



Safety Manager

Position: Safety Manager

Department: Safety / Operations

Reports To: General Manager

Employment Type: Full-Time

Industry: Excavation, Site Development & Heavy Civil Construction

Position Summary

The Safety Manager is responsible for developing, implementing, and maintaining the company's safety program for excavation, earthwork, utility installation, site development, and heavy equipment operations. This position provides leadership in safety compliance, jobsite inspections, employee training, incident prevention, and regulatory requirements.

The Safety Manager will work closely with project managers, superintendents, foremen, equipment operators, and field employees to ensure that work is performed safely, efficiently, and in accordance with company policies and applicable OSHA regulations.

Key Responsibilities

- Develop, implement, and maintain the company's health and safety program.
- Conduct regular jobsite safety inspections and document findings.
- Identify hazards associated with excavation, trenching, shoring, heavy equipment, utilities, traffic, and other construction activities.
- Ensure compliance with applicable OSHA regulations, including excavation and trenching requirements.
- Review and monitor excavation and trenching activities, including protective systems, access/egress, competent-person requirements, and daily inspections.
- Work with field supervisors to correct unsafe conditions and implement corrective actions.
- Conduct and document accident, injury, near-miss, and property-damage investigations.
- Maintain safety records, inspection reports, training documentation, and incident records.
- Develop and conduct employee safety training and toolbox talks.
- Coordinate new-hire safety orientations.
- Assist management with developing Job Hazard Analyses (JHAs), Activity Hazard Analyses (AHAs), and site-specific safety plans.
- Monitor proper use of personal protective equipment (PPE).
- Inspect and monitor heavy equipment, vehicles, and safety-related equipment for compliance with company requirements.
- Assist supervisors with implementing safe work procedures for excavators, loaders, dozers, skid steers, dump trucks, compactors, trenching operations, and other equipment.
- Monitor traffic-control practices and work-zone safety.
- Support compliance with DOT, environmental, utility, and other applicable requirements as they relate to field operations.
- Participate in preconstruction and project planning meetings to identify potential safety risks.
- Maintain current knowledge of OSHA regulations and construction safety best practices.
- Communicate safety expectations clearly to employees, supervisors, subcontractors, and management.



- Stop or suspend unsafe work when necessary and work with management to establish corrective measures.
- Promote a strong safety culture throughout the organization.

Excavation & Trenching Safety

The Safety Manager will have particular responsibility for monitoring excavation and trenching operations, including:

- Daily excavation and trench inspections.
- Soil classification and hazard identification.
- Proper use of sloping, benching, shoring, and other protective systems.
- Safe access and egress.
- Spoil-pile and equipment setback requirements.
- Identification and protection of underground utilities.
- Atmospheric testing when required.
- Water accumulation and hazardous-condition monitoring.
- Competent-person requirements and documentation.
- Employee training regarding trench and excavation hazards.

Qualifications

- 3+ years of construction safety experience, preferably with an excavation, utility, site-development, or heavy civil contractor.
- Strong knowledge of OSHA construction safety regulations.
- Practical experience with excavation and trenching safety.
- Experience conducting jobsite inspections and incident investigations.
- Strong communication, organization, and leadership skills.
- Ability to work independently and make sound safety decisions in the field.
- Ability to read and understand construction plans and specifications.
- Proficiency with computers, Microsoft Office, and safety documentation systems.
- Valid driver's license and reliable transportation.
- Ability to travel between multiple jobsites as required.
- OSHA 30-Hour Construction.
- OSHA Competent Person – Excavation/Trenching.
- First Aid/CPR certification.

Preferred Certifications

- OSHA 500 Certification,
- Construction Safety Certification, or similar credential is preferred.
- Additional training in confined space, fall protection, traffic control, competent-person requirements, or heavy equipment safety is a plus.



Physical & Work Requirements

- Ability to regularly visit active construction and excavation sites.
- Ability to walk uneven terrain, climb into/out of excavations when safe and permitted, and navigate active jobsites.
- Ability to work outdoors in varying weather conditions.
- Ability to wear required PPE, including hard hat, high-visibility clothing, safety footwear, eye protection, and hearing protection.
- Ability to travel between company jobsites as needed.

Key Performance Expectations

The successful Safety Manager will:

- Reduce workplace injuries, incidents, and near misses.
- Maintain strong OSHA and regulatory compliance.
- Ensure timely correction of identified hazards.
- Improve employee safety awareness and participation.
- Maintain accurate and complete safety documentation.
- Build a proactive safety culture across all company operations.

The Safety Manager is expected to lead by example, maintain a strong field presence, and make employee safety a core priority in every excavation and construction operation.

Benefits

- Competitive Salary (\$60,000.00 to \$85,000.00)
- Company Vehicle
- Medical, Dental, & Vision Insurance
- 401K with company match
- Vacation
- Holidays

Equal Opportunity Employer

A&J is an equal opportunity employer that does not unlawfully discriminate in employment opportunities or practices on the basis of race, traits historically associated with race, including hair texture, hair type, and protective hair styles, color, national origin, religion, sex, sexual orientation, gender, age, disability, marital status, veteran status, or any other characteristic protected by law. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at A&J will be based on merit, qualifications, and abilities. This policy applies to all terms and conditions of employment, including but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.