



Position Title: Director, Corporate Safety, Security and Emergency Management

Position Status: Full-Time Regular

Department: Human Resources and Corporate Services

Employee Group: Exempt

Location: 4515 Central Boulevard, Burnaby

Salary Range/ Wage Rate: Management / Leadership, Level M5A (\$192,776.84 - \$ 226,766.24 annually)

Our Human Resources and Corporate Services Department is seeking a Director, Corporate Safety, Security and Emergency Management who will perform a key leadership role working across the organization to provide leadership for the organization's safety, security and emergency management programs.

You are: an experienced leader with both vision and a practical approach. You have a proven track record of navigating complex issues, developing future focused plans as well as providing guidance for operational challenges. You are comfortable leading change across a complex, multi-site organization, building capacity and managing risks. Known for building high performing teams and your collaborative approach, you have excellent coaching and communication skills. This is a highly influential role that positively impacts the entire organization.

The Director, Corporate Safety, Security and Emergency Management reports to the Deputy CAO Operations.

To apply for this opportunity, please email your resume, cover letter, to:

Allan Welyk

President & Director

ELEVATE Search Group

Email: allan@elevatesearchgroup.com

Web: www.elevatesearchgroup.com

This role:

- Leads the Corporate Safety, Security, and Emergency Management function and is accountable for ensuring corporate due diligence and compliance with legislative and regulatory requirements related to Corporate Safety; ensures safety issues are investigated and fully rectified. Performs a key leadership role in the provision of Corporate Safety, Security and Emergency Management and is responsible for delivering on the objectives of the department's business plan.

- Provides leadership for the development, implementation and maintenance of the Corporate Safety Management System including related programs, policies and training in order to mitigate safety issues and ensure compliance. Responsible for promoting a safety culture throughout the organization through communications, effective decision making, training, the promotion of best practices and the provision of direction to staff on safety matters for the organization.
- Accountable for annual and long range budget preparation, reporting and resource allocations. Oversees the preparation of business plans and establishes and monitors performance indicators. Directs the deployment of a complex mix of cross functional financial resources; monitors and controls spending ensuring the effective and efficient expenditure of allocated funds; and ensures plans and expenditures align with strategic objectives.
- Provides leadership for minimizing corporate risk and ensuring the organization's compliance and responsibilities related to WorkSafe BC's regulatory requirements and claims.
- In consultation with the Deputy CAO, Operations, is responsible for decision making in relation to the organization's safety and safety management programs. Makes decisions of consequence related to application and interpretation of safety regulations and legislation. Provides leadership for analyzing incidents to determine the eligibility of claims and identify opportunities for improvement. Represents Metro Vancouver in WorkSafe reviews and appeals and pursues regulatory changes, alternative measures and variances with WorkSafe BC.
- In consultation with the Deputy CAO, Operations, is responsible for decision making in relation to the organization's security and emergency management programs.
- Responsible for hiring, supervising, directing and motivating staff and monitors performance towards corporate objectives; ensures staff adhere to corporate and board policies. Leads, coaches, mentors and develops staff recognizing the importance of training. Resolves technical, operational or relational issues staff encounter while doing their work
- Provides leadership for the development and implementation of strategic initiatives related to the Corporate Safety Management System. Ensures activities are consistent with the organization's values and goals and provides leadership and direction to address complex challenges.
- Liaises with other divisions, departments, external agencies, regulators, municipalities and the public on various issues. Provides advice and direction to others within Metro Vancouver and on behalf of the organization to contacts external to the organization; represents the organization to the media, elected officials and the public as required.
- Performs other related duties as required which may include involvement with Integrated Partnership for Regional Emergency Management, Sasamat Volunteer Fire Department, 911 initial call answer service and NG9-1-1

To be successful, you have:

- 10 years of recent, related experience in positions of progressive responsibility leading and managing diverse teams supplemented by a bachelor's degree or diploma in a relevant field; or an equivalent combination of education, training and experience.
- Membership or eligibility for immediate membership as a Canadian Registered Safety Professional is considered an asset.
- Expert technical knowledge of occupational health and safety regulations and legislation. Demonstrated ability to design programs to include compliance and ensure policies, standard and programs reflect regulatory changes. Considerable experience navigating claims, reviews and appeals with WorkSafe BC or similar agency. Excellent ability to provide an objective analysis of facts and make sound decisions.

- Excellent budgeting and financial management skills. Demonstrated ability to manage and direct the deployment of a complex mix of cross functional financial resources and effectively monitor and control spending ensuring the effective and efficient expenditure of allocated funds.
- Proven ability to make corporate decisions of consequence on the interpretation and application of occupational health and safety regulations considering the operational impacts of decisions while ensuring corporate due diligence. Ability to exercise a high degree of independent judgment to resolve complex technical challenges. Demonstrated ability to develop and revise strategies to address problems, engage diverse audiences and promote new initiatives considering the potentially diverse and long-term implications of decisions.
- Superior written and oral communication skills including the ability to effectively convey complex concepts and strategies to diverse audiences. Confidently responds to questions and challenges from a variety of sources and skilled in presenting data in a usable format to facilitate analysis and understanding.
- Proven ability to work cooperatively with others and to build and maintain effective working relationships.
- Excellent conflict resolution and negotiation skills; ability to resolve differences while maintaining strong relationships. Handles politically charged situations and differences of opinion adeptly and smoothly. Upholds the department's and organization's reputation through positive and forthright dealings with internal and external stakeholders.
- Demonstrated management and supervisory skills. Ability to direct, supervise, evaluate, coach and mentor staff. Provides motivating feedback and when necessary, constructive and frank feedback on performance. Considerable knowledge of departmental and corporate policies, procedures, goals and regulations. Demonstrated understanding of labour relations principles including the ability to guide managers in having difficult conversations and responding to complex issues.
- Proficiency using Microsoft Office programs including Word, Excel and Outlook.
- Valid BC Class 5 Driver's License.

Our Vision:

Metro Vancouver embraces collaboration and innovation in providing sustainable regional services that contribute to a livable and resilient region and a healthy natural environment for current and future generations.

At Metro Vancouver, we are committed to cultivating a diverse, safe, equitable, and inclusive work environment for all. We strive to attract and retain a talented, diverse workforce that is reflective of the region we serve. If an accommodation is required during the recruitment and selection process, please contact careers@metrovancover.org for support. Learn more about our commitments to diversity, equity, and inclusion [here](#).

Please follow this link <https://metrovancover.org/about-us/careers> to our Careers page where you can submit your application by July 18, 2024.