



NOW HIRING: Manager, Environmental Health & Safety

On-Site | St. Louis, Missouri

This is a rare opportunity to build and lead EH&S in a growing, purpose-driven manufacturing company where your influence will shape systems, strengthen culture, and leave a visible mark across the business!

ABOUT THE COMPANY

Cambridge Air Solutions (“Cambridge”) is excited to announce its search for a **Manager of Environmental, Health, and Safety (EH&S)**. Based in Chesterfield, Missouri, Cambridge is a 60-year-old, purpose-driven, family-owned HVAC manufacturing company, dedicated to enriching lives. Cambridge’s brand promise to “enrich lives” extends to every stakeholder in its ecosystem. From employees, vendors, and suppliers to key partners, end users and community stakeholders, it is an intentional commitment to our core values, culture, and continuous improvement. Learn more at www.cambridgeair.com.

Reporting directly to the Chief Operations Officer (COO), this newly created position will serve as a key member of the senior operations leadership team. This position will develop, implement and govern all EHS programs to ensure safe working environments and regulatory compliance. As an individual contributor (no direct reports at this time), this leader will **achieve results throughs influence and coaching**, contributing to strategic growth by leading a proactive culture of safety and continuous improvement while partnering closely with stakeholders at all levels to achieve results.

KEY RESPONSIBILITIES

- **COMPANY-WIDE EHS MANAGEMENT [System Architecture]** – As the key leader of Cambridge’s EH&S initiatives, you will design, implement and sustain an integrated management system aligned with our operating system. You will evaluate work methods and systems and partner with leadership to design-out hazards, initiate corrective actions and escalate unresolved issues. Utilizing standard work, leader standard work, SQDC routines and structured problem solves you will address risk and monitor leading indicators. You will support the scaling of EH&S systems across both of Cambridge’s manufacturing locations and office environments.
- **BUILD A CULTURE OF SAFETY [Capability Building + Coaching]** – You will coach leaders and team members in hazard recognition, ergonomic principles, and system-based root cause problem solving methodologies (A3, PDCA, RCA). You will develop and enhance leadership capabilities to own EH&S outcomes and build EH&S competencies across the organization through coaching, mentoring, and practical application in daily work. You will reinforce the use of leading indicators and learning-based conversations to strengthen prevention behaviors.
- **COLLABORATE PROACTIVELY TO INFLUENCE [Upstream Risk Elimination + Design Partnership]** – Establish early partnerships with engineering, operations, facilities and office leadership to proactively identify risk early in process and design decisions. Participate in CI events, layout changes, equipment reviews, and change initiatives. Advocate for engineering and system-level controls that are aligned with operational maturity and business priorities while defining and evolving practical ways to incorporate EH&S consideration into upstream decision making over time.
- **COMPLIANCE + STEWARDSHIP [Regulatory Compliance + Culture Stewardship]** – Ensure compliance with OSHA, EPA, and all applicable state requirements by translating regulatory obligations into simple, practical and low-waste processes. Lead the investigation of accidents and injuries. Coordinate EH&S audits, inspections and regulatory interactions, utilizing 3rd party resources while retaining accountability. Serve as steward of EH&S systems and cultural integrity by intervening when behaviors or decisions undermine safety, environmental responsibility, respect for people and/or Cambridge’s core values.



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WHY JOIN US?

- **MAKE A VISIBLE IMPACT** – You will make a direct impact on a growing family-owned business while building out best-in-class EH&S systems, programs, and policies. We lead with curiosity, learn with intention, and grow without limits. Cambridge’s ownership and senior leadership are aligned for an intentional multi-site expansion in pursuit of its 10-year growth strategy.
- **BUILD | DEVELOP | TRAIN | DEPLOY** – We are seeking a hands-on entrepreneurial EH&S leader with the energy and drive to foster a culture of safety awareness, training, ownership and strong engagement. As the face and voice of enterprise safety, you will make a lasting impact on the next chapter of EH&S at Cambridge Air Solutions.
- **CORE VALUES GUIDE + ALIGN US** – Guided by a unique culture of **unconditional love and high expectations**, every team member is asked to bring their whole self to work. Cambridge is committed to helping team members at all levels grow internally – we value our colleagues; we value team input and ideas; we value personal, professional, and spiritual development; and we learn from one another to achieve business goals alongside a greater good.
- **COMPETITIVE COMPENSATION PACKAGE** – Cambridge Air Solutions offers a competitive base salary and a company-wide quarterly profit-sharing plan. Comprehensive benefits include medical, dental, vision, life, and disability insurance; PTO; generous paid holidays; employee assistance program; and a matching 401k plan.

IS THIS A MATCH FOR YOU?

- You have gained **5-10+ years of progressive and hands-on experience across multi-sites in EH&S systems and programs**, including a thorough understanding of enterprise policies and best practices, including job hazard analysis (JHA), incident management, ergonomic evaluation, risk assessment and regulatory compliance frameworks across both manufacturing and office environments.
- You have developed a solid proficiency in EH&S data management, incident tracking systems, and reporting dashboards and bring prior experience managing and developing an EH&S budget, including capital project justification for safety and environmental improvements.
- You bring familiarity or experience embedding **lean and continuous improvement principles** into EH&S systems. You have gained exposure to A3, PDCA, RCA, or other continuous improvement methodologies.
- Prior experience across a broad base of operational processes, customer expectations and quality systems has equipped you with an **ability to integrate EH&S considerations into standard practices to support scaling** across geographically dispersed facilities.
- You’ve **demonstrated a proven ability to train, mentor, influence, coach, and challenge leaders and teams without formal authority** to drive EH&S ownership and results.
- You are eager to serve as a hands-on operational leader with the **ability and desire to flex between strategic and tactical priorities** required. *Prior experience in both large and small office and industrial facilities desired.*
- You bring a **solid business acumen, an innovative and collaborative approach, and a level of tech-savvy**. You are competent across ERP/MRP systems (Epicor, SAP, Oracle, etc.), MS Office, CMMS, HRIS and other project management and cloud-based software. You have an appetite for being a responsible user of AI.



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- **You understand team and leadership accountabilities in environmental health and safety systems, including policies, regulatory compliance and risk mitigation strategies.** You demonstrate a personal commitment to safety and bring experience championing preventative and corrective actions and/or working with a safety committee.
- **OSHA 30-hour certification (general industry) with CPR/First Aid/AED certification is required. Knowledge of OSHA, EPA and state safety standards is a must-have. Hazard communication training and competency (HAZCOM/GHS) is also desired.** Four-year college degree is preferred; advanced degree and related certifications, a plus (CSP, CHMM, etc.).

LOCATION & TRAVEL

This position will be based in-person and work on-site at our HQ location in Chesterfield, Missouri. Frequent visits to our sister facility in **Wentzville, Missouri**, will be required. Additional travel as needed for business needs and professional development.

READY TO APPLY?

Take the next step and share your resume with Occhio Search – visit www.occhiosearch.com.

You may not check every box and/or your experience may look a little different from what we've outlined, yet if you believe you can bring value to Cambridge Air Solutions, we encourage you to apply!

For questions or to make a candidate referral, contact sarah@occhiosearch.com or elly@occhiosearch.com. All inquiries and referrals will be held strictly confidential. Cambridge Air Solutions asks that all questions, referrals, and applications be directed to its retained search consultant at Occhio Search. No direct inquiries with Cambridge, please.

Cambridge Air Solutions is an Equal Opportunity Employer. We welcome differences in form of gender, race, ethnicity, disability, geography, socioeconomic status, age, politics, religion, philosophy, sexual orientation, gender identity or expression, and veteran status. All applicants who share this goal are encouraged to apply. We look forward to hearing from you!