

WorkSafeBC

Director Prevention Field Services Occupational Safety

Reference: 038772

Duration: Permanent, Full Time

Location: 6951 Westminster Hwy, Richmond, BC

Salary: \$185,257–\$225,087 annually

Are you a senior leader passionate about occupational safety? Are you ready to play a pivotal role in preventing workplace injuries, illnesses, and deaths and supporting injured workers? If so, consider joining WorkSafeBC as the Director, Prevention Field Services, Occupational Safety.

In this role, you'll report to the Head of Prevention Services and oversee the Prevention Field Services team, which comprises about 300 Occupational Safety Officers and Occupational Hygiene Officers. These officers conduct front-line inspections, consultations, and enforcement activities to ensure compliance with the Occupational Health and Safety Regulation.

Your primary responsibilities will include developing and implementing strategies, business plans, and policies, and ensuring the delivery of high-quality, client-focused services. You will also contribute to divisional strategic planning and development, make critical decisions, implement key initiatives, and oversee occupational safety programs and initiatives.

As a member of the Prevention Leadership Team, you'll work alongside other Prevention Field Services directors focusing on occupational health and psychological health and safety. The Prevention Leadership Team ensures the success of the division by supporting the Head of Prevention Services in meeting goals and acting as strategic advisors on various issues. They also assist the Head in engagements with WorkSafeBC's Enterprise Leadership Team and Board of Directors to ensure strategic directions are followed, and they collaborate on business issues to promote a unified approach within the division.

How you'll make a difference: You'll oversee WorkSafeBC's occupational health and safety programs and drive our service delivery efforts to ensure B.C. workers go home safely at the end of their workday.

Where you'll work

At WorkSafeBC, we offer a hybrid work model that combines the convenience of working remotely with the dynamism of working in one of our offices based on the operational needs of the position.

In this role, you'll work primarily from the office, with some flexibility to work from your home in B.C.

Preferred locations are Kelowna and Richmond.

- Lead education, consultation, and enforcement activities to promote sustainable compliance and effective management of workplace safety risks.
- Direct Prevention Field Services to deliver programs and initiatives, including strategy development, oversight, and performance measurement.
- Bring expertise and leadership to WorkSafeBC's physical health strategy.
- Lead the development of programs and resources, and foster relationships between employers and workers regarding workplace health and safety.
- Initiate industry outreach and cultivate strategic partnerships to promote health and safety awareness and prevent occupational injury and disease from occurring in B.C. workplaces.
- Develop and implement effective risk-reduction strategies and engage employers, workers, and other stakeholders to reduce health and safety risks and maintain healthy and safe workplaces.
- Participate in strategic planning and decision making, ensuring accountability for departmental operations and team performance.
- Ensure WorkSafeBC's health and safety obligations are met, maintaining consistent Occupational Health and Safety Regulation application and engagement.
- Promote WorkSafeBC's strategies and objectives within and outside the organization and represent WorkSafeBC when engaging with external stakeholders and interest groups.
- Protect worker rights and promote worker participation and engagement in occupational health and safety.
- Ensure WorkSafeBC policies are implemented, guiding managers and staff on occupational safety and health matters.
- Perform other related duties as needed.

Qualifications:

- Strong strategic planning skills, with the ability to develop and implement strategies and initiatives in complex and dynamic environments.
- Proven experience in leading and managing teams, with the ability to inspire and motivate others toward achieving organizational goals.
- Excellent communication and interpersonal skills, and can effectively engage with internal and external stakeholders, including presenting complex information clearly and persuasively.
- Strong analytical and problem-solving skills, with the ability to research, analyze, and prepare detailed reports on operational and strategic issues.
- Experience in engaging with industry stakeholders and promoting health and safety initiatives.
- Ability to manage multiple priorities and projects, demonstrating flexibility and adaptability in a dynamic work environment.
- Commitment to maintaining current occupational health and safety knowledge and staying updated on industry trends and best practices.
- Proven ability to undertake special projects or assignments, delivering results within set timelines and objectives.
- Experience in financial management, budget planning, and resource allocation, specifically within a prevention services framework.
- Ability to travel throughout the Province to direct and oversee project teams and strategies.

Your background and experience

- A master's degree in occupational health, occupational health and safety, occupational and public health, business administration, or a related discipline.
- A minimum of 15 years of progressive leadership experience in a similar function.
- Solid knowledge of enforcement practices and a comprehensive understanding of the role of a health and safety regulator.
- Substantial experience in providing leadership on occupational health and safety matters.
- Proven track record in undertaking risk-reduction activities, leading compliance initiatives, and overseeing large teams in a complex organization.
- Well-versed in WorkSafeBC's mandate.
- Significant experience in a senior leadership role within a health and safety-focused organization or regulatory environment.
- In-depth knowledge of health and safety legislation and regulations, and of B.C.'s occupational health and safety regulatory structure, framework, and enforcement processes.
- Proficiency in change management and experience implementing substantial organizational changes.
- We'll consider an equivalent combination of education and experience.

Important to know

Before we can finalize any offer of employment, you must:

- Consent to a criminal record check and meet the legal requirements under the Criminal Records Review Act to work with children and/or vulnerable adults.
- Confirm you are legally entitled to work in Canada.

Who we are

At WorkSafeBC, we promote safe and healthy workplaces across British Columbia. We partner with workers and employers to save lives and prevent injury, disease, and disability. When work-related injuries or diseases occur, we provide compensation and support injured workers in their recovery, rehabilitation, and safe return to work. We're honoured to serve the 2.49 million workers and 263,000 registered employers in our province.

What's it like to work at WorkSafeBC?

It's challenging, stimulating, and rewarding. Our positions offer diversity and opportunities for professional growth. Every day, the work we do has an impact on people and changes lives. What we do is important, and so are the people we do it for.

Our ability to make a difference relies on building a team with a rich variety of skills, knowledge, backgrounds, abilities, and experiences that reflects the diversity of the people we serve. We're committed to fostering a welcoming, inclusive, and supportive work culture where everyone can contribute as their best, authentic self.

Learn more: [Discover who we are.](#)

Our benefits

As a member of our team, you'll have access to services and benefits that help you get the most out of work — and life. Along with a competitive salary, your total compensation package includes:

- A defined benefit pension plan that provides you with a lifetime monthly pension when you retire.
- Four weeks of vacation in your first year, with regular increases based on years of service.
- A benefits package that includes customizable options for health care and dental benefits, additional days off, and a health care spending account.
- Optional leave arrangements.
- Development opportunities (tuition reimbursement, leadership development, and more).

Learn more: Find out what we offer.

Want to apply?

Applications are welcomed immediately; however, must be received no later than 4:30 p.m. PST on the closing date.

Please note that we will be starting assessments prior to the closing date.

We encourage all qualified applicants to apply. If you require an accommodation in the assessment process, please email Recruitment Testing Accommodation (SM) when you submit your application.

Please apply online at: <https://rita.cegid.cloud/go/66759391867341f22b052915/66718478d8c531226d6a0384/en>