



MANAGER, HEALTH, SAFETY, ENVIRONMENT (HSE)

TRANSCANADA TURBINES

AccessHR is excited to partner with **TransCanada Turbines** for the recruitment of a full-time, permanent **Manager, Health, Safety, Environment (HSE)**.

ABOUT TRANSCANADA TURBINES

TransCanada Turbines (TCT) is the sole authorized overhaul, repair, and maintenance service provider for both Siemens Energy and General Electric (GE) aeroderivative industrial gas turbines, serving an expanding international client base. TCT is headquartered in Airdrie and operates an overhaul depot in Airdrie, a testing facility in Calgary, and three field service offices located across the USA and in the UK.

TCT is a private company, wholly owned by TC Energy. This is a mature and sophisticated business held to a gold standard on compliance. A key competitive differentiator is that we provide best-in-class service through a caring culture and dynamic people with diverse backgrounds. We work with our customers to provide the best solutions to meet their needs.

TCT is dedicated to protecting its employees, assets, resources, and the environment by prioritizing health, safety, and environmental considerations in all corporate decisions. Committed to providing a safe and healthy workplace, TCT strives to meet or exceed regulatory standards, prevent accidents and injuries, and integrate safety into every aspect of its operations.

POSITION DESCRIPTION

Reporting directly to the Vice President, Corporate, the Manager, Health, Safety, Environment (HSE) will join a collaborative, high-performing four-person team, directly leading an HSE Team Lead and indirectly leading three HSE Advisors. The Manager, HSE will champion the design, delivery, and continual improvement of the HSE program across TCT's regional and international operations.

The Manager, HSE is entrusted with developing and delivering the safety strategy and related procedures, ensuring compliance, managing risk, conducting analysis, and engaging with stakeholders to create enthusiasm and commitment around the program. As a critical partner to both operational and executive teams, this role works closely with leaders at all levels to embed a culture where safety is lived, not just learned.

In-depth knowledge of regulatory compliance, risk management, safety and environmental systems, industry-specific operations, a passion for team development, and a practical, hands-on leadership approach are keys to success. As a leader, you will set the tone for accountability, collaboration, and professionalism, demonstrating a commitment to excellence and fostering a culture of fun, trust, and innovation.

Ultimately, we are seeking an approachable, engaging leader who thrives in a dynamic environment, embraces complexity, and cares about creating a lasting impact on culture and performance. We are not a company of silos or egos, we value respectful collaboration, clear communication, and leadership that empowers others.



KEY DELIVERABLES

- **Strategic HSE Leadership:** Lead a team in implementing a world-class HSE strategy that supports operational excellence and enhances company culture.
- **Program Ownership:** Take full ownership of the HSE program, driving engagement and accountability while continuously evolving the program to meet emerging risks and regulatory requirements both regionally and internationally.
- **Risk Management:** Oversee risk assessments, investigations, and corrective actions, with a focus on high-risk activities identified through Failure Modes and Effects Analysis.
- **Compliance & Standards:** Ensure the HSE program meets or exceeds local and international regulatory standards; serve as the primary point of contact for audits and external agencies.
- **Internal Collaboration:** Partner with Operations, Quality, and Engineering to develop and deliver an effective Internal Audit Plan and safety training programs that support the Safety Management System (SMS).
- **Data & Reporting:** Lead the collation and analysis of HSE and Integrity Management performance metrics; share insights and make strategic recommendations to senior leadership and the Board.
- **Culture Champion:** Set the tone for a culture that prioritizes safety and integrity; champion safety at all levels by listening, coaching, and educating with a focus on practical, lasting impact.

QUALIFICATIONS

- **Strategic Thinking & Execution:** Demonstrated ability to drive HSE strategy and influence culture while remaining grounded in day-to-day operational realities.
- **Leadership & Communication:** Able to inspire others through inclusive leadership, professional presence, and clear communication.
- **Technical Knowledge:** Expertise in environmental management, regulatory compliance, and audit processes; familiarity with COR audits, ISO 45001, High-Energy Safety Controls, WCB return-to-work best practices, and Emergency Response Planning.
- **Business Acumen & Learning Agility:** Demonstrated process improvement mindset and enthusiasm to roll up your sleeves, learn quickly, and adapt to specific business needs, ideally with multiple-entity, international organizations.
- **Relationship Building:** Driven to establish and grow trusted working relationships across all levels of the organization; recognize individual achievements in the context of team success.
- **Practical Thinking:** Brings a mantra of observe, listen, learn, and implement best practices, in that order; merges expertise with a common-sense approach to problem solving.
- **Personal Attributes:** Detail-oriented, practical, calm under pressure, and resilient; brings energy and positivity to every challenge.

EDUCATION & EXPERIENCE

- Post secondary education with a specialization in Occupational Safety or Health, Safety Engineering, Safety Science, or Environmental Health
- 5+ years' experience leading teams and managing HSE Programs
- 12+ years' progressive HSE experience, preferably in manufacturing, industrial, or turbine-related industries
- Extensive knowledge of current industry safety policies and applicable Occupational Health and Safety legislation in the jurisdictions of Canada, USA, and/or United Kingdom
- Successful implementation of ISO 45001 Occupational Health and Safety Management System
- Working knowledge of MS Office and health & safety software



ASSETS

- Canadian Registered Safety Professional (CRSP), National Construction Safety Officer (NCSO®) or other professionally recognized certifications in the safety and risk management related field
- COR Auditor Certification
- ISO 45001 or ISO 14001 Lead Auditor
- Knowledge of High Energy Control Assessment (HECA)

WHAT WE OFFER

- Competitive compensation package, including 100% employer paid extended health and dental benefits, company paid RRSP contributions, annual bonus, generous vacation plan, and free parking
- Culture that values trust, open communication, safety, integrity, and accountability
- Opportunity to work in a locally operated business with a global reach
- Enthusiastic team of professionals with a focus on continuous learning, recognition, and a shared customer-centric mindset; and we like to have a few laughs along the way
- Flexibility to work from home occasionally; reviewed annually
- Emphasis on staff training and professional development

POSITION REQUIREMENTS

- Flexibility to work outside of regular business hours to support business needs
- Ability to travel internationally as required (annually)
- Ability to work on-site in Airdrie, Alberta

APPLY

Interested candidates are invited to apply [HERE](#) with a cover letter and resume. **Please note that the position posting will close at 6:00 pm on July 7th, 2025.**

All applicants will receive a personalized response and candidates under consideration will be contacted directly. Please be advised that applications will be monitored daily, and interviews may be scheduled throughout the posting period.

We encourage applicants from diverse backgrounds to apply as TransCanada Turbines is committed to offering a diverse and safe workspace free from discrimination. All applicants are considered regardless of age, gender, race, disability, sexual orientation, gender identity or expression, and religious beliefs.

