

Position Title: Site Safety Health Officer (SSHO)

Position Overview

The Site Safety Health Officer (SSHO) at Advanced Technology Construction ensures that all construction activities comply with safety and health standards, particularly those mandated by federal regulations. The SSHO will lead the development, preparation, implementation, and oversight of comprehensive safety programs across projects involving the Navy, Army Corps of Engineers, Veterans Administration, and Coast Guard. This role requires a proactive leader who can foster a safety culture, conduct regular safety audits, and coordinate with federal clients and internal teams to maintain compliance and promote a safe working environment.

Key Responsibilities

1. Safety Program Development and Implementation

- Develop, prepare, implement, and maintain Site-Specific Safety and Health Plans, Accident Hazard Analysis, Environmental Protection Plans, and other documents that comply with OSHA standards, EM 385-1-1 (U.S. Army Corps of Engineers Safety and Health Requirements Manual), and other relevant federal and state safety regulations.
- Establish and enforce safety protocols, procedures, and training programs that align with project-specific and federal requirements.
- Review project plans and specifications to incorporate safety and health measures during the planning phase.

2. Site Inspections and Audits

- Conduct daily site inspections to identify potential safety hazards, ensure compliance with safety protocols, and address any deficiencies promptly.
- Maintain thorough and accurate records of site inspections, safety meetings, incidents, and corrective actions taken.
- Lead and participate in regular safety audits and prepare detailed reports on findings and recommendations.

3. Training and Education

- Develop and conduct safety training programs and toolbox talks for all project staff and subcontractors to ensure awareness of safety protocols and procedures.

- Ensure all personnel are informed and trained in emergency response procedures, PPE usage, hazard identification, and prevention.
- Stay updated on new safety regulations and disseminate relevant information to project teams.

4. Incident Management and Reporting

- Respond to and investigate accidents, incidents, or near misses to determine root causes and develop corrective action plans.
- Prepare detailed incident reports and ensure timely communication with internal management and federal client representatives.
- Collaborate with project teams to develop preventive measures and ensure their implementation to avoid recurrence.

5. Compliance and Regulatory Oversight

- Serve as the primary safety liaison for federal clients, including contracting officers and quality assurance representatives.
- Ensure adherence to safety regulations outlined by OSHA, EM 385-1-1, and other agency-specific safety requirements.
- Maintain records of safety certifications, equipment inspections, and compliance with federal, state, and local safety standards.

6. Coordination and Communication

- Work closely with the Project Manager and field teams to integrate safety considerations into project scheduling and execution.
- Foster a collaborative environment where safety is prioritized, encouraging open communication about potential hazards and solutions.
- Represent the company at safety meetings and briefings with federal clients, contractors, and other stakeholders.

7. Safety Culture Promotion

- Actively promote a safety culture by recognizing safe practices and addressing non-compliance constructively.
- Engage with all project personnel to encourage safe behaviors and report safety concerns without fear of retribution.

- Implement behavior-based safety programs and initiatives to reinforce a safety-first mindset across project teams.

Qualifications:

Education and Certifications

- Bachelor's degree in Occupational Safety, Environmental Health, Construction Management, or a related field preferred or equivalent skill acquisition through a career in the construction trade.
- OSHA 30-Hour Construction Safety Certification is required.
- Completing the U.S. Army Corps of Engineers Safety and Health Requirements Manual (EM 385-1-1) training is required.
- Certified Safety Professional (CSP), Construction Health and Safety Technician (CHST), or similar certification is highly desirable.
- Current First Aid/CPR/AED certification required (or within 30 days of onboarding).
- Maintain current and up-to-date status on all required certifications.

Experience

- Minimum of 5 years of experience as a safety officer in the construction industry, with at least 3 years of experience working on federal projects.
- Demonstrated knowledge of federal safety regulations and standards, including experience on projects for agencies such as the Navy, Army Corps of Engineers, or Veterans Administration.
- Familiarity with Design-Build and Design-Bid-Build projects within the context of federal contracting.

Technical Competencies

- Proficiency with safety management software and tools for incident reporting, inspections, and tracking (e.g., Procore, RMS).
- Strong knowledge of OSHA standards, EM 385-1-1, and other relevant safety codes and regulations.
- Ability to interpret construction drawings and specifications to identify potential safety hazards.

Competencies for Success

Success competencies are key skills, behaviors, and attributes essential for excelling in this role. They highlight what top performers do well and outline the qualities that lead to exceptional outcomes. By including these in our job description, we aim to give candidates a clear understanding of what it takes to thrive here. While we don't expect every candidate to have all these competencies from day one, we expect a willingness and ability to develop them through continuous learning. Advanced Technology Construction is committed to helping our team members grow and succeed in building these competencies:

- **Safety and Compliance Management**: Demonstrates a deep understanding of OSHA, EM 385-1-1, and federal safety regulations, ensuring rigorous adherence to all safety standards and procedures.
- **Attention to Detail**: Maintains precision in conducting inspections, preparing reports, and documenting safety protocols, ensuring no critical details are overlooked.
- **Problem Solving**: Identifies potential safety risks proactively and develops effective mitigation strategies to ensure uninterrupted project progress.
- **Decision Quality**: Makes sound, timely decisions in high-pressure situations, balancing immediate safety needs with long-term project goals.
- **Building Effective Teams**: Collaborates on safety initiatives, fostering a strong safety culture among diverse project teams and subcontractors.
- **Driving for Results**: Maintains focus on achieving high safety performance standards and compliance metrics while supporting project timelines.
- **Interpersonal Savvy**: Builds trust and credibility with internal teams, federal clients, and inspectors, effectively navigating complex safety-related interactions.
- **Communicating Effectively**: Conveys safety protocols and expectations through training and daily interactions, ensuring team-wide understanding and compliance.
- **Integrity and Trust**: Upholds the highest ethical standards, ensuring accountability and reliability in all safety-related activities and decisions.
- **Organizational Agility**: Adapts quickly to changing safety requirements and project conditions, maintaining compliance while aligning with broader organizational goals.

Physical Requirements

- Ability to work on-site in various environments, including outdoor construction zones and potentially hazardous conditions.

- Comfortable with extensive walking, climbing, and conducting inspections in tight or elevated spaces.
- Willingness to travel to project sites as required and maintain on-site presence whenever work is being performed.