

## Job Description

### Safety Manager

Integrity, Skill, and Imagination aren't merely slogans at Merit Electric; they're the cornerstone principles guiding our operations daily. If you're seeking more than just a job in your electrical career, longing for a place where these values are not only celebrated but are the foundation of every project, and you're eager for clear paths of advancement with training and support, then you belong at Merit. Join us, and let's power the future together.

Merit Electric is seeking a proactive and knowledgeable Safety Manager to lead and oversee our safety program. This role will be responsible for developing, implementing, and maintaining safety protocols across our job sites and facilities. The ideal candidate will be well-versed in electrical construction safety practices, OSHA compliance, and have a strong presence in the field to support a culture of safety across all levels of the organization.

This is an exempt, salaried position that reports directly to the Human Resources Director.

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### Key Responsibilities

- Champion and cultivate a culture of safety across all levels of the organization
  - Conduct regular safety inspections of job sites, facilities, and company vehicles
  - Oversee and update pre-hire physical testing requirements to ensure job relevance and legal compliance
  - Develop, distribute, and monitor completion of toolbox talks
  - Lead monthly safety meetings and ensure follow-up on action items
  - Prepare and submit OSHA-required reports both annually and as incidents arise
  - Investigate safety incidents thoroughly and prepare detailed documentation and root cause analyses
  - Manage workers' compensation claims in coordination with HR
  - Conduct and document new hire safety training and onboarding
  - Deliver ad hoc safety training sessions as needed
  - Maintain up-to-date Job Hazard Analyses (JHAs) for job sites
  - Monitor and maintain first aid kits and safety equipment inventory
  - Coordinate CPR, First Aid, and fire extinguisher training and compliance
  - Source and manage medical providers for all job sites
  - Oversee PPE selection, purchasing, and distribution
  - Develop and communicate emergency standard operating procedures (SOPs)
  - Complete all safety-related components of customer and project pre-qualification documentation
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## **Qualifications and Skills**

- Demonstrated integrity, skill, and imagination in your work
  - Strong leadership and interpersonal skills with a customer-focused mindset
  - Excellent communication and training abilities
  - Ability to manage multiple priorities across various projects
  - In-depth knowledge of electrical safety, OSHA regulations, and jobsite protocols
  - Proficiency in documenting and managing safety programs and compliance records
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## **Education and Experience**

- Minimum 5 years of safety experience in construction, preferably within electrical contracting
  - OSHA 30 certification required
  - CHST or CSP certification preferred
  - Solid understanding of OSHA, NFPA 70E, and related safety standards
  - Valid driver's license and clean driving record
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## **Physical Requirements**

- Ability to work 40+ hours per week as needed
- Must be able to travel regularly to job sites in varying weather conditions
- Prolonged periods of sitting and working at a computer
- Occasional climbing, crawling, or navigating active construction sites
- Repetitive use of hands, arms, and fingers