



**NOW HIRING:**  
**Corporate Safety Training Director**  
**Saint Louis, MO**

*If you thrive in developing and deploying safety programs while partnering with leadership to identify continuous improvement and educational opportunities, this job is for you!*

## **ABOUT THE OPPORTUNITY**

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Headquartered in Saint Louis, Missouri, **Graybar** is proud to be one of the largest employee-owned companies in North America. As a leading North American distributor of electrical, communications and data networking products and a provider of supply chain management and logistics services, Graybar boasts 345 locations across the United States and Canada. Graybar's 9,500 employees support over 150,000 customers with products and services that support new construction, infrastructure updates, building renovation, facility maintenance, repair and operations and original equipment manufacturing across a wide range of commercial, industrial, institutional, government, and utility markets. Visit [www.graybar.com](http://www.graybar.com) to learn more!

Graybar is excited to announce its search for a **Corporate Safety Training Director**. This individual contributor position will own day-to-day operations and the future development of Graybar's corporate safety program. In partnership with regional leadership, you will build upon Graybar's program offerings and employee training to ensure a culture of safety and compliance with all OSHA, FMCSA, DOT, and other applicable federal, state and local regulations. Nationwide travel will be limited (25%) yet required for investigations and stakeholder training.

## **YOUR DUTIES AS CORPORATE SAFETY DIRECTOR**

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- **SERVE AS FACE & VOICE OF CORPORATE SAFETY** – Manage all aspects of Graybar's corporate safety program to ensure a safe, healthy, efficient, compliant workplace environment. Evaluate, develop and implement all corporate safety programs and training. Support the CFO with the development of Graybar's annual safety budget. Lead a culture of safety awareness across the entire organization.
- **PARTNER WITH COMPANY LEADERSHIP & DISTRICT SAFETY COMMITTEES** – Partner with leadership to develop a roadmap for the next chapter of Graybar's safety programs. Consult on the design and use of equipment, warehouse facilities, fire prevention and safety, and fleet programs. Serve as a resource to all district-level safety committees, providing direction and educational content to support local compliance.
- **PROMOTE A CULTURE OF SAFETY THROUGH TRAINING & COMPLIANCE** – Lead implementation and continuous improvement of enterprise-wide safety training programs and policies to ensure compliance with federal and state regulatory agencies. Draft and formulate company-specific safety policies and procedures, including emergency preparedness and response planning. Integrate safety programs with Workers' Compensation cost reduction efforts. Manage third party vendor for DOT driver compliance, including driver hiring requirements, driver qualification files, and DOT drug and alcohol testing.
- **SUPPORT INSPECTION, INVESTIGATION, ANALYSIS & CONTINUOUS IMPROVEMENT** – Inspect work environments to detect existing or potential accident and health hazards, recommending corrective and preventive measures. Participate in the investigation of all accidents and injuries and cooperate in the preparation of material and evidence for use in hearings, lawsuits, and insurance investigations as required. Compile and submit required OSHA 300 logs. Prepare studies and analysis of work-related accident causes and hazards to health for use by Graybar management and outside agencies.



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## WHY JOIN GRAYBAR?

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- **BUILD | DEVELOP | TRAIN | DEPLOY** – We are seeking an entrepreneurial leader with the energy and drive to ensure a culture of safety awareness and strong engagement across Graybar. If you thrive in developing and deploying safety programs while partnering with leadership to identifying opportunities for employee education and continuous, this job is for you!
- **TRAVEL & ENGAGE | MAKE A LASTING IMPACT** – As the face and voice of enterprise-wide safety, you will travel nationwide, engaging with Graybar leadership and team members alike to make a lasting impact through the implementation of the next chapter of Graybar's corporate safety program and policies.
- **ENJOY AN EMPLOYEE-OWNED CULTURE** – Graybar's employees are the key ingredient to the company's long-term success! Graybar's culture of employee ownership compels every team member to take responsibility for company results. Employees go above and beyond and make an impact in their community.

## IS THIS A MATCH FOR YOU?

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- You have gained **5+ years of progressive environmental, health, and safety experience** including a demonstrated record of success in developing and deploying new training programs and materials. *You have served as the face and voice of an organization's safety program and/or have developed aptitude to do so; prior experience in warehousing, logistics or distribution a plus yet not required.*
- You have a **solid grasp on state and federal regulations**, including compliance with the ADA, Occupational Health and Safety Administration (OSHA), Federal Motor Carrier Safety Administration (FMCSA), Department of Transportation (DOT), and DOT's Hazardous Materials Regulations for ground and air shipments.
- You offer an **advanced ability to write concise technical reports, whether submitted to external regulatory agencies or internal senior management**. *You've developed an agility to respond to immediate requests for data and/or incident summary upon request from local or senior management.*
- You have **strong relationship-building skills**, an **executive presence**, an ability to serve as a **credible resource** within the organization, and a well-honed ability to **collaborate and to influence** internally, externally, and cross-functionally.
- You are **well-versed in proactively communicating in a transparent manner** with internal and external stakeholders. You confidently interact at all levels and react with diplomacy and tact. *You bring experience communicating a vision and a road map with patience and clarity to a wide range of stakeholders.*
- You have **strong technology skills**, including MS Office and various cloud-based applications and user platforms tied to safety program deployment and employee training and engagement.
- You have a **strong business and financial acumen**. *Experience in budget management and multi-year strategic planning desired.*
- **Four-year college degree preferred; MSP/CSP/CSD certifications a plus!**



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## COMPENSATION + BENEFITS

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This position offers a **competitive base salary** including participation in a **management incentive plan** (annual bonus target and competitive benefits). **Comprehensive benefits package** includes group medical (three choices for employee and dependent coverage), dental (choice of two plans), vision (discount card or managed vision), prescription drug (mail order/retail), wellness benefits (life assistance, online doctor visits, tobacco cessation), flexible spending accounts (healthcare and dependent accounts), company-paid short- and long-term disability and life insurance, retirement benefits (including a 401(k) match and profit sharing), paid time off (PTO), paid sick leave, **employee stock ownership program** and recognition of employee milestones!

## WORK LOCATION / TRAVEL

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**This full-time position must be based at Graybar's corporate office in Saint Louis, Missouri.** Travel anticipated at 25% and may be required across Graybar locations in United States. Relo assistance is available.

## READY TO APPLY?

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**Upload your resume via LinkedIn or at [www.occhiosearch.com](http://www.occhiosearch.com). Please direct all questions, referrals, and applications to our retained search consultants at Occhio Search & Recruitment.** Contact Elly Richards ([elly@occhiosearch.com](mailto:elly@occhiosearch.com)) or Sarah Krueger ([sarah@occhiosearch.com](mailto:sarah@occhiosearch.com)) with questions. *All resumes, referrals and inquiries will be held strictly confidential.*

**Graybar is an Equal Opportunity Employer.** We make all hiring decisions without unlawful discrimination based on race, color, religion, creed, sex, national origin, age, disability, ancestry, family care status, pregnancy, overturn status, marital status, sexual orientation, gender identity or expression, genetic information or any other lawfully protected status. Graybar will make responsible accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship.