



Safety and Compliance Manager

Department: Executive
Reports to: General Manager
FLSA Classification: Exempt
Directly Supervises: None
Salary Range: \$110,000- \$142,000
Date: April 16, 2024

Job Statement

Supervises safety programs and regulatory compliance for the Association.

Essential Functions

1. Develops and maintains regulatory and compliance programs to ensure Association assets are safe and in compliance with safety regulations and best practices.
2. Coordinates Safety Meetings for all departments.
3. Works with other departments to conduct physical fleet and building inspections to maintain safe operations.
4. Reviews and analyzes safety policies, procedures, and related documents.
5. Coordinates with contractors for safety program review.
6. Plans, coordinates, and presents job training, safety, and loss control programs.
7. Plans, assists, and coordinates with other cooperatives, consultants, and local, state, and federal agencies regarding safety.
8. Collaborates with the Line Superintendents to ensure the maintenance, testing, and rotation of all Personal Protective Equipment (PPE), such as rubber gloves, sleeves, hard hats, and safety glasses.
9. Conducts weekly crew visits, performs observations, communicates with crews, and acts, up to and including stopping work, when it is observed that an employee is at risk of injury or for other safety concerns.
10. Conducts after-hours crew visits periodically.
11. May ask employees on jobsite questions regarding work practices but should avoid giving direction unless employee is at risk of injury to self or others.
12. Reports observations of work practices that can be improved to Foreman and the Line Superintendents, as appropriate.

13. Assists in annual budget planning.

Minimum Job Specifications

Education/Experience

High school diploma or equivalent is required

Ten years of related experience, equivalent training, or education

Journeyman Lineman DOL certificate preferred

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Requires continuous sitting and use of keyboard/computer and occasional standing, walking, bending, climbing, kneeling, and reaching
2. Medium work requiring exertion up to 50 pounds of force occasionally and up to 20 pounds of force more frequently.
3. Lifting and carrying 10 to 50 pounds occasionally.
4. Requires finger dexterity, good vision and hearing.
5. Required to speak English clearly.
6. On a daily basis, requires attention to detail; the ability to read, write, and perform basic math.
7. Travel by company vehicle is required.
8. Occasional travel by commercial means is required.
9. Office equipment used frequently includes personal computers, related software, copier, printers, and fax machines.
10. Exposure to varying temperature conditions including cold below 32 degrees and heat above 100 degrees.
11. Use and knowledge of safety equipment required and provided.

Certificates/Licenses

Must have valid Colorado driver's license

Must be able to obtain and maintain CDL license

Certified Loss Control Professional (CLCP) certification, or ability to obtain OSHA 30-hour course in General Industry Safety and Health, or ability to obtain

Ability to obtain professional certifications as required by the Association

Other Necessary Qualities

1. Ability to express ideas clearly in both written and oral communication
2. Teamwork skills
3. Motivation and initiative
4. Analytical problem solving
5. Ability to manage complexity
6. Honesty and integrity
7. Interpersonal skills
8. Strong work ethic
9. Flexibility and adaptability
10. Self Confidence
11. Punctual work attendance
12. Professional appearance and demeanor
13. Ability to manage through people

Equal Employment Opportunity Statement

The Association is dedicated to the principles of equal employment opportunity. The Association prohibits unlawful discrimination against applicants or employees on the basis of age 40 and over, race, sex, color, religion, national origin, disability, military status, genetic information, or any other status protected by applicable federal, state, and local law.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.