



Safety Director

This role is a full-time permanent position for a construction company located in Apex, NC.

Resumes may be sent to info@exceedsafety.com with the subject line “Safety Director – Apex, NC”

The Safety Director is responsible for leading the organization’s safety initiatives to ensure a safe working environment for all employees. This role involves developing, implementing, and maintaining safety policies, procedures, and training programs in compliance with federal, state, and local regulations. The Safety Director will participate in planning meetings with project teams and provide input on safety considerations.

The Safety Director will collaborate closely with operational groups, field personnel, and leadership to promote a proactive culture of safety, manage incident reporting, and drive continuous improvements in safety performance.

JOB FUNCTIONS

Safety Program Management

- Develop and update safety policies, procedures, and programs in alignment with regulatory requirements and industry best practices.
- Lead the implementation of OSHA and other relevant standards to ensure compliance.
- Monitor and ensure compliance with federal, state, and local safety regulations

Training & Development

- Design, deliver, and coordinate safety training programs for field and office staff, including new hire orientation and ongoing safety certifications.
- Provide leadership training to enhance safety awareness and practices.
- Maintain records of employee certifications and training completion.

Incident Management & Reporting

- Ownership of incident management processes including documentation and reporting processes.

Exceed Safety

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(919) 728-SAFE (7233)**

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- Lead investigations of incidents, injuries, and near misses to identify root causes and implement corrective actions.
- Develop & maintain detailed incident records and reporting mechanisms for regulatory agencies and leadership and operations as required.
- Maintain accurate records of incidents and compile reports

Safety Inspections & Audits

- Conduct regular job site inspections and audits to identify hazards and ensure compliance with safety policies.
- Work with project managers and field supervisors to address safety concerns promptly and mitigate risks.
- Develop and implement corrective action plans to resolve non-compliance or safety risks.

Metrics & Continuous Improvement

- Track safety performance metrics, including incident rates, near-miss reports, and training completion
- Identify trends and opportunities to enhance safety performance and recommend improvements

Compliance & Documentation

- Ensure proper documentation of safety policies, incidents, inspections, and employee training records
- Management of proactive safety training and equipment program – including tracking and monitoring for compliance with internal and industry standards.
- Maintain and update SDS (Safety Data Sheets) and other required documentation.

QUALIFICATIONS

- Bachelor's degree in Occupational Health and Safety, Environmental Science, or related field construction experience.
- Minimum of 7-10 years of experience in safety management, construction or industrial environments.
- Certifications: OSHA 30 or 500 certification, Certified Safety Professional (CSP) or similar certification preferred

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SKILLS

- Strong knowledge of OSHA regulations, workers' compensation processes, and risk management principles.
- Proficiency with Microsoft Office suite and other technologies
- Excellent communication and interpersonal skills to effectively train and engage employees at all levels.
- Ability to manage multiple projects and priorities in a dynamic environment.

KEY COMPETENCIES

- Strong leadership and problem-solving skills.
- Ability to collaborate with multiple internal departments and external customers.
- Proactive approach to risk mitigation and continuous improvement.
- Detail-oriented with the ability to manage complex safety records and documentation.
- Commitment to fostering a culture of safety

WORK ENVIRONMENT

This position is 70% in the field and 30% in the office. Regular predictable attendance is a requirement for this position.

Limited amount of time after hours and weekends supporting customer outages or back shift work.

This job description is a general overview of some of the duties and responsibilities of the position and may not be inclusive of all duties.

Exceed Safety is a nationwide full spectrum consulting firm based in NC. We are not a staffing firm. Please visit www.exceedsafety.com for more information on our services.

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