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Title: HSE Manager

Location: South Dakota

Position Summary: Responsible for developing, organizing, implementing, administering and monitoring all Health, Safety and Environmental (HSE) programs. Ensure thorough implementation and execution of Company HSE related programs and processes. Ensures all HSE programs comply with company and regulatory requirements. Identify HSE hazards and establish controls to mitigate risks.

Duties and Responsibilities:

- Develop and maintain safety and environmental programs, policies and procedures to manage all HSE compliance and risks applicable to the facility. Provide strategic leadership and oversight to ensure ongoing compliance, including all training and record keeping activities in accordance with applicable local, state, and federal rules and regulations
- Establish, implement, and sustain ISO 14001, OHSAS 18001, and Company HSE Management System to assess and control Health, Safety and Environmental risks. Work with the facility management team to continually improve the system to respond to changing business needs. Conduct audits and inspections to identify system level weaknesses and recommend solutions for corrective actions to improve the MS. Serve as main point of contact for third party management systems audits performed at the facility with responsibility for responding to audit findings including determination of root cause, development and implementation of corrective action and providing the audit response.
- Assist with Corporate HSE Internal Audits
- Responsible for the implementation and maintenance of HSE Risk Assessment programs, and ensuring conformance to the requirements as outlined in internationally recognized standards such as ISO 14001, OHSAS 18001, BS EN ISO 12100
- Recognize and prioritize workplace safety and environmental hazards and risks associated with processes, services and products.
- Identify appropriate control methodologies for HSE risks based on priority and the hierarchy of controls.
- Manage plant's environmental and OSHA regulatory reporting and record keeping requirements. Identify and interpret all relevant legislation. Make recommendations and advise the management team and employees on requirements to ensure compliance.

- Interface between local, state, and federal regulatory agencies, corporate and insurance carrier representatives in order to ensure that the plant complies with appropriate requirements
- Training- Working with the facility management team identify, develop, perform, and track HSE/CI training requirements for facility.
- Contractor HSE Management- Establish and maintain a contractor HSE program to manage HSE risks associated with contractor activities onsite.
- Emergency Preparedness and Response-Understand all potential emergency situations within sphere of influence (fire, chemical spills, medical, workplace violence, natural disasters). Develop Emergency Response plans that address potential emergency situations. Implement training as necessary to responsible persons. Ensure drills are conducted, and corrective actions are identified and implemented as required.
- Create and manage budgets for HSE activities including consulting and testing, waste removal, safety equipment, safety recognition activities, etc.
- Lead investigations on environmental and safety incidents including near misses, injuries, releases, and non-compliance. Ensure that root causes are identified, and effective corrective actions are implemented in a timely fashion.
- Drive efforts to reduce the environmental impact of manufacturing processes including; hazardous and solid waste minimization, and reduced water and energy consumption. Efforts will focus on reduction of resource consumption, recycling and reuse initiatives.
- Responsible for managing all requirements related to chemical management including; chemical approvals, GHS compliant labeling, employee training, and proper disposition.
- Responsible for establishing specific objectives and targets that address HSE risk reduction, injury prevention, waste elimination, and energy elimination based on risk. Ensures these objectives and targets are in line with the company and facility HSE policy and drive for continuous improvement.
- Creates project plan and budget for HSE objectives including capital investments and secures needed resources. Able to quantify the cost of HSE incidents and provide cost justification. Set measurable targets and implements management programs that include designation of responsibility, resources and timelines.
- Serve as a plant resource for root cause investigations and countermeasure implementation to prevent re-occurrence of hazards or incidents. Coach plant staff in completion of TIPSS/incident investigation
- Acts as change agent to drive cultural change and inspires others to action through collaboration and influence.
- Implement behavior based safety, such as DuPont STOP

Education and experience required:

- Bachelor's Degree in Occupational Safety, Environmental management, Engineering, Business or closely related field strongly preferred.

- 5-8 years of health, safety and environment experience required, manufacturing industry preferred
- Behavior Based Safety – experience with DuPont STOP a plus
- Ability to organize and lead HSE continuous improvement events
- Experience with incident Investigation, including Root Cause Analysis such as Five Why Analysis.
- Experience preparing and delivering HSE training.
- Background and expertise in HSE recordkeeping, reporting, and compliance.
- Training in Ergonomics, machine guarding and as a First Aid Responder.
- Serves as a change agent to drive cultural change in quickly changing business environment. Inspires others to action through collaboration and influence.
- Self-motivated, capable of seeking quality solutions and continuously focusing on process improvements, while keeping the needs of the business in the forefront.
- Creates alignment so everyone within the realm of responsibility understands the strategic vision and how their contribution furthers the success of the organization. Demonstrated ability to conceptualize strategic vision and translate into tactical actionable plans.
- High level interpersonal and leadership skills; must be able to influence and coach across multiple levels within the company and locations; including establishing global partnerships.
- Ability to staff and develop an effective and capable team.
- Demonstrated business acumen
- Change management leadership capability Experience in partnering with business leaders on developing and driving initiatives.
- Experience with acquisition integration preferred.

REQUIRED SKILLS:

Working knowledge of safety codes, OSHA 1910, EPA regulations and other regulatory agencies. Programs for which the incumbent will need to be the authority on could include but are not limited to:

- Control of Hazardous Energy: Lockout/Tagout (LOTO)
- Electrical Safety
- Ergonomics
- Machinery and Machine Guarding
- Powered Industrial Vehicles (PIV)
- Confined Space Entry
- Personal Protective Equipment
- Hazard Communication
- Material Handling

Working knowledge of environmental codes, EPA and other regulatory agencies. Programs for which the incumbent will need to be the authority on could include but are not limited to:

- Air Quality & Emissions
- Energy Management

- Solid & Hazardous Waste
 - Waste Water / Storm Water
 - Above & Under Ground Storage Tank Management tools.
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- Experience with Lean Problem Solving and is able to use 8D or A3 problem solving tools.
 - Works well under pressure, effectively handles conflict and demonstrates flexibility in work style to accommodate changing priorities and fixed deadlines.
 - Takes responsibility for personal development.
 - Computer proficiency in Microsoft Word, Excel, and PowerPoint.
 - Strong written and verbal communicator.