

Find your purpose. Make an impact.

Manager, HSEQ (Health, Safety, Environment, and Quality)

If you are committed to public service, enjoy collaborating with others, share our values and have a desire to learn and grow, join [The City of Calgary](#). City employees deliver the services, run the programs and operate the facilities which make a difference in our community. We support work-life balance, promote physical and psychological safety, and offer competitive wages, pensions, and [benefits](#). Together we make Calgary a great place to make a living, a great place to make a life.

The City is committed to fostering a respectful, inclusive and equitable workplace which is representative of the community we serve. We welcome those who have demonstrated a commitment to upholding the values of equity, diversity, inclusion, anti-racism and reconciliation. Applications are encouraged from members of groups that are historically disadvantaged and underrepresented. Accommodations are available during the hiring process, upon request.

As the Manager, HSEQ, you will lead the development, implementation, oversight, and continuous improvement of Health, Safety, Environmental, and Quality management systems for the Green Line LRT SE Project. Reporting to the Deputy Director, GL SE Construction, you will provide strategic and operational leadership across project activities, contractors, and partners to advance a strong safety and quality culture, ensure compliance with applicable legislation, regulatory requirements, corporate standards, and recognized ISO standards, and support safe, environmentally responsible, and quality-focused delivery. This role provides project-wide HSEQ governance, assurance, risk mitigation, incident review, training, performance reporting, and continuous improvement support across construction and related project workstreams. Primary duties include:

- Establish, maintain, and continuously improve project HSEQ standards, requirements, strategies, plans, priorities, and performance expectations.
- Ensure project activities comply with applicable codes, legislation, regulations, corporate requirements, and recognized HSEQ and ISO management system standards.
- Implement, monitor, and validate the operation of the applicable Management Systems through internal audits, on-site observations, surveillance, reporting, and continuous improvement activities.
- Oversee health, safety, environmental, and quality inspections, audits, assurance activities, field observations, and contractor performance reviews across project sites and workstreams.
- Monitor and evaluate contractor and partner HSEQ programs, procedures, and field performance for alignment with regulatory, contractual, and corporate requirements.
- Lead or support incident reporting, review, and investigation processes, including root cause analysis and the development, tracking, and closure of corrective and preventive actions.
- Provide oversight of non-conformances and quality issues to ensure dispositions protect design intent, regulatory compliance, and The City's interests.
- Develop and deploy HSEQ training, awareness, toolbox talk, and engagement programs to strengthen compliance, performance, and culture
- Provide strategic advice, professional guidance, coaching, and leadership to project leaders, project teams, and contractors on HSEQ risks, issues, standards, legislation, and emerging priorities.
- Develop and report HSEQ metrics, maintain action logs and risk registers, track lessons learned, prepare briefing materials, and champion continuous improvement across the project.

Qualifications

- A degree in Engineering.
- Designation and a current licensure as a Professional Engineer with the Association of Professional Engineers and Geoscientists of Alberta (APEGA) **complete with practicing status** OR licensure **and practicing status** by the first day of work [Click here for more details](#).
- At least 8 years of experience in managing HSEQ on large, complex construction projects.
- At least 5 years of experience working as a Quality Manager on LRT or heavy civil work projects.
- Extensive knowledge of implementation and operation with recognized HSEQ Management Systems.

Apply online at www.calgary.ca/careers

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- Familiarity with applicable HSEQ codes, standards, and regulations.
- Extensive knowledge of safe work practices and in-depth work experience in training, conducting incident analysis, writing technical reports, managing statistics and presenting to senior managers.
- Experience in risk management and quality control/assurance processes.
- ISO 9001 Lead Auditor certification is an asset.
- Demonstrates effective communication skills.

Pre-employment Requirements

- Successful applicants must provide proof of qualifications.

Workstyle

- This position works full time from the office, with no remote work options available.

Position and Pay Information

- **Business Unit:** Green Line
- **Union:** Exempt
- **Position Type:** 1 Permanent
- **Compensation:** Level M3E \$182,213 - \$227,776 per annum
- **Hours of work:** Standard 35 hour work week.
- **Days of work:** This position works a 5-day work week earning 1 day off in a 3 week cycle.
- **Location:** 411, 1 Street S.E.
- **Audience:** Internal/External
- **Apply By:** August 21, 2026
- **Job ID:** 315066