

Job Description

Title: Environmental Health and Safety

Partner

Reports To: EHS Manager

Department: Human Relations

Date Updated: 5/1/24

If a company is going to make a difference in today's world, it's going to have to think differently. At Organic Valley, our philosophy and decisions are based on the health and welfare of people, animals and the earth. We're a mission-driven cooperative, owned by family farmers, and we've been leaders in organic agriculture from the very beginning. Once pioneers of organic agriculture, we're now an established leader. Organic is all we do. We are driven by our mission to promote regional farm diversity and economic stability by the means of organic agricultural methods and the sale of certified organic products.

Summary of Role

The Employee Health and Safety (EHS) Partner is responsible for developing, monitoring, communicating and supporting Health and Safety programs, policies, procedures, and best practices, including OSHA and other related regulatory compliance for assigned facilities. This is a safety sensitive position.

Essential Duties and Responsibilities

- Build and cultivate consultative relationships with respective business leaders by meeting regularly, understanding their strategic safety objectives and develop a plan to meet those objectives.
- Serve as primary EHS contact for assigned areas of the co-op.
- Collaborate with EHS Manager, EHS Partner and HRBP's to establish and execute EHS strategic plan annually.
- Plan and lead Safety Team meetings at assigned facilities.
- Collaborate with all areas of HR to strategically support business needs.
- Communicate and support safety-related policies, procedures, best practices and operational safety programs to ensure compliance with related local, state, federal, and OSHA regulations.
- Identify and evaluate hazards in the workplace, then develop solutions to minimize or eliminate risk and work with appropriate staff to implement.
- Collaborