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Title: North American SHE Director

Location: Houston TX

Position Summary: Reporting to the Global SHE Director, the N.A. SHE Director will strengthen and develop a strong safety culture in the North American region with the goal of all employees recognizing their role in “everyone going home safe.” The focus is to achieve a desired culture change towards Safety through personal commitment and focus ensuring compliance to plant and corporate best practices and policies.

- Headquartered in Houston, TX with manufacturing facilities and sales offices on six continents, Company is a world-class producer of engineered additives for niche applications and is a value-added processing intermediary between large global raw material suppliers and end market customers. Company specializes in developing, manufacturing, and marketing performance-critical additives for niche applications utilized in the construction, electronics, consumer products, agriculture, automotive, oil & gas, heavy equipment, industrial and similar end markets.

Duties and Responsibilities:

- Develop, maintain, and continuously improve SHE programs, policies, and procedures, assuring compliance with federal, state/provincial, local laws and regulations, industry best practices, and site permit and regulatory requirements in order to ensuring safe, legal, and efficient operations
- Work closely with corporate and plant leadership, supervisors, and employees to ensure they understand their role in “all employees going home safe” and provide coaching on complying with SHE policies, procedures, reporting requirements, investigation procedures, and corrective actions
- Anticipate typical problems, identify potential or recurring problems, and recommend and implement appropriate actions to minimize risks
- Develop communications protocols and measurement / reporting systems to ensure that accidents, incidents and risks are quickly identified, communicated to appropriate internal and (when necessary) external parties, and addressed; implement industry standard metrics systems at all sites including incident Rate, Severity Rate and Near Miss tracking including analyzing root causes and driving corrective actions in partnership with operating leadership; this Measurement / Reporting System will include regular reporting to senior management

- Create a communications process for shared learnings between operating leaders including driving appropriate corrective actions across the company, not just the location which experienced an incident
- Advise local management on dealing with SHE compliance issues
- Develop and implement SHE training programs, including methods for equipping site management and supervisors to deliver training on site. Work to develop a strong compliance culture
- Develop and implement a program for facility self-monitoring and ensuring compliance with company SHE policies and procedures; use standard protocols to conduct routine inspections to provide periodic risk assessments of operations and to assure continued compliance with policies and procedures
- Develop and maintain positive working relationships with facility management and employees, regulatory agencies, and business partners.
- Develop and implement an SHE record-keeping system for each site, with appropriate roll-up reporting to business unit and corporate levels
- Serve as the company representative to safety regulatory agencies
- Assist in the preparation and management of department budget

Assist local facilities with the following on 'as needed' basis:

- Manage all waste disposal and ensure environmental procedures meet federal, state and local guidelines and complete Federal and State Environmental Reports
- Conduct regular compliance audits and safety inspections of the facility and initiate corrective actions to eliminate hazards and promote a safe work environment
- Facilitate development of Safety and Health action plans instituting practices and policies such as Personal Protective Equipment, Lock Out/Tag Out, etc.
- Conduct work area surveillance inspections, air sampling tests, property damage and conduct personal injury investigations. Issue confined area entry and "hot work" permits as required
- Inspect specified areas to ensure the presence of fire prevention equipment, safety equipment, and first-aid supplies
- Conducts hazard assessment of activities and determine corrective actions and PPE necessary to minimize exposure
- Collaborate with engineers and plant operations to institute control and remedial measures for hazardous and potentially hazardous conditions or equipment
- Document all accidents, safety violations, unsafe conditions/activities and determine root cause analysis
- Perform due diligence reviews of SHE practices of potential acquisitions
- Perform other duties as assigned

The Person:

The successful candidate must be a strong cultural fit and bring high level of ethical, intellectual, professional and personal values that complement the team and Company culture.

- Demonstrated ability to work collaboratively and successfully engage with staff at all levels (including hourly level and unions) to achieve goals. Assertive in style,

- but respectful of others, and skilled in navigating competing organizational priorities and agendas
- Strong relationship builder with exceptional interpersonal and communication skills both with the ability to motivate staff, facilitate change, and influence peers. Proven self-starter who works well both independently and in a team environment
 - High energy, self-motivated, and hands-on management style working with all levels of the organization to drive performance and continuous improvement using an analytic and metrics-based approach

Education and experience required:

- BS or BA in Risk Management, Industrial Safety & Health or related field
- Minimum of 10 years safety experience with 5-7 of those years in a management role with strong preference to multi-facility SHE management covering large geographical, and multi-national, locations.
- Experience assisting or leading in a culture-change initiative regarding “Best-In-Class” SHE practices and programs
- Excellent problem-solving skills
- Strong verbal and written communication skills
- Ability to interpret blueprints and schematics
- Strong planning and organizational skills
- Demonstrated ability to multi-task
- Excellent computer skills
- Bilingual a plus (e.g. Spanish, Brazilian Portuguese)