

DIRECTOR, HSE

LET US INTRODUCE OURSELVES!

Sigfusson Northern, historically a family-owned business, has entered its 4th generation of ownership encompassing employee participation. Our primary focus is building strong and lasting relationships with our employees, our clients, and the communities we serve. Ongoing growth and diversification have positioned Sigfusson Northern at the forefront of heavy civil construction and general contracting, known for our ability to overcome any obstacle. Tough, reliable, and quality-driven, we consistently deliver the highest value. We know the north. We are multi-faceted. We help lift communities. We embrace new technology. And we are highly skilled.

WHAT THE ROLE IS ALL ABOUT!

The successful candidate for this position will manage and continuously improve Sigfusson Northern's industry leading HSE Program, forming a positive and proactive safety culture. Reporting to the Chief Executive Officer, the Director, HSE will oversee the safety program for all divisions within the organization and ensure companywide compliance with HSE legislation. The Director, HSE will make sure proper systems are in place to manage the development, implementation, maintenance, and continuous improvement of Sigfusson Northern's HSE policies, programs, procedures, and training across all company locations and work sites. This position will require regular on-site presence amongst various project sites, throughout Manitoba and Ontario.

ESSENTIAL CONTRIBUTIONS WE NEED FROM YOU!

- Develop and execute the corporate Health, Safety, & Environmental framework that includes compliance monitoring, reporting and remediation. This includes but not limited to HSE policies, practices, and standards.
- Direct activities to ensure that all project sites and corporate locations have adequate, qualified and timely on-site HSE resources to support and monitor project and corporate management.
- Act as the expert point of escalation for major issues and ensure the effectiveness of the Health, Safety, & Environmental team using metrics and quality assessments.
- Oversee the development and delivery of the Health, Safety, & Environmental training program throughout the organization.
- Oversee the administration of the company Return-to-Work Program and WCB Management Program. Ensure the created plans are followed and executed by Operations and Corporate Management to assure employees return to work safely and in a timely manner.
- Champion continuous improvement processes and effectively identify, communicate, and evolve the HSE program to increase efficiencies and reduce risks throughout the company and all work sites.
- Collaborate with site operations leadership and third-party legal on addressing and resolving pending non-compliances, notices of violations, potential fines, and other enforcement actions.
- Oversee and manage the Certificate of Recognition (COR) requirements.
- Participate in project execution planning with the site operations team and provide HSE support and consulting as required.

THIS IS WHAT WILL MAKE YOU A POSITIVE IMPACT!

- Established and proven experience in a Health, Safety, & Environmental leadership role, in the heavy construction and/or general contracting construction industry.
- Bachelor's Degree in Occupational Health, Safety, & Environmental, or a related field.
- Designated in one of the following or holds an equivalent certification: National Construction Safety Officer (NCSO), Certified Registered Safety Professional (CRSP).
- Deep knowledge of Manitoba, Ontario and Canadian laws/regulations.
- Established knowledge of best management practices for minimizing potential safety and health impacts during project execution.
- Experience in SIF prevention, incident investigation, and risk mitigation strategies.
- Advanced ability to analyze complex data and trends and translate findings into actionable strategies.
- Expertise in enterprise risk management, insurance processes, claims management, and contractual risk.
- Proven to be a positive influence for others through demonstration of collaboration, technical expertise, and effective interpersonal skills.
- Ability to understand the importance of team success vs. personal success and promote collaboration and teamwork, reflecting company values.
- The ability to promote and ensure compliance with company policies and procedures in an effective and professional manner.
- Ability to work in a fast-paced, always changing environment, which requires critical thinking and last-minute priority adjustments.
- Must be able to present a clear security clearance check prior to commencing employment.
- Must hold a valid Class 5 driver's license.

READY TO JOIN US?

If you are ready to send us your application, please click Apply, attach your resume and submit it directly to our **People & Culture team**.

Only those moving forward in the process will be contacted by our recruitment team.

EQUAL OPPORTUNITY EMPLOYER? YOU BET!

The finalized base pay for a successful candidate at Sigfusson Northern is determined based on several job-related influences such as experience, training, market demands, location, role expectations etc.

Sigfusson Northern is proud to be an employer who provides equal opportunities. Our team is successful because we consist of individuals from all backgrounds who contribute diverse experiences, perceptions, and skillsets that allow our company to continuously develop, grow, and succeed.

CAREER GROWTH? ABSOLUTELY!

We are known to work on challenging yet exciting projects, and we know our success comes from our people. Growth opportunities are available and your personal and career growth are a top priority for us. We are confident you will elevate your skillset and be provided with continuous learning opportunities throughout your entire career with Sigfusson Northern.

MENTAL, PHYSICAL, & FINANCIAL HEALTH FOCUS? ALWAYS!

WE CARE is one of our core values and we truly care about your mental, physical, and financial health. **Time to recharge?** Yes. We have a great work-life balance initiative which includes a competitive vacation program and flexibility. **Competitive salaries & benefits?** Yes. We are always ensuring our employees are taken care of and we offer an appealing compensation and benefits package, along with additional perks. **Financial support?** Sigfusson Northern provides access to financial outlets and has educational sessions to assist our employees with financial planning and preparation. We care about your future!

A COLLABORATIVE, MOTIVATING, AND FUN ENVIRONMENT? OF COURSE!

In your first few days, it's all about getting settled in, meeting your new teammates, and ensuring you have everything you need to be successful in your role. We care about first impressions, and we want to make sure you have the best one. Our onboarding experience is something we take seriously, and we want you to feel valued as soon as you walk through the door. We continuously put on exciting company events, celebrations, and have recognition programs to show our employees that we appreciate them, and we encourage collaboration, and a dynamic, strong, and positive workplace culture.

SO, WHY CHOOSE US?

- Our **company culture**; it's something unique and special.
- This opportunity allows you to be a **valued leader** in our company.
- The opportunity to bring a **renewed perspective** and innovative approaches to our project operations.
- **Competitive salary, above market bonus program.**
- An **employee-owned** company with the opportunity to be considered to join our employee ownership program.
- **Employer paid** benefits.
- **RSP/DPSP** Program.
- **Learning and development** opportunities and reimbursements.
- Continuous **leadership training** provided.
- **Employee recognition** programs.
- A very **collaborative, supportive, diverse team** that is full of **good people**!