

## ENCINA WASTEWATER AUTHORITY

**DATE:** March 2013 (revised)  
**CLASSIFICATION:** Manager  
**POSITION TITLE:** Safety and Training Manager  
**DEPARTMENT:** Environmental Compliance  
**SECTION:** Safety  
**REPORTS TO:** Director of Environmental Compliance  
**FLSA STATUS:** Exempt

**POSITION SUMMARY:** Under the general direction of the Director of Environmental Compliance, customarily and regularly exercises discretion, independent judgment, and decision making. The Safety and Training Manager performs professional safety and technical training activities for the Authority. Duties include developing, implementing and maintaining comprehensive safety and occupational health programs designed to prevent injury or occupational illness and coordinating all aspects of technical training activities. The Safety and Training Manager develops written procedures, reports, and compliance programs; organizes safety and technical training opportunities; and develops hazardous materials/waste management programs designed to enhance employee safety.

**SUPERVISORY DIMENSIONS:** None

### **ESSENTIAL JOB DUTIES:**

The duties listed below are intended only as illustrations of the various types of work that may be performed.

- Promotes EWA's Mission, Vision, and Values.
- Exhibits all leadership traits and ethical behaviors required of California local government executives.
- Manages all aspects of the Authority's Safety Program.
- Manages biosolids EMS training requirements.
- Develops and maintains safety policies, procedures and training materials, keeping abreast of current trends and developments in safety and accident prevention.
- Monitors current Federal and State Occupational Safety & Health laws for compliance.

- Conducts facility, noise, and air quality surveys to identify unsafe conditions and practices and establish effective corrective action plans.
- Oversees the Authority's Safety Leadership Team and supports departments as they conduct safety meetings with their staff.
- Conducts periodic audits on safety and health programs in each department to measure their effectiveness; consults with department heads and supervisors regarding improvement of safe working conditions and procedures.
- Ensures compliance with all federal, state and local safety regulations as they apply to the Authority, contractors and other agencies. Monitors contractor activities as they relate to the enforcement of these safety regulations.
- Maintains a record of hazardous chemicals and material and provides staff with required standards, control and training. Monitors handling, storage and disposal to ensure compliance with applicable regulations.
- Investigates incident reports and complaints involving work related injuries, illnesses, near misses, and agency vehicle accidents. Analyzes trends and statistics and conducts follow-up investigations as required
- Recommends specialized safety and technical training needs and develops appropriate training programs; coordinates and/or conducts instruction of standard and special classes and presentations to provide safety information to staff.
- Coordinates medical programs required for each job classification, including vaccinations, respiratory and hearing tests, and other requirements.
- Works with professional safety organizations to obtain and exchange information to provide a safe work environment.
- Develops and maintains records for accidents, training, CAL OSHA, and other required reports.
- Attends hearings with regulatory agencies as a resource to agency's representative.
- Prepares and submits budget requests and supporting material for safety improvement projects, equipment purchases and training.
- Coordinates all aspects of training activities including registration, travel and accommodations.

Specific Types Of Knowledge, Skills And Physical Abilities Required For These Duties:

- Knowledge of principles, practices, methods and techniques of developing and administering loss control programs, asset protection, and state regulations governing risk management.
- Knowledge of safety practices and procedures as they apply to wastewater treatment facilities, pump stations, mechanical equipment, chemical handling, and gas management systems, and familiarization with reading and interpreting engineering plans.

- Knowledge of legal and regulatory requirements for employee safety programs.
- Knowledge of Cal/OSHA Workers Compensation and Insurance laws.
- Ability to establish and implement methods of identifying exposure to loss and investigating and correcting industrial and environmental hazards.
- Ability to develop and implement programs requiring cooperation from several departments.
- Ability to analyze and interpret statistical data.
- Ability to investigate, research, and compile information, and present it in an organized oral or written format.
- Ability to establish and maintain cooperative working relationships with all levels of the organization to foster a team approach.
- Ability to maintain accurate safety and risk management records and files.
- Ability to operate a personal computer and standard desktop applications.

#### **EDUCATION/EXPERIENCE GUIDELINES:**

Any combination of education and experience that would likely provide the required knowledge and abilities. This may include:

- A Bachelor's Degree in a safety, loss management, or related field; and/or,
- Four (4) years of professional safety related experience, preferably in a wastewater treatment plant environment.

#### **LICENSE REQUIREMENT:**

Possession of a valid California Class C Driver's license and ability to be insured under the Authority's automobile insurance coverage.

Note: failure to maintain a valid California Driver's License constitutes possible cause for termination.

#### **PHYSICAL AND MENTAL DEMANDS:**

##### **Physical Demands**

While performing the duties of this position, the employee is regularly required to walk; talk or hear by telephone and in person; sit; smell; use hands to finger, handle, feel or operate objects, tools, or controls; reach and lift with hands or arms.

Specific vision abilities required by this job include close vision, distance vision, the ability to distinguish colors and shades, depth perception, and the ability to adjust focus.

**Mental Demands**

While performing the duties of this position, employees are regularly required to use oral and written communication skills, read documents or instructions; analyze and solve problems; observe and interpret data or information; use mathematical reasoning; learn and apply new information or skills; perform detailed work; work under changing, intensive deadlines with constant interruptions; and perform multiple concurrent tasks.

**WORK ENVIRONMENT:** While performing the duties of the job, the employee is frequently exposed to toxic or hazardous chemicals. The noise level in the work environment is quiet to loud. Hearing protection is required in some work areas, however, the employee typically works under office conditions where the noise level is usually quiet.

**RESPIRATORY PROTECTION POLICY/PROGRAM REQUIREMENT:** This position must comply with the Authority's Respiratory Protection Policy/Program.

**QUALIFICATIONS:** Ability to pass Authority pre-employment physical examination; possession of a good driving record and ability to be insured by the Authority's insurance carrier; and the ability to read, write, speak and comprehend English.

**RIGHT TO WORK REQUIREMENT:** Must be a United States citizen or possess qualified alien status. Documentation of eligibility to work in U.S. will be required as a condition of employment.

**The Encina Wastewater Authority does not discriminate against any applicant for employment on the basis of age, race, color, sex, ancestry, national origin, pregnancy, marital status, sexual orientation, sexual identity, religion, military status, medical condition, mental disability, or physical disability.**

**The list of essential job duties contained in this job description is not exhaustive, and may be supplemented as necessary. This position performs other related duties as assigned, some of which may become essential to the position.**

**Any offer of employment for this position is contingent upon receipt of acceptable results from a background investigation and drug screen.**