Sigfusson Northern

HSE LEAD

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!

Reporting to the Director, HSE, the Lead, HSE is responsible for overseeing Health, Safety & Environmental (HSE) performance across an assigned portfolio of projects. This includes providing leadership and support to HSE Advisors, promoting a proactive safety culture, supporting regulatory and COR compliance, and identifying opportunities for continuous improvement. This role requires travelling to site on a monthly basis, as per company and site requirements.

ESSENTIAL CONTRIBUTIONS WE NEED FROM YOU!

- Provide day-to-day leadership, direction, and performance oversight of HSE Advisors.
- Support their onboarding, training, and ongoing professional development.
- Coordinate HSE Advisor schedules to ensure adequate coverage across assigned projects.
- Identify gaps, trends, and opportunities for improvement within the HSE program, working with the Director, Advisors, and operational leadership to address them.
- Act as a senior point of contact for HSE matters, providing guidance and support to site management ensuring safety concerns are addressed appropriately.
- Ensure site inspections, orientations, audits, and safety meetings are completed, providing guidance and support to HSE Advisors as needed.
- Oversee the implementation and ongoing improvement of the COR program, ensuring compliance with program requirements.
- Oversee site HSE documentation and processes, ensuring they are maintained, regularly reviewed, and updated in accordance with company policies and regulatory requirements.
- Lead or oversee incident investigations as required, ensuring root causes are identified, corrective actions are assigned, and follow-up is completed.
- Oversee safety training and education initiatives, ensuring employees receive appropriate training and HSE Advisors have the necessary support.
- Monitor HSE performance, safety statistics, and reporting across assigned projects, identifying trends and communicating findings to the Director, HSE.
- Collaborate with project management to plan and coordinate HSE requirements throughout the project lifecycle.
- Review and recommend improvements to departmental policies and procedures.
- Liaise with Workplace Safety and Health, the Ministry of Labour, and other regulatory authorities as required.

THIS IS WHAT WILL MAKE YOU A POSITIVE IMPACT!

- Established experience in a high-volume safety position and applicable construction industry.
- Experience in mining, general contracting or heavy civil is considered an asset.
- Proven experience mentoring and leading a small to medium sized team.
- Minimum completion of an Occupational, Health, and Safety certification.
- Completion of the NCSO, CRSP/CRST designation will be considered an asset.
- Ability to positively confront individuals and upkeep professionalism while enforcing safety regulations and concerns.
- Must be able to maintain confidentiality with critical and sensitive information.
- Advanced MS Office (Word, Excel, Outlook) skills are required.
- Prioritizes the health, safety, quality, and environmental standards of the employees, company, project environments and strives to hold a strong safety record.
- Ability to work in a fast-paced, always changing environment, which requires critical thinking and last-minute priority adjustments.
- Must be able to travel to projects sites via small airplanes etc.
- Must be able to present a clear security clearance check and pass an alcohol & drug test prior to commencing employment and if required, throughout 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**!