



# Position Specification

## Utility Company

### Director of Environmental Health & Safety

#### ***The Company***

Our client supplies clean efficient gas energy throughout the state of Hawaii through utility gas systems and non-utility propane cylinder and tank delivery systems. Established in 1904, they are the only utility with operations on all of the islands and enjoy a reputation for high reliability and cost effective energy solutions.

The environmental, health and safety environment is constantly changing with new threats and mandated requirements occurring almost routinely. Company safety is a core value and plays an integral part in compensation programs. The Director, EH&S will implement procedures and philosophical changes necessary to keep our workers safe and healthy and our work sites and processes environmentally compliant.

#### ***The Position***

##### ***Location***

Honolulu, Hawaii

##### ***Job Summary***

The Director EH&S will work with the Executive Committee, Corporate Safety Committee and Satellite Safety Committees to develop and effectuate environmental, health, safety and emergency response policies, standards, and management systems to ensure safe and environmentally competent operations, including compliance with EPA, OSHA, and other EHS regulations.

##### ***Reporting Relationships***

The Director, EH&S reports directly to the President & Chief Executive Officer. This position directly supervises a Safety Manager and oversees Environmental, Health, and Safety activities for all business units. Has dotted line authority over safety coordinators in each business unit or major location throughout the State of Hawaii.

##### ***Responsibilities***

The information in this section describes the essential functions and general nature and level of work performed by the employee in this classification. It does not contain a comprehensive inventory of all duties, responsibilities and qualifications.

- Provides technical and administrative direction on all safety, health and environmental policies and programs.
- Is the subject matter expert in all areas of EH&S regulations and compliance.





- Defines, documents, and implements internal assessment procedures to verify compliance with all internal program and applicable external legal requirements; reports to management on areas of improvement, and prioritizes and acts upon corrective actions.
- Works jointly with Operations to improve efficiencies and reduce overall HSE-related costs.
- Develop, in collaboration with the operational and functional management representatives, Company-wide contingency plans regarding the Company's posturing for gas-related emergencies and natural disasters that could place employees, property, customers, and/or the general public at risk, and conducts table-top exercises to test Company's readiness.
- Serves as the Key Manager for crisis and contingency management and effectively liaisons with internal management, Civil Defense authorities, other governmental agencies and task forces in addressing emergency situations.
- Directs industrial hygiene and occupational safety programs designed to provide a safe working environment.
- Directs implementation of strategies to prevent and resolve environmental issues.
- Creates a work environment or culture which reflects safety as a core value. Oversees performance of all Safety Officers at the Business Units regarding EH&S activities and addresses training requirements.
- Oversees the compliance requirements of the EPA's Risk Management Program including hazard assessment, development and implementation of a prevention program, and an emergency response program. Ensures Plan submitted to EPA is in compliance. Works with all facility managers to effect periodic audits and ensure compliance with findings or modification requirements.
- Works jointly with Risk Management and Human Resources regarding property, casualty and workers compensation issues as they relate to the Safety function.
- Develops metrics consistent with industry standards to measure and report EH&S performance.
- Maintains safety, health, and environment statistics and develops management tools and reports reflecting trends, causal analysis, etc. and recommends course of action to reduce both the frequency and severity of these occurrences.
- Develops, recommends, and implements department and Company EH&S objectives. Prepares operating and capital budgets; monitors and controls the cost of operations under his/her responsibility as efficiently as possible.
- Keeps current with laws, governmental regulations, trends and development in this industry and recommends/implements appropriate changes. Networks and develops partnerships to manage strategic EH&S issues. Represents the Company and participates in appropriate professional, business and community activities/associations.
- Practices and communicates the Company's Desired Leadership Style; sets expectation for subordinates that promulgate its principles.
- Acts as a liaison with community organizations and other outside organizations as required to assure a well coordinated response to external or internal events requiring outside agency involvement.
- Performs related and other work as necessary/required.





### ***Specific, Near-Term Objectives***

- Work with management team to develop strategies and processes to reduce industrial and vehicle accidents.
- Ensure the proper selection and training of Safety Officers at all Business Units.
- Mentor Safety Manager in broader spectrum of safety processes and programs.
- Work with staff to refine metrics and reporting formats.
- Work with management to develop continuous improvement process for reporting on EH&S aspects of operations and operational initiatives.

## ***The Candidate***

### ***Education***

Bachelor's degree in risk management, occupational safety and health, engineering, chemistry, or related field.

### ***Professional Qualifications (Education, Knowledge and/or Experience)***

- Strong planning and organization skills.
- 15+ years experience in an EH&S function with a minimum of 5 years experience as a business unit EH&S director.
- Certified Safety Professional and/or Certified Industrial Hygienist will be considered a plus. Qualified candidate will be expected to achieve certification within 18 months if not currently certified.
- Excellent oral and written communication skills; active listening ability.
- Proficiency in the MS Office suite of tools (especially Excel, Access, and PowerPoint).
- Team player; function well in large cross-functional teams.
- Ability to interact effectively at all levels of the organization.
- Highly motivated with good work ethic.
- Qualified candidate should have 5+ years of experience in Utility, Oil & Gas, chemical procession or energy related industries. Experience with large engineering or construction companies also desirable.
- Qualified candidate must have a proven track record of developing and effectively implementing EH&S strategies, plans and programs, forecasts and budgets, and achieving results within predicted outcomes.
- Six Sigma training is a plus.
- Should have served in a leadership capacity in one or more professional, trade, or industry organization with primary responsibility for safety.
- Management experience in a union environment including blue collar bargaining unit employees.
- Must have a valid driver's license to operate a motor vehicle in Hawaii.
- Good understanding and working knowledge of gas utility systems, NFPA 54, 58 and 59, Uniform Fire Code, Uniform Plumbing Code, PUC tariffs, local plumbing and building codes, DHS, USCG, and other applicable regulations regarding security, USCG 33CFR, OSHA, and Federal Motor Carrier regulations.
- Will be required to obtain and maintain certifications for access to controlled facilities and to handle sensitive information (SSI) regarding DHS matters.





Pearson Partners International, Inc.

**To learn more about this opportunity or provide a confidential referral, please contact:**

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