

Why Tarlton

Tarlton is a St. Louis-based general contractor and construction manager specializing in complex, technically demanding projects across the Midwest. With deep regional roots and a reputation built on trust, teamwork, and repeat clients, we are known for taking on challenging work and delivering it safely, predictably, and with pride. We conduct our business with safety, quality, integrity, and enthusiasm—and our core values include building a safe and caring environment.

Your Role

The Safety Engineer supports safety policies, procedures, and activities under the direction of the Corporate Safety Manager, managing all safety aspects of assigned divisions/projects from planning and start-up through close-out. This role exists because Tarlton's safety culture is built on presence, not just paperwork — as a Safety Engineer, you'll be the consistent safety voice across your assigned projects. You'll champion and strengthen the safety culture by promoting proactive safety practices that go beyond compliance and encouraging employee ownership of safety at all levels of the organization.

This role navigates the unique safety challenges of large-scale, multi-trade commercial and industrial construction from airport infrastructure to hospital builds — where coordination and situational awareness matter as much as technical knowledge.

The Safety Engineer reviews, maintains, implements, and enforces Tarlton's Safety Program, along with federal, state, and local regulations, and coordinates and manages Loss Control efforts as they relate to safety and security on jobsites.

What You'll Do

Safety Program Management & Execution

Review, implement, and enforce Tarlton's Safety Program within your assigned divisions/projects, ensuring compliance with federal, state, and local regulations.

Coordinate and manage Loss Control efforts as they relate to safety and security on jobsites.

Review subcontractors' safety programs to ensure they meet or exceed project safety requirements.

Ensure each subcontractor designates a safety representative who is professionally trained in their scope of work and has the authority to correct safety issues.

Partner directly with subcontractor foremen and superintendents to align their crews with Tarlton's safety expectations before work begins, using influence as much as authority — including pre-task planning, monitoring compliance with project safety requirements, and corrective action follow-up.

Assist, where assigned, to achieve the Safety Department's Business Plan Goals.

Maintain regular communication with the Corporate Safety Manager on the status of assigned projects.

Regularly communicate with project teams and interact with owners/clients on assigned projects.

Site Inspections & Incident Management

Conduct and document regular job site inspections, using findings to positively reinforce good practices and resolve deficiencies with the team.

Model and reinforce Stop Work Authority when imminent hazards are identified — not just as a policy, but as the most visible example of a safety-first culture in action — and ensure field crews understand and are empowered to do the same.

Investigate all incidents and generate proper reports; assist with medical case management, including initial first aid, clinical visits, and incident reporting, in coordination with the Corporate Safety Director/Manager.

Periodically review Pre-Task Safety Plans (PTSPs) with project teams and ensure communication down to each craft worker; assist project teams with daily, weekly, and monthly safety activities as needed.

Maintain and audit safety documentation including Pre-Task Safety Plans (PTSPs), Toolbox Talks (TBTs), Job Safety Analysis Reports (JSARs), and Daily Logs to ensure project compliance.

Analyze safety observation trends, Jobsite Safety Audit Report completion rates, and inspection data to identify patterns and drive targeted improvement, not just collect paperwork.

Attend owner-initiated safety walkthroughs and project meetings as necessary.

Coordinate and interact with insurance carrier Loss Control inspections on assigned projects, as needed.

Manage OSHA recordkeeping requirements, including OSHA 300/301/300A logs, and ensure timely incident reporting per regulatory requirements.

Training & Development

Coach, develop, and mentor project teams on safety planning.

Serve as the in-house contact on safety-related issues, from corporate policy to construction methods and procedures and their relationship to Loss Control.

Assist in developing corporate safety training and serve as an instructor in areas of technical expertise.

Participate in professional industry organizations for personal, professional, and corporate development.

Participate in the Safety Committee and chair an assigned subcommittee to proactively develop safety programs and initiatives.

Champion and strengthen Tarlton's existing proactive safety culture that goes beyond compliance, encouraging employee ownership of safety at all levels of the organization.

Perform various other duties that may be assigned by the company.

Experience

At least 3 years of safety experience, or a combination of education and multiple years of experience in building construction

Working knowledge of safety/environmental principles and techniques

Education & Certifications

B.S. in Safety and Health or equivalent

OSHA 30-hour construction accreditation

First Aid and CPR certified

First Aid/CPR trainer certification preferred

OSHA 500 Outreach Trainer and/or BCSP certificates preferred

Train-the-trainer type certifications preferred

Competent person type training certifications preferred

Skills

Strong management, leadership, and interpersonal skills, with the ability to communicate well both verbally and in writing

Bilingual in English and Spanish, and intercultural communication skills highly preferred

Tools & Software

Proficiency with Microsoft Office Suite; experience with safety management software, data tracking systems, or construction project management platforms preferred

Work Location, Environment & Travel Requirements

This position involves regular, active presence across multiple construction job sites. The employee will frequently work outdoors or in construction trailers, with exposure to typical construction site conditions including noise, varying weather, and physical hazards. Office-based work is also required for documentation, reporting, and program development.

This role may occasionally require irregular hours, including evenings and weekends, or availability on an on-call basis to respond to jobsite safety needs.

The employee may occasionally lift and/or move up to 25 pounds.

Limited exposure to physical risk.

While performing the duties of this job, the employee is regularly required to sit, stand, walk, talk, and hear. The employee is frequently required to use hands to finger, handle, or feel; reach with hands and arms; stoop or kneel; climb stairs; and work in outdoor environments subject to hot and cold weather conditions.

A valid Class E driver's license is required.

Specific vision abilities required include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

Noise levels can vary on job sites; hearing protection may be required based on work activities and site conditions.

Tarlton Competencies

Leadership & Team Development: Provides clear direction, sets expectations, holds others accountable, and develops team members through coaching and support

Stand Behind Our Word and Work: Follows through on commitments, takes ownership of results, and ensures work meets high standards of quality and professionalism

Cultivate Clients for Life: Builds trust-based relationships through responsiveness, clear communication, and understanding of client needs

Build a Safe and Caring Environment: Promotes a safety-first culture, proactively manages risks, and looks out for others

Gets the Job Done: Takes ownership, removes obstacles, prioritizes effectively, and drives work forward to achieve results

Communication and Collaboration: Communicates clearly and works effectively across teams to build trust and alignment

Develops and Adapts: Seeks feedback, learns from experience, and adjusts to changing conditions and project needs

Why You'll Like Working Here

Complex, high-impact projects with experienced teams

Strong partnership between field and project management

Safety-first culture and high standards of quality

Competitive compensation, comprehensive benefits, and long-term career growth

A company proud to be STLMade and invested in the region

Our Benefits

Competitive pay & bonus program

Medical, dental, & vision insurance available to employees, their spouses, dependents and domestic partners

401k with company match

Tuition reimbursement program

Company-paid short-term disability for employees

Let's Build Together

If you're interested in working on challenging projects with a collaborative, experienced team, we encourage you to apply.

Equal Opportunity Employer

Tarlton is an Equal Opportunity Employer and does not discriminate based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected status under applicable law.

If you require assistance completing this application or need a reasonable accommodation, please contact recruiting@tarltoncorp.com or 314.633.3300 for support.

APPLY HERE: [Safety Engineer | Job Details](#)