

RICK L. WILSON, SHEP / MA

Senior EHS Manager

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PROFESSIONAL SUMMARY

Senior EHS and Operations leader with 30+ years driving safety culture, OSHA compliance, and integrated process improvement across manufacturing, pharmaceutical, distribution, and data center operations. Proven record building multi-site safety management systems, strengthening regulatory recordkeeping, and translating standards into measurable behavioral and operational change. Collaborative leader who pairs technical depth with the ability to coach teams and align safety with business outcomes. Proven track record in reducing TRIR/DART rates and achieving OSHA VPP Star status.

CORE COMPETENCIES

- Multi-Site EHS Leadership
- OSHA Compliance (Gen. Industry / Construction)
- EHS Platform Administration (VelocityEHS, Enablon/Wolters Kluwer, Intelex & 3E)
- OSHA Recordkeeping (300 / 300A / 301, ITA)
- Incident Investigation – Root Cause Analysis & Corrective Action
- Collaboration & Team Building
- Behavior-Based Safety & Culture Change
- Workers' Compensation & Loss Control
- Process Safety Management (PSM)
- Lean & Safe Integration
- Training, Coaching & Team Development
- OSHA Informal Conferences

CERTIFICATIONS & TRAINING

- SHEP — Safety, Health & Environmental Professional (Great Plains OSHA Education Center)
- CSHO — Certified Safety & Health Official (Great Plains OSHA Education Center)
- OSHA Authorized Trainer — 10 & 30 Hour (General Industry)
- OSHA Standards for General Industry (Great Plains OSHA Education Center)
- OSHA Standards for Construction Industry (Great Plains OSHA Education Center)
- Lean and Safe: Safety-Integrated Process Improvement (Georgia Institute of Technology)
- Lean Leadership (University of Michigan)

PROFESSIONAL EXPERIENCE

Senior EHS Manager — Americas

08/2025 – 05/2026

NTT Global Data Centers — Americas | 12 Sites (3 in CA; 3 in VA; OR, AZ, TX, IL)

- Completed annual site assessments across U.S. data centers with structured follow-up, strengthening risk visibility and accelerating corrective actions on high-risk conditions.
- Overhauled OSHA recordkeeping — exempt status, posting practices, log completion & ITA electronic reporting — reducing risk of federal reporting errors and penalties.
- Identified state-specific recordkeeping gaps and trained HR teams on accurate OSHA 300, 300A, and 301 completions, improving audit readiness across jurisdictions.
- Ensured Cal-OSHA compliance across three California data centers, navigating state-specific requirements including Injury and Illness Prevention Program (IIPP) standards and Cal-OSHA recordkeeping distinctions from federal OSHA.
- Streamlined EHS policies, procedures & guidelines in ARIS, increasing standardization and regulatory alignment organization-wide.
- Established a standardized monthly operations inspection process, enabling earlier hazard detection and improving site readiness.
- Served as central administrator for Intelex EHS platform, overseeing configuration, user management, and ongoing system optimization across all U.S. data center sites.

Senior EHS Manager — North America

02/2022 – 09/2025

Mallinckrodt Pharmaceuticals | 11 sites across U.S. & Canada

Led EHS strategy across 11 multi-site U.S. and Canadian operations spanning manufacturing, distribution, science & technology, U.S. HR, and corporate office.

- **Multi-Site Oversight:** Led EHS direction for 11 facilities across the U.S. and Canada, encompassing manufacturing, R&D, and distribution.
- **Culture Transformation:** Shifted safety behavior by driving accountability and engagement at all levels, focusing on at-risk conditions, leveraging the hierarchy of controls to drive incident prevention.
- **Regulatory Command:** Managed a Process Safety Management (PSM) facility handling hazardous chemicals; ensured 100% compliance with OSHA, Cal-OSHA, and EPA standards, including state-specific requirements for California-based operations.
- **Technical Expertise:** Served as the lead investigator for incidents, utilizing root-cause analysis to implement preventative measures and track corrective actions to closure.
- **Training:** LOTO, Powered Industrial Truck, PPE Hazard Assessments, JSA/JHA's, and Ergonomic assessments, etc.
- **OSHA Recordkeeping:** Performed all OSHA recordkeeping across the company, including maintenance of OSHA 301 incident reports, 300 injury and illness logs, and 300A annual summaries. Solely responsible for submitting electronic records to OSHA via the Injury Tracking Application (ITA) for all applicable sites.
- **EHS Platform Leadership:** Served as central administrator for VelocityEHS, Enablon (Wolters Kluwer), and 3E across all sites. Led the full Enablon-to-VelocityEHS transition — solely responsible for design, build, implementation, and Go-Live. Delivered organization-wide training both virtually and in-person, and developed a super-user network to extend and sustain end-user adoption.
- **Coaching & Talent Development:**
 - Coached a college student with no safety experience to a full-time EHS role at McCarthy Construction in 18 months, reflecting a consistent track record of building EHS talent and organizational bench strength across dispersed teams.
 - Developed designated safety champions into capable safety leaders through targeted training, mentorship, and real-time coaching.

