**Safety Manager**

**Location: Silicon Valley, CA**

**Salary Range: $97-146k Plus Performance Bonuses & Excellent Benefits**

**Full-Time, Onsite**

**Direct Hire**

Are you a passionate safety professional who thrives on building a culture of care and accountability? Do you want your expertise to directly impact the lives of your colleagues and the success of major infrastructure projects? If so, this is your chance to join a respected, employee-owned leader in underground utility construction – where your voice matters and your commitment to safety is truly valued!

As Safety Manager, you’ll lead and enhance all safety programs, ensuring a safe, compliant, and empowered work environment across multiple sites. If you’re a proactive, hands-on leader with strong communication skills and a proven track record in construction safety, we want to hear from you!  Apply now and call Aileen at 888-303-5627 to discuss this opportunity.

**What You’ll Do**

* **Champion Safety:** Collaborate with the safety team to proactively address safety concerns, deliver engaging training, and reinforce a safety-first mindset.
* **Lead Investigations:** Drive thorough root-cause investigations of incidents and OSHA violations, reporting findings and solutions directly to company leadership.
* **Empower Teams:** Lead monthly all-hands safety meetings and provide hands-on coaching to employees and managers, making safety everyone’s responsibility.
* **Ensure Compliance:** Oversee safety inspections, maintain detailed records, and ensure adherence to Fed-OSHA and Cal-OSHA regulations.
* **Drive Continuous Improvement:** Develop Job Hazard Analyses (JHAs), recommend training, and participate in the Incident Review Committee to drive best-in-class safety performance.
* **Foster Relationships:** Build trust with employees, external agencies, clinics, and other partners through clear, positive communication.

**What You’ll Bring**

* 5+ years of safety management in construction (underground utilities a plus!)
* Bilingual English/Spanish preferred
* A proactive, approachable leadership style with the ability to motivate, coach, and inspire others at every level.
* Tech-savvy, skilled with MS Office and safety management software and comfortable training others
* Excellent verbal and written skills to engage field teams, management, and external partners.

**Benefits & Perks**

* **Medical:** Employer covers 95% of employee premiums and 85% for dependents (Blue Shield); 95% for both employee and dependents (Kaiser).
* **Generous Paid Time Off:** Ample vacation and sick leave so you can recharge.
* **Ownership:** ESOP and discounted Stock Purchase Plan—become an owner, not just an employee.
* **Performance Bonuses:** Rewarding your impact on safety and company success.
* **People-First Culture:** You’ll join a collaborative team where safety isn’t just a policy—it’s a core value. Leadership is accessible, and your ideas will help shape the future of the company.
* **Industry Reputation:** Our client is known for their integrity, innovation, and long-standing partnerships across Northern California—delivering critical infrastructure with a relentless focus on safety and quality.

**Physical Requirements**

* Clear ability to read, write, speak, and comprehend English, with adequate hearing and visual acuity for duties and emergencies.
* Frequent bending, standing, walking, squatting, sitting, pushing, and pulling.
* Manual dexterity for keyboards and devices with repetitive hand/wrist motions.
* Capability to lift up to 20 pounds independently and occasionally up to 100 pounds.
* Comfortable in confined spaces and on uneven terrain
* Willing to wear PPE and work in diverse conditions (sun, heat, wet, dusty, etc.)
* Able to navigate ladders, stairs, ramps, and scaffolds

*Dynamic provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.  This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.*