

Safety Specialist

Safety Specialist - N-STORE Services - Career Page

Summary:

The Safety Specialist supports the Senior Safety Manager in promoting, implementing, and maintaining safe working environments across all job sites, office, and warehouse facilities. This position plays an essential role in developing and delivering Safety & Risk training, ensuring compliance with all company, customer, and regulatory requirements, and driving continuous improvement in safety performance and risk mitigation.

The Safety Specialist provides hands-on safety leadership, coaching, and enforcement of the company's Safety & Risk Management Plan and Standard Operating Procedures. As a resource to Field Operations, the position also supports new hire orientation, ongoing training, and provides on-site supervision as needed to meet fluctuating customer demands

Essential Duties and Responsibilities:

Safety Inspections and Compliance Tracking

- Conduct and document on-site safety inspections to identify potential accident and health hazards.
- Recommend corrective or preventive measures and ensure follow-up and implementation.
- Utilize safety, environmental, and ergonomic knowledge to support Job Hazard Analysis (JHA) and Public Hazard Control Plans.
- Enforce compliance with the company Safety & Risk Management Plan, Standard Operating Procedures, customer requirements, and applicable local, state, and federal regulations.
- Conduct hands-on safety demonstrations and field coaching on proper PPE, tools, and equipment use.
- Lead and participate in on-site toolbox talks and mentor superintendents on conducting effective daily safety meetings.
- Assist field superintendents with real-time hazard identification and corrective action.
- Collaborate with Senior Safety & Risk Managers to review Daily Reports and remotely observe job sites (utilizing camera systems as applicable) for potential hazards and higher-risk activities.
- Confirm worker attendance at required field safety meetings.
- Maintain the Safety Meeting and Sign-In Tracking compliance sheet, documenting submissions and following up on any missing records.
- Support the Senior Risk Manager in auditing and maintaining compliance with Walmart Construction Compliance Performance Standards and associated audit checklists.

Safety Documentation and Incident Response

- Maintain accurate and up-to-date safety and risk records, including training, orientation, incident reports, and disciplinary actions.
- Assist in conducting incident and near-miss investigations and provide coaching following observations or events.
- Track regulated waste to ensure compliance with customer and regulatory requirements (notably for Walmart and Sam's Club).

Training and Development

- Support the assignment and completion tracking of employee Safety & Risk training per the company's Training Matrix.
- Ensure employees maintain current certifications (e.g., OSHA, equipment, first aid) as required for their roles.
- Conduct new hire orientation and ongoing safety training for both office and field employees.
- Assist the Senior Safety Manager in managing the Learning Management System (LMS) to meet company training requirements.
- Evaluate the effectiveness of training programs through observation and feedback.

Field Operations Support

- Assist Field Operations and project teams in incorporating company safety standards on-site.
- Provide guidance on appropriate use of informational signs, posters, barriers, and other materials to communicate potential hazards and prevent access to unsafe conditions.
- Serve as a liaison between field employees and the Safety & Risk Department to ensure feedback and concerns are addressed.
- Provide on-site supervision as needed to meet fluctuating customer demands.

Safety Program Improvement and Engagement

- Collaborate with Field Operations and other departments to identify and implement opportunities for improvement within the Safety & Risk program.
- Participate in Discovery and Post-Mortem Meetings to identify lessons learned and promote continuous improvement.
- Actively support a culture of safety through positive reinforcement, recognition, and engagement initiatives.
- Participate in and support the Field Employee Engagement Team (FEET).

Knowledge, Skills and Abilities:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

- Bachelor's degree in Environmental, Health & Safety (EH&S), Safety Management, Construction Management or related field OR significant experience in place of degree
- Minimum of three (3) years construction safety/risk management experience, including travel to job sites.
- OSHA 30 certification required.
- Working knowledge of local, state, and federal regulations, including EPA, RCRA, DOT, OSHA

- Intermediate experience in Microsoft Office products: Word, Excel, Power Point, Outlook required: ability to use SharePoint, Spectrum, web applications (ex. PINS) and apps (ex. LMS365)
- Ability to read and interpret safety rules and procedure manuals
- Ability to utilize basic media equipment and devices to support/direct S&R; basic knowledge of media software and website design software (ex: video editing)
- Familiar with field concepts, practices and procedures
- Ability to write routine reports and correspondence
- Ability to work with and communicate with people in various roles and various departments
- Must be willing to travel to job sites up to 75% of the time and work nights as needed.

Physical Requirements:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit; use hands to touch, handle, or feel; reach with hands and arms and talk or hear. The employee is occasionally required to stand; walk and stoop, kneel or crouch. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision and ability to adjust focus. The noise level in the office environment is usually quiet. Noise levels vary in the field environment.