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Title: EHS Manager (Bilingual English and Spanish required)

Location: Northern California

Position Summary: This position is responsible for the development and execution of programs to ensure that the Company provides a safe workplace for employees and minimizes impacts to the environment. This position will lead compliance with all federal, state, and local environmental, health, and safety regulations for the Company organic produce operations (incoming produce, washing, cutting, cleaning, drying, packaging including plastic container production, and shipping of product) at production facilities in northern CA and AZ, remoted farming locations, and a retail facility in northern CA. The incumbent will implement a sustainable environmental, health and safety management system at a plant level and drive EHS performance improvement and efficiency. This position is part of the company EHS Leadership Network.

Duties and Responsibilities: The EHS professional in this position will be successful through strong leadership, vision, and effective management and ensure these goals in a professional atmosphere that enhances Company economic viability and by leading EHS through functional leaders and supervisors.

Build, and drive, a proactive safety culture at plant. Create environment where employees and supervision are engaged in working safely. Implement BBS program and Continuous Improvement programs (e.g. JHA process)

Prepare, maintain, and comply with federal, state, and local agency environmental reporting and permitting and Corporate EHS Standards. Advise on all EHS legislation and legal requirements. Ensure facility maintains ongoing compliance with OSHA/EPA requirements, safety standards, wastewater treatment plant operations, air permits and waste management practices. Serve as the interface with local, state and federal agencies.

Investigate injuries/illnesses, near-misses and environmental incidents. Determine root cause of incidences and provide corrective action plan. Manage and track injury and illness data and environmental metrics. Lead reduction in injury and illness rates and environmental impact and costs. Serve as a champion for Sustainability projects. Provides measure of support for Workers Compensation program.

Develop and implement EHS programs, policies, procedures and best practice techniques, implement new regulatory requirements, and provide control measures that

reduce or eliminate risks to the Company. Implement and maintain an EHS Management Systems. Oversee and optimize EHS training programs.

Conduct EHS assessments at the facility, identify areas for improvement, and lead corrective actions (from plant and corporate/3rd party audits. Communicates with, and reports results to, Supply Chain and Manufacturing management and the corporate head of EHS.

Serve as Subject Matter Expert for Waste Water Treatment Plant compliance and management.

Lead EHS reviews and identify requirements for engineering projects, new lines/equipment and management of change activity.

Education and other requirements:

- Bachelors or Masters in Safety, Environmental Health, Chemistry, or related field.
- Strong verbal and written communication skills. *NOTE: Must be fully fluent in both written and verbal English and Spanish languages*
- Must be knowledgeable with OSHA and EPA regulations, and California state requirements (e.g. Cal/OSHA).
- Must have minimum of 10 years of plant and manufacturing EHS management experience preferably in the food/beverage, or similar, industry.
- Demonstrable experience serving successfully as a change agent to drive process improvements and cultural change.
- Support of 3 shift and weekend operations.
- Exceptional leadership skills and ability to mentor and motivate (a real passion for EHS)
- Effective management skills; Ability to assess and implement EHS best practices.

Health and Safety:

- Behavior based safety
- Incident investigation, analysis, and corrective action
- Workers Compensation
- Powered industrial vehicles
- Job hazard analysis and risk assessments
- Personal protective equipment
- Confined space entry
- Electrical safety
- Ergonomics
- Fall protection
- Lock Out Tag Out and Machine Guarding
- Hearing conservation
- Indoor air quality/industrial hygiene
- Chemical hazard communication and MSDS
- Process Safety Management (preferred but not required)

Environmental:

- Air emission management, permitting and controls
- Wastewater treatment operations, permitting and controls
- Emergency planning and community right to know
- Pollution prevention, resource conservation and Sustainability projects
- Solid and hazardous waste management
- Spill prevention and clean-up
- Toxic chemical release reporting (EPA Form R)
- Storm water management and controls (SPCC Plans)
- Water management and conservation