

JOB DESCRIPTION

Job Title:	Environmental Health & Safety Manager	Job Department:	Safety
Location:	Sheboygan Paint Company	Travel Required:	<20%
Reports To:	Steven Shaffer, Site Operations Manager	Position Type:	Exempt

About Us

Sheboygan Paint is a Privately Owned, General Industrial Paint Manufacturer, with national paint distribution capabilities and a diverse compliant product portfolio. Established in 1921, Sheboygan Paint Company is ranked 19th of US Paint Companies and excels at manufacturing innovative coating solutions. We are implicitly trusted and rewarded for adding premium value to each targeted customer's industrial coatings process and aim to be the most recognized family-owned industrial paint company in America.

Job Purpose

The EH&S Manager designs, develops, implements, and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities. Administers policies and procedures that cover two or more functional areas in the environmental, health and safety family. Ensure employees in functional areas follow established procedures and comply with federal, state, and local regulations. Evaluate the strengths and weaknesses of the current EH&S Programs and lead an interactive training program that utilizes resources such as external/internal hands-on process training, offsite courses, and seminars to promote the continuous growth and development of the organization.

Primary Duties and Deliverables

- Drives and supports the implementation of environmental, health, safety culture, and risk management processes at all levels.
- Responsible for ensuring consistency and facilitation of policy creation, revisions, and adherence across the organization
- Develop and implement the corporate EHS training plan to ensure associates receive the proper training as required by law as well as education on safe work practices, proper personal protection including orientation of new associates
- Responsible for the records on work-related injuries and illness (FORM 300) required by (OSHA) to classify work-related injuries and illnesses and to record the extent and severity of each case
- Management of root cause, corrective, preventive actions for all incidents.
- Drive and manage compliance programs and ensure site compliance with all Federal, State and Local regulatory requirements.
- Establish schedule and audit team to carry out external audits & inspections at all facilities every 18 months. Ensure internal/self-audits are completed annually.

- Establish process to ensure recommended corrective actions are followed up on and that deficiencies are corrected in a timely manner
- Responsible for standardization of safety programs, hazard assessments and the implementation and updates of MSDS (Material Safety Data Sheets)
- Drive continuous safety improvements, audit work areas, review incident reports and recommend enhancements.
- Identify opportunities for process improvement and implement departmental initiatives with the goal of improving services and on-time delivery.
- Interface and collaborate with internal and external customers, establishing strong working relationships, and driving the continued growth of the EH&S services.
- Enhance companywide communication by promoting knowledge share between the EH&S Service team and the rest of the organization with the goals of enhancing the technical acumen of the company and improving overall customer satisfaction.
- Collaborate and work closely with Site Manager to establish safety goals and ensure all pertinent safety policies, rules and regulations are being followed at all times.
- Leads the Plant Safety Committee and has budget and management responsibilities for the site Emergency Response Team. Site Representative for Community Advisory, Emergency Response, Chemical Industry, and wastewater system.
- Partners with operations leadership to ensure zero-incident mindset is integrated into daily operations.
- Leverage EHS to create Best Experience culture, employer of choice, continuous improvement mindset/lean operations

Preferred Qualifications

- BACHELOR'S DEGREE: Occupational Safety, Environmental Science, or a related field
- Minimum of 5+ years of leadership experience in environmental, health and safety roles in a manufacturing environment
- EHS Professional Certification (Certified Safety Professional (CSP), Certified Industrial Hygienist (CIH), Certified Environmental Manager (CEM), etc.) strongly preferred.
- Experience with compliance with ISO14001 and OSHAS18000 a plus.
- Knowledge in environmental, safety, health, and legal compliance (OSHA, EPA, DNR, SEMARNAT, PROFEPA, STPS)
- Must have the ability to effectively communicate to all levels of management
- Accurately record and communicate research results to others both orally and in writing, via diverse formats.
- Able to summarize results using Microsoft Office Core suite (Excel, Word, PowerPoint, MS Teams, etc.)

Primary Work Location

- Sheboygan, Wisconsin with travel to other sites, conferences, or customer sites, as requested.