



Title: Occupational Health & Safety Business Partner

Location: Kelowna, BC

Job Summary:

This position is responsible for the effective provision and delivery of Occupational Health and Safety (OHS) program, policies initiatives and activities to support the achievement of corporate goals and objectives.

Key Accountabilities:

Provide leadership in the areas of OHS system activities and initiatives; ensure compliance with WorkSafeBC regulations, FortisBC standards and policy as well as other relevant safety legislation.

Provide advice on the identification of hazards, risks, implementation of control measures, health and safety improvements, and legal requirements.

Provide support in event learnings. Coordinate and facilitate analysis through application of consistent and sound methodologies leading to specific root cause analysis and corrective/preventative actions and measures.

Compile, analyze review, and/or interpret statistical data related to occupational illnesses and accidents.

Support the initiatives and deliverables identified by the Strategic Safety Teams.

Prepare quality and timely reports and summaries as required (e.g. event learning reports and summaries, hazard reporting and analyses, etc.).

Develop and support corporate occupational health and safety initiatives (i.e. Business Unit Safety Action Plans, Learning and Improving). Analyze findings and develop and regularly communicate learnings and audit/compliance requirements.

Support the update and maintenance of FortisBC OHS standards, programs and guidelines. Conduct regular reviews against current regulation and update the Corporate Reference Library

as required. Assist with the communication of new/updated standards, procedures and documents to ensure compliance.

Establish, support and maintain effective relationships with internal (e.g. operations and shared services leadership, field and office employees, etc.) and external stakeholders, customers, contractors, and third party contacts. Represent company interests and update management on changes. Maintain records and documents to ensure due diligence.

Support the Joint Health and Safety Committees as they deliver their part to support established goals and objectives. Provide representatives to external parties as and when required (e.g. WorkSafeBC).

Support change management strategies to enable the effective implementation of organization and technological change and related projects and initiatives; support leadership development and employee engagement to facilitate understanding and acceptance of change.

Select and oversee, where required, the activities of external subject matter experts and consultants hired to provide resources necessary to address OHS issues.

Maintain knowledge and understanding of safety policies, practices and procedures. Seek opportunities for continuous improvement in OHS by maintaining awareness of industry research and trends.

Provide leadership and direction to others in the provision of general operational OHS support.

Conduct work in a manner that demonstrates your commitment in the prevention of injuries and incidents and supports FortisBC's Core Safety Principles - lead by example.

Education and Experience:

Bachelor's Degree in Environmental & Occupational Health and Safety, or related discipline from a recognized accredited program plus 4 to 7 years recent, related experience in the Environment, Occupational Health and Safety field, or an equivalent combination of education, training and experience. Valid BC Driver's License.

Formal qualifications in safety investigations and root cause analysis, and Canadian Registered Safety Professional (CRSP) designation or the ability to obtain would be an asset.

Technical Competencies (Role Specific):

- Knowledge of occupational health and safety principles and practices
- Knowledge of employment and provincial (WorkSafeBC) and federal legislation and regulations
- Knowledge of safety investigation methodology and practices (e.g. Cause Mapping, Tap Root, etc.).
- Ability to align activities with strategic directions

- Ability to analyze and resolve problems/conflict
- Ability to apply logic and judgment in conflicting situations
- Ability to exercise professional judgement in the handling of confidential/sensitive information
- Ability to analyze information, make sound judgments and difficult decisions
- Ability to facilitate meetings and conduct presentations
- Ability to establish and maintain effective working relationships
- Ability to work independently and as a team member
- Excellent communication skills – verbal, written and presentation
- Ability to prepare accurate and detailed reports
- Ability to multi-task and work with demanding work schedule
- Computer skills (MS Office Suite, HRIS)

Additional Information:

This position will require travel away from headquarters to other Company work locations throughout the province.

To learn more and to apply online, please visit our website at www.FortisBC.com/careers. Please note that all applications must be received via our website to be considered.