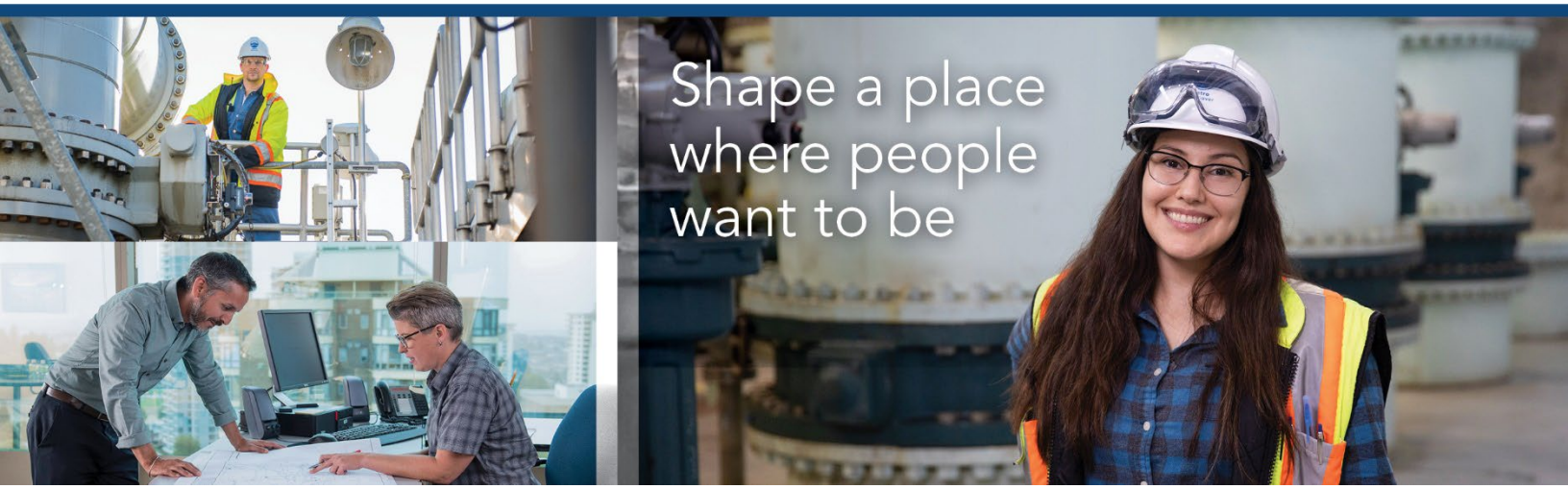
metrovancouver



Position Title: Program Manager, Field Safety
Position Status: Full-Time Regular
Department: Corporate Services
Employee Group: Exempt
Location: 4515 Central Boulevard, Burnaby
Salary Range/ Wage Rate: Professional / Technical, Level P4B ($125,743.76 - $147,930.50 annually) (2024 wage rates)

Our Corporate Services Department is seeking a Program Manager, Field Safety within Corporate Safety, who will lead a team of safety professionals in support of safety services for all Metro Vancouver departments. This Program Manager will support the development and ongoing maintenance of safety standards, programs, systems and processes to manage and improve field safety in support of Metro Vancouver's Safety Management System and the organization's safety culture. The position is responsible for advising Metro Vancouver's Management team regarding organizational compliance and responsibilities related to WorkSafeBC's regulatory requirements. Excellent interpersonal and relationship-building skills are required to liaise with internal and external partners and multi-disciplinary teams.

You are: an experienced safety leader with 7 years of recent, related progressive experience supplemented by a bachelor's degree or diploma in a relevant field such as sciences, occupational health and safety, risk management, or an equivalent combination of training and experience. You have exceptional technical and communication skills and strive for continuous improvement. You will work to strengthen and promote the organization's health and safety culture. You understand the importance of regulatory compliance and have the ability to build and maintain strong and innovative safety systems. You work collaboratively in a team environment.

The Program Manager, Field Safety reports to the Deputy GM HR Services and/or Director Corporate Safety.

This role:

- Manages Metro Vancouver's Field Safety program within the Corporate Safety Department. Leads field safety staff in provision of safety services to Metro Vancouver operating departments. Works with Metro Vancouver supervisors to ensure compliance with safety standards in the provision of technical advice for Metro Vancouver managed worksites as well as Metro Vancouver owned worksites.
- Oversees preparation for the budget and provides ongoing budget reporting to the Deputy GM HR Services and/or Director of Corporate Safety throughout the budget year. Ensures the appropriate allocation of costs for program activities. Monitors and controls spending to ensure the effective and efficient expenditure of allocated funds;

guides and directs field safety staff on cost control; and contributes to the preparation of long range financial plans for Corporate Safety.

- In collaboration with Corporate Safety's Program Manager, Prevention Services, develops safety programs, systems and processes to manage and improve field safety. Leads the development and implementation of strategic initiatives related to the field Safety Management System. Ensures the program's activities are consistent with Metro Vancouver's organizational values and provides leadership to address complex challenges.
- Responsible for supporting and advising Metro Vancouver's management team regarding organizational compliance and responsibilities related to WorkSafeBC's regulatory requirements and claims as it pertains to field work.
- In consultation with the Deputy GM HR Services and/or Director Corporate Safety, is responsible for decision making in relation to field safety and safety management programs. Makes decisions of some consequence related to application and interpretation of safety regulations and legislation. Oversees field safety activities relating to safety inspections and field safety investigations. Ensures field safety resources analyze incidents to determine the eligibility of claims and identify opportunities for improvement. May represent Metro Vancouver in reviews and appeals and pursue regulatory changes, alternative measures and variances with WorkSafeBC.
- In consultation with the Deputy GM HR Services and/or Director, Corporate Safety, is responsible for hiring field safety staff. Responsible for supervising, directing and motivating field safety staff. Monitors organizational and safety performance in relation to Corporate Safety's goals and objectives. Ensures field safety staff adhere to Metro Vancouver policies.
- Works with Metro Vancouver's Departments and other divisions as well as with external agencies, regulators, municipalities and the public on various field safety issues. Provides safety advice internally within Metro Vancouver and on behalf of the organization to contacts external to the organization; may represent Metro Vancouver to the media, elected officials, and the public as required.
- May perform duties as one of several Metro Vancouver corporate safety duty officers on a rotational basis. In such case, is responsible for coordinating the response, notifications, and actions required to address emergencies and incidents across Metro Vancouver.
- Performs other related duties as required.

To be successful, you have:

- 7 years of recent, related progressive experience in workplace safety supplemented by a bachelor's degree or diploma in a relevant field such as sciences, occupational health and safety or risk management; or an equivalent combination of education, training and experience.
- Certification or eligibility for immediate certification as a Canadian Registered Safety Professional, or other certification equivalent or greater.
- Demonstrated ability to build and maintain effective working relationships and skill in dealing openly and tactfully in a variety of situations. Contributes to the Corporate Safety team with constructive ideas and experiences; effectively deals with disagreements to prevent escalation of conflict; seeks to include team members in decisions that will impact them.
- Considerable knowledge of occupational health and safety regulations and legislation in a utility or local government related environment. Demonstrated ability to design elements in a safety management system and provide advice that complies with or exceeds regulatory requirements. Considerable experience conducting investigations, reviewing claims and appeals with WorkSafeBC or other regulatory agencies.
- Ability to conduct field work, hazardous material sampling, and site inspections in challenging environments.

- Sound budgeting and financial management skills. Demonstrated ability to manage and monitor budgets, meet financial objectives and ensure the effective and efficient expenditure of allocated funds.
- Ability to make corporate decisions of some 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 address unique challenges and diverse work environments.
- Excellent written and oral communication skills including sound report writing and presentation skills. Persuasively communicates complex information to diverse audiences and upholds the reputation of the organization in communications with external agencies, the media, elected officials and the public.
- Proven ability to use judgment to resolve complex challenges; flexible and able to develop and revise strategies to address problems and changing circumstances. Demonstrates persistence in overcoming obstacles and considers the diverse and long term implications of decisions beyond the work at hand. Strong organizational and time management skills.
- Sound ability to lead, supervise, coach and guide others while enhancing individual and team effectiveness. Ability to mentor and foster the development of direct reports. Sound understanding of and ability to apply labour and employee relations principles and practices including applicable collective agreements.
- 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.

Metro Vancouver employees proudly serve the region and demonstrate the behaviours and attributes of six leadership competencies: Accountability, Adaptability, Building and Nurturing Relationships, Communication, Continuous Learning, and Strategic Thinking and Action.

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@metrovancouver.org for support. Learn more about our commitments to diversity, equity, and inclusion here.

Please follow this link https://metrovancouver.org/about-us/careers to our Careers page where you can submit your application by December 9, 2026.