



Safety Culture Specialist

Job Summary:

Reporting to the Program Manager, Safety, Culture and Change, this position is responsible for three areas of focus: research and development, lead and mentor, and the evaluation of proactive safety programs, primarily focused in the area of Human and Organizational Performance (HOP).

Key Accountabilities:

Research and development

- Support the development and execution of yearly HOP program plan, ensuring alignment and consistency with all current initiatives. This plan will also include updating current and developing safety programs supporting our shift to a becoming a learning organization.
- Develop a sustainment program for operations, shared services, and external contractors. This program will see a six (6) month to two year plan for each operational zone with a primary focus on operational learning and the development of an organizational culture with psychological safety at its core. Evaluating / assessing stakeholder readiness using change management tactics will be required for each business unit.
- Responsible for overall program research, with a focus on meeting future years needs specific to building HOP fluency, organization psychological safety, and operational learning to help determine short and long term focus.

Lead and mentor

- Collaborate with stakeholders to develop, communicate, and support the implementation of a multi-year multi-pronged education program, ensuring alignment and collaboration with other organizational initiatives.
- Create positive working relationships across the organization as it pertains to development, rollout, training and/or sustainment of programs focused on shifting overall company culture.
- Support leadership teams in the integration of the Human Performance plan with the performance improvement model.

- Empower managers and supervisors with tools, tactics, and approaches to improve human and organization performance.
- Support the development and implementation of a frontline leader mentorship program focused on the HOP philosophy.
- Ensure programs align with other proactive initiatives and where possible collaborate on opportunities.

Evaluation

- Assess conflicting priorities and shift approach based on imminent safety risk to specific group or organization. Seek regular feedback and evaluation on reach and effectiveness of program roll-out and pivot approach based on feedback.
- Support the implementation of an assessment tool to track progress throughout the organization.
- Develop, maintain, perform, and monitor audits / assessment and / or self-assessments to identify improvement opportunities.
- Develop an evaluation plan to enable management to effectively monitor results and make the necessary changes to promote Human Performance Improvement. includes assessing effectiveness of on-going initiatives opportunities and overall yearly metrics for key deliverables.
- Other special projects, as assigned.

Education and Experience:

- Diploma in Occupational Health and Safety, Business Administration, Communication or a related field. Registered as or eligible to obtain registration as a Canadian Registered Safety Professional (CRSP) designation.
- A minimum of three years' experience directly implementing Human and Operational Performance philosophy within an organization.
- A certification in Human Performance Improvement (HPI) and/or Human Factors and Organizational Behaviour or Organizational Design would be an asset.
- Continuous Improvement certification (LEAN, Six Sigma or other) would be considered an asset.

Technical Competencies:

- Experience driving high human and organizational performance improvements in a high risk industry through human factors, organizational effectiveness and quality
- Human Performance and/or Human Factors and Organizational Behaviour experience
- Experience and knowledge of HOP philosophy
- Change management and facilitation experience
- Excellent research skills
- Project management experience
- Proven leader with strong management and interpersonal skills
- Demonstrated diplomacy and record for providing effective leadership
- Self-starter, team player and able to motivate others, including other managers

- Ability to work independently in a fast paced environment
- Excellent interpersonal and presentation skills
- Excellent verbal and written communication skills
- Proven ability to work to a timeline
- Proven ability to develop and work to performance measures
- Excellent working knowledge of MS Office tools
- Valid BC Driver's license

Additional information:

Travel may be required as per job requirements.