Regional Project Manager

09/2018 – 02/2022

Reckitt Benckiser | St. Peters, MO / Belle Mead, NJ / Tijuana, MX

Led supply chain initiatives integrating Manufacturing, EHS, and IT across North American Hygiene factories.

- **Operational Impact:** Identified and delivered \$1.7M in labor savings across two North American factories through process optimization.
- **Systems Implementation:** Led the delivery of new Cloud Inventory WMS to all North American sites, managing the full lifecycle from planning through “Go-Live” and change management.
- **Global Training:** Developed and executed virtual implementation and training for the Tijuana facility, ensuring seamless adoption of new functionality.

Health, Safety & Environmental Manager (Contract)

07/2018 – 09/2018

Honeywell — Intelligrated | St. Louis, MO

- Short-term contract supporting site EHS programs, compliance audits, and hazard assessments.

Project Manager

03/2014 – 05/2018

Missouri Enterprise | St. Louis, MO

Delivered consulting services in health & safety, process improvement, Lean, and leadership development to clients across Missouri.

- Provided OSHA compliance and loss control assessments, training, and abatement support, including OSHA informal conferences.
- **Consultative Leadership:** Traveled statewide to provide safety and CI solutions for diverse clients, specializing in EHS, Process Improvement (Lean) and Training & Development.
- Served as OSHA Authorized Trainer for 10- and 30-Hour General Industry courses.
- **Leadership Coaching:** Developed and delivered a “Leadership Series” focusing on conflict resolution, credibility, team-building & how to improve processes (taking time out processes to reduce lead time).

- Inspected facilities, machinery, and equipment to identify hazards and ensure regulatory compliance.
- Trained clients in LOTO, Powered Industrial Truck operator certification, Machine Guarding & Haz Com.
- Helped clients shift safety culture toward leading indicators through Behavior-Based Safety.

Director of Operations

2012 – 2013

Menasha Packaging | Edwardsville, IL

Led plant operations, supply chain, and safety for a 500-employee packaging and distribution facility serving pharmaceutical, household, personal care, and food markets (AIB, cGMP, HACCP).

- **P&L Responsibility:** Managed a 500+ employee plant with full oversight of Safety, Quality, Delivery, and Cost.
- **Safety Leadership Impact** — Led the Safety Committee to achieve an 80% reduction in workplace incidents within one year by implementing leading-indicator tracking, targeted policy updates, and proactive awareness initiatives. Conducted comprehensive worksite analyses and delivered coaching that directly reduced DART and TRIR rates.

Plant Manager / Site Safety Leader

2010 – 2012

Alro Steel | St. Louis, MO

Managed all operations for a three-shift steel service and distribution center, including a trucking fleet and 3rd-party logistics.

- **Operational Turnaround:** Improved facility ranking from the bottom 25% to the top 10% in safety and organization out of 54 branches.
- **Risk Management:** Managed the trucking fleet and DOT files while improving all business unit KPIs (Safety, Quality, Delivery, and Cost).

EDUCATION

- **Master of Arts, Economics** — Western Illinois University
- **Bachelor of Science, Agriculture — Business / Economics** — Western Illinois University

PROFESSIONAL AFFILIATIONS

- Active member, American Society of Safety Professionals (ASSP)
- Guest speaker at Mid-America Safety, Health and Environmental Conference and SAFECONEXPO