Another Source’s client, Sonoma State University, is recruiting a Director of Environmental, Health and Safety to join their team.

As one of the 23 campuses in the California State University System, Sonoma is a mid-size comprehensive university, focusing on the liberal arts with a strong emphasis in the arts and sciences. Located approximately an hour north of San Francisco, SSU has 8,200 students, 400 faculty and 600 staff and administrators. Sonoma State University is committed to achieving excellence through teaching, scholarship, learning and inclusion. In line with the Seawolf Commitment, our values include respect, responsibility, excellence and integrity. We strive to cultivate a community in which a diverse population can learn and work in an atmosphere of civility and respect. We encourage innovation, experimentation and creativity, as well as contributions to diversity, equity and inclusion, in the pursuit of excellence for all members of our university community. The CSU system offers a premium benefit package that includes, but is not limited to, outstanding vacation, health, dental, and vision plans; a fee waiver education program; membership in the California Public Employees Retirement System (PERS); and 14 paid holidays a year.

**Position Purpose:**
Reporting to the Senior Director for Risk Management/Safety Services, the Director of Environmental Health and Safety, is responsible for all aspects of the Environmental Health and Safety (EH&S) programs for the University. This includes program development, performing technical investigations and evaluations, effecting compliance with laws and regulations, and educating the campus community for Sonoma State University and its auxiliaries. The Director of Environmental Health and Safety has oversight responsibility for the EH&S staff including performance reviews, professional development and administration. The Director of EH&S is a member of the interdisciplinary Risk Management/Safety Services team which is committed to performing a full range of activities designed to support and enhance the campus environment.

The Director for Environmental Health and Safety is a member of the division’s management team which is committed to shared governance, sustainability, diversity, participative management and the Seawolf Commitment. Risk Management & Safety Services devotes its department to the mission of Sonoma State University by ensuring that our university is a safe place for students to learn and live, faculty to teach and profess, and staff and administrators to lead by example by collectively providing a safe atmosphere to thrive.
Major duties of the position include, but are not limited to, the following in support of EH&S:

- EH&S program development, performing technical investigations and evaluations affecting compliance with laws and regulations and educating the campus community.
- Supervisory responsibility for the EH&S staff.
- Develop and implement policies and procedures for campus EH&S programs.
- Ensure the health and safety of all individuals on campus including faculty, staff and students.
- Implement and administer EH&S programs including, but not limited to personal protective equipment, hazardous materials, Sewer, Construction and Municipality Storm Water, drinking water program, injury illness prevention, construction safety, food safety, general safety, biohazards, and sanitation.
- Support University emergency operations in planning, response, and recovery.
- Serve as chair of the Campus Safety Committee and member of the Animal Use Committee, Radiation Safety Committee, Chemical Hygiene Committee, and Copeland Creek Master Plan Committee and active participant on other campus and systemwide committees.
- Investigate accidents and near misses and other EH&S matters, review incident reports, and develop and communicate innovative, interdisciplinary and cost effective strategies for preventing losses and controlling hazards.
- In conjunction with facilities and campus community, develop programs to manage building construction materials such as asbestos, lead, silica, etc.
- Perform industrial hygiene surveys including, but not limited to ergonomic evaluations, indoor air quality, air sampling, noise sampling, etc.
- Evaluate applicable laws and regulations and develop and communicate innovative, interdisciplinary and cost effective strategies for compliance.
- Conduct routine audits and inspections to support compliance.
- Serve as the liaison between regulatory officials and the University. Facilitate compliance with applicable laws and regulations.
- Design and communicate EH&S training and communications including, but not limited to, Confined Space Entry, Fall Protection, Forklift Safety, Lockout Tagout, Personal Protective Equipment, Bloodborne Pathogen, Hazard Communications and task specific procedures.
- Evaluate equipment and processes for use by campus departments as related to safety.
- Liaison on all construction projects to ensure health and safety on construction sites.
- Ensure accessibility for the campus community to share health and safety concerns.

Minimum Qualifications:

- 10 years of experience in Environmental Health and Safety, including 5 years of progressively responsible and applicable management and/or supervisory experience.
- Bachelor’s degree in related field, or equivalent combination of education and experience to provide the required knowledge, skills and abilities to perform the duties of the position; Master's Degree preferred.
- Experience working in an educational environment preferred.
- Demonstrated knowledge and experience in the area of health and safety, with a proactive and innovative commitment to a high standard of safety and the ability to implement effective EH&S programs and design/conduct a broad range of EH&S related trainings.
- Perform comprehensive compliance inspections. Identify and assess existing and potential hazards and mitigate hazards.
• Excellent analytic, problem-solving, and root-cause identification skills. Ability to identify alternate solutions to problems and evaluate for success/failure.
• Demonstrated experience working with vendors and contractors and proven negotiation skills.
• Ability to interpret, communicate, and apply policies and procedures and adapt to organizational, procedural, and policy changes.
• Ability to manage budgets and have an understanding of policies and procedures related to the purchase of commodities and services, securing outside vendors, and provisions related to Public Works bids and contracting.
• Advanced proficiency with computers and using word processing and spreadsheet functions in conventional programs (MS Word, Excel).
• Understanding of complex problems and develop strategies and recommendations to all areas of the University.
• Ability to supervise personnel covered by a collective bargaining agreement and closely adhere to all conditions of those agreements.
• Must demonstrate integrity and sound judgment in performing duties; possess effective management skills; possess the ability to supervise the work of staff and recommend appropriate personnel actions; be able to apply strong problem solving and conflict resolution skills and train and evaluate performance, taking corrective action as needed; deal with stressful situations while maintaining composure; and contribute to a collaborative team environment utilizing exemplary communication and problem solving skills as necessary.
• Must have strong organizational skills and the ability to manage multiple projects and competing priorities simultaneously, adjusting quickly to changes needed on a daily basis and to achieve established goals and meet deadlines.
• Must provide outstanding customer service to a diverse population; students, staff, faculty, patrons, and visitors of the university and support a diverse workforce and environment.
• Must have the ability to effectively communicate with all levels within the university and establish and maintain productive and effective, inclusive working relationships amongst diverse populations including staff, faculty, administration, students, and other internal and external constituents.
• Must also possess the ability to operationalize sustainability concepts (economy, society, environment) into all aspects of performing job duties.
• Must be able to be on-call to support University needs on a campus with 24/7 operations.
• Must possess a valid California Driver's License.

The university is an Affirmative Action/Equal Opportunity Employer. We consider qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status, or protected veteran status.

Screening of complete applications will begin immediately and continue until the completion of the search process.
Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Another Source website. Electronic submission of materials is strongly encouraged.