

KINTERA, FORMERLY KNOWN AS DWB/CHARTWELL, IS A MULTI-DISCIPLINARY CONSULTING FIRM SPECIALIZING IN SERVICES AND SOLUTIONS FOR THE RESOURCE SECTOR. KINTERA HAS A CLOSE-KNIT TEAM, A DIVERSE CLIENT BASE AND A REPUTATION FOR OUTSTANDING QUALITY AND SERVICE. OUR OFFICES ARE LOCATED ACROSS ALL REGIONS OF BRITISH COLUMBIA.

## We are hiring!

We have an exciting opportunity for a **Director of Safety Programs** to join our team, providing strategic leadership and oversight for the organization's health, safety, and wellness programs across all operations. This role is responsible for fostering and sustaining a safety-first culture where every employee understands the critical role they play in maintaining a safe, healthy, and respectful workplace.

The Director of Safety Programs champions both physical and psychological safety, ensuring safety remains at the forefront of daily operations through continuous focus, leadership engagement, coaching, education, and organizational development. Working closely with senior leaders, people leaders, project managers, and field teams, the Director of Safety Programs drives continuous improvement in safety performance, risk management, regulatory compliance, and employee capability year over year in alignment with KINTERA's core value of Safety and our commitment to People-first approaches. This position is based out of our **Chilliwack, Maple Ridge, North Vancouver, Prince George, Squamish** or **Williams Lake** office.

### Job Responsibilities

The key accountabilities for this role will include, but are not limited to:

#### 1. Safety Leadership & Culture

- Leading and continuously enhancing the organization's health, safety, and wellness strategy while promoting a safety-first culture across all operations.
- Championing physical, psychological, and emotional safety through leadership engagement, communication, coaching, and accountability.
- Partnering with executive leadership to establish safety goals, performance metrics, and continuous improvement initiatives.

#### 2. Safety Program Development & Continuous Improvement

- Leading the development and evolution of safety management systems, policies, procedures, and annual performance objectives.
- Analyzing incidents, trends, audits, and industry best practices to identify improvement opportunities and reduce risk.
- Implementing corrective actions, promoting innovation, and engaging employees in proactive hazard identification and continuous improvement. day-to-day operations and technical delivery within their region or department.

#### 3. Risk Management

- Overseeing enterprise-wide risk assessment processes to identify, evaluate, and mitigate operational, environmental, and workplace hazards.
- Developing, implementing, and monitoring risk mitigation strategies and action plans across projects and worksites.
- Supporting incident investigations, root cause analysis, and corrective action planning to strengthen organizational safety performance.

#### 4. Leadership Development & Training

- Overseeing enterprise-wide risk assessment processes to identify, evaluate, and mitigate operational, environmental, and workplace hazards.
- Developing, implementing, and monitoring risk mitigation strategies and action plans across projects and worksites.
- Supporting incident investigations, root cause analysis, and corrective action planning to strengthen organizational safety performance.

5. Team Leadership

- Leading, mentoring, and developing the Safety team, establishing clear expectations, development plans, and career pathways.
- Building organizational capability by strengthening technical expertise, leadership skills, and field presence within the Safety function.
- Ensuring consistent, high-quality safety support and guidance across all operations and locations. as the primary client contact for the region, ensuring responsive, solution-oriented service.

6. Compliance & Governance

- Ensuring compliance with applicable health and safety legislation, regulations, standards, and industry requirements.
- Leading audits, inspections, compliance reviews, and relationships with regulators and industry stakeholders.
- Providing executive reporting on safety performance, risk exposure, compliance, and emerging trends.

What We Offer

- A fun, professional and safety-first work environment
  - A competitive wage, a comprehensive benefits package along with a bonus program
- Flexible work arrangements ensuring work life integration
  - Tailored career growth opportunities within a team environment that recognizes talent
- A diverse range of work with a multitude of clients
  - An inclusive, values-based culture where different perspectives are welcome and encouraged.

Qualifications, Education & Experience

- Post-secondary education in Occupational Health and Safety, Risk Management, Industrial Safety, or a related field.
- Canadian Registered Safety Professional (CRSP) designation preferred.
- Additional professional safety certifications are considered an asset.
- Minimum six (6) years of progressive safety leadership experience, preferably in construction, industrial, infrastructure, manufacturing, or related sectors, with multi-site program oversight.
- Demonstrated success developing safety cultures, leading safety teams, and coaching leaders at all organizational levels.
- Experience with risk assessment, hazard mitigation, safety improvement initiatives, and inter-provincial operations, particularly in BC and Alberta.

Knowledge, Skills & Abilities

- Comprehensive knowledge of occupational health and safety legislation, safety management systems, risk assessment methodologies, incident investigation practices, and psychological health and safety principles.
- Demonstrated ability to develop and execute strategic health and safety programs aligned with organizational objectives and continuous improvement goals.
- Strong expertise in risk assessment, hazard mitigation, data analysis, incident investigation, and performance measurement to drive measurable safety outcomes.
- Exceptional communication, facilitation, coaching, and influencing skills, with the ability to build credibility and engagement at all levels of the organization.
- Proven ability to lead change, strengthen leadership capability, and foster a safety-first culture that prioritizes physical, psychological, and emotional well-being.
- Sound judgment and decision-making skills, with the ability to identify emerging risks, develop talent, and drive sustained improvements in safety performance.

Compensation

The annual salary range is **\$133,000-\$155,000**, i.e. **\$63- \$74** per hour, based on a 40-hour work week; pay will be commensurate with experience and qualifications.

How to Apply?

If you are interested in working with us, please forward your resume with cover letter to: [Apply Here](#)

Applications will be accepted until the position is filled. We look forward to hearing from you!