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**BRIEFING DOCUMENT**

Director of Environmental, Health & Safety (EHS)

**Columbia, South Carolina**

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**THE ORGANIZATION:**

Our client is a global manufacturer or large complex capital equipment and has over 1000 employees in 4 locations world-wide.

They currently require an accomplished EHS professional to lead the EHS function globally.

**THE POSITION:**

Reporting to the Global Vice President, Human Resources the Director of Environmental, Health and Safety (E&HS) will drive E&HS performance across multiple locations. The Director EH&S is a critical role for the organization and will become the company’s subject matter expert on all E&HS and Sustainability topics. The Director EH&S will work closely with the executive leadership and regional teams to establish a global strategy and subsequent implementation initiatives.

**RESPONSIBILITIES:**

* Develop and lead the execution of global E&HS strategies in addition to exploring sustainability and sustainability strategies and programs
* Lead the development and delivery of an effective site-specific EH&S program; promoting Corporate, BU and site specific EH&S standards and work practices.
* The Director EH&S will complete a global review of the company’s E&HS and Sustainability function and determine where potential risk areas are and provide guidance on how to mitigate those risks
* Lead and develop the entire EH&S team
* Guide and own strategic execution of all EH&S programs
* Articulate strategies, goals and objectives in a way that is adopted by employees and the executive team to create an employee lead safety culture.
* Provide oversight in incident investigations
* Lead the company’s Sr. EH&S leadership and global steering committee
* Provide regulator expertise and support to the BU for EH&S and Sustainability
* Support and develop global BU leadership teams in managing EH&S and Sustainability issues
* Coach and support operational leaders and others to communicate the Corporation’s/BU/Sites’ EH&S policies, standards/philosophies, strategy and requirements to the workforce.
* Ensure that EH&S training delivered to a high standard and at the right time.
* Lead in the development of process with programs and procedures to meet business requirements without compromising EH&S
* Work with global locations and leadership teams in both BU’s through audits, people evaluations, best practice sharing, etc.
* Provide reports on both BU’s SHE (Safety, Health, Environmental) performance at the BU and Corporate EH&S leadership team meetings.
* Stop work on site in case of immediate danger or to prevent a breach in EH&S regulations
* Direct strategic activities of assigned EH&S personnel and operational personnel as appropriate
* Approval of country or regional EH&S procedures to include the adequacy of risk assessments, JSA’s, SOP’s, method statements, etc.
* Reporting and investigation of any incidents as required by procedures/policies in force
* Ensure that all incidents are reported, and effectively investigated by operational management by providing technical support and advice and taking the lead as necessary in the most serious cases.
* Elevating/engaging the SHE chain of command for the following situations:
	+ Variances from internal EH&S requirements
	+ Unresolved disputes with local management regarding EH&S
	+ Reporting of incidents to external bodies including regulators
	+ Resolution of recordkeeping issues in borderline cases

**CANDIDATE PROFILE:**

The successful candidate will be a recognized thought leader in the E&HS profession with 10+ years of progressive experience coupled with a relevant university degree (Health/Safety Sciences/Engineering, Environmental science) and appropriate accreditations. Ideally this person will have worked in a large capital equipment environment with a track record of implementing successful EHS and Sustainability strategies and improving overall metrics around E&HS. This person will be an excellent communicator and have the ability to translate complex ideas and strategies in a way that the entire organization can understand and action. Ideally this person will have worked in environments undergoing significant change and can draw upon their experience to help guide the organization to successful outcomes. This person will understand the importance of leadership and relationships and have the ability to build credibility with all employees and have experience leading and driving cultural change with respect to E&HS and stainability strategies, practices, and programs.

The incumbent will demonstrate influential leadership skills and have the ability to create and drive a robust employee-driven safety culture resulting in sustainable E&HS results. He/She will be a visionary and understand advances shaping the future of occupational health and safety, have the ability to incorporate these leading edge strategies into the company’s programs, policies and procedures maintaining compliance with all associated regulatory agencies and elevating the organization to be recognized as an industry best practice leader.

**SKILLS & KNOWLEDGE:**

* 10+ years progressive experience in EH&S coupled with a relevant university degree.
* Experience in a multi-site manufacturing operation is required with a preference for experience in large capital equipment manufacturing.
* Understand both lagging and leading indicators and be able to incorporate learnings into the company's strategies and programs.
* Mathematical skills to include the ability to analyze EH&S performance metrics for trends
* Thorough understanding of technical processes/issues associated with Divisional site risks
* Ability to effectively and objectively lead in the investigation of a wide variety of incidents and analyze for root causes.
* Sound understanding of risk assessment methodologies.
* Ability to read, analyze, and interpret technical data
* Ability to write in a clear and concise manner.
* Ability to effectively present information and respond to questions.
* Strategic agility.