Promote a safety-conscious culture.

4. **Accident and Incident Investigation:**
 - Assist site management with incident investigations and preparing detailed reports.
 - Identify the root cause of incidents and recommend sustainable corrective actions.
5. **Safety Programs and Initiatives:**
 - Develop and monitor safety key performance indicators (KPIs).
 - Lead or participate in the development of new safety programs, initiatives, and campaigns.
 - Coordinate with external contractors, suppliers, and vendors to ensure they understand and comply with safety standards.
6. **Reporting and Documentation:**
 - Prepare and submit regular reports on health and safety performance to senior management.
 - Ensure accurate documentation and reporting for regulatory bodies.
 - Maintain up-to-date safety records, manuals, and protocols.
7. **Health and Wellness Initiatives:**
 - Promote employee wellness programs, including ergonomics, mental health, and general well-being.
 - Ensure compliance with health regulations and guidelines, especially during health emergencies or pandemics.
8. **Collaboration and Consultation:**
 - Serve as the primary point of contact for health and safety-related concerns or questions.
 - Work closely with HR to assist in managing workers compensation claims.
 - Participate in safety committees and promote continuous improvement in health and safety practices.

Required Qualifications:

- Fluent in speaking and writing English and Spanish is **required**.
 - Bachelor's degree in occupational health and safety, Environmental Health, or a related field.
 - Certification in Health and Safety (e.g., NEBOSH, OSHA, IOSH, or equivalent) is preferred.
 - Minimum of 7 years of experience in a health and safety role, with a proven track record in managing safety programs and compliance.
 - Knowledge of health and safety regulations, including local, state, and federal laws.
 - Strong understanding of risk management and accident investigation techniques.
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Skills and Competencies:

- Excellent communication and interpersonal skills.
 - Strong organizational and problem-solving abilities.
 - Ability to lead and influence employees at all levels of the organization.
 - Attention to detail and a proactive approach to safety.
 - Ability to develop and deliver training programs effectively.
 - Must have a reliable vehicle with a valid driver's license.
 - Willingness to spend considerable amount of time on the factory floor to create a bond of trust, respect, credibility and competency with all levels of the plant workforce.
 - Proficient in MS Office and other safety management software. Position will become an SME and administrator for our H&S management software, Vector Solutions.
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Working Conditions / Travel Requirements:

- Full-time position with standard working hours; some evening or weekend work may be required depending on company needs.
- Frequent site visits to different company locations or job sites.
- Potential exposure to hazardous environments, requiring appropriate PPE.
- This position will require intermittent overnight travel that will vary between ~20-40%.
- A valid passport as there will be occasional travel to Ontario, Canada to visit other Faddis manufacturing facilities and corporate office.

Benefits of Working Here:

Faddis is a people-focused multi-site manufacturer with a family feel. We value Proactive Safety, investing in our People, Care, and Compassion for each other, and actively Listening to our Customers. The Faddis Difference is Our People.

As a leader in the precast industry, we offer a competitive rewards package including salary, performance bonus program, pension plan, and more to help build your personal wealth and future.

We offer equal opportunity to every single person regardless of gender, ethnicity, or religion. Faddis Concrete Products is committed to meeting the accessibility needs of persons with disabilities in an effective and timely manner in accordance with the applicable standards set out in the Accessibility with Disabilities Act, and any other applicable legislation. We foster an inclusive organizational culture as an Equal Opportunity Employer.

If you, or someone you know are interested in this exciting career opportunity, please submit your resume to Kim Greenland, Manager, People & Culture kgreenland@ekhois.com by no later than Friday, January 17, 2025.