



OH&S Business Partner, Compliance

Job Summary:

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

Key Accountabilities:

Plan, implement and report results of the company's OHS monitoring programs

Coordinate and conduct operations compliance and conformance audits at FortisBC owned and operated facilities. Manage the Operations Compliance Audit Program which involves adherence to the Operations Audit Charter, resolution of audit findings, and enhancement of the overall program.

Provide OHS leadership and support in identifying and managing hazards throughout project life cycles; from pre-job planning to project completion. Development of project specific safety management plans for capital projects and routine operations.

Lead the continuous assessment and improvement of internal and third party contractors' documentation, processes and procedures to ensure that all are fit for purpose and compliant.

Participate in field/site visits, safety learning and engagement, inspections and competency evaluations in collaboration with leadership representatives. Perform evaluations to ensure compliance with safety management plans and programs in place.

Provide leadership in the areas of occupational health and safety management 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, control measures, health and safety improvements, legal requirements and implementation of necessary control measures. Provide support in investigations and corrective action resolution.

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.

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

Develop and support corporate occupational health and safety initiatives. Analyze findings and develop and regularly communicate learnings and audit/compliance requirements.

Update and maintain OH&S standards, programs and guidelines, conducting 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, Management teams, 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.

Represent management, as required, on Joint Health and Safety Committees to support established goals and objectives. Provide representation for FortisBC OH&S to external parties as and when required (e.g. WorkSafeBC, Audit, etc.).

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.

Where required, select and oversee activities of external subject matter experts and consultants hired to provide resources necessary to address OH&S issues.

Maintain knowledge and understanding of safety policies, practices and procedures. Seek opportunities for continuous improvement for 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 prevents injuries and incidents, and contributes to FortisBC's Target Zero Mission. Lead by example by putting safety first at all times.

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:

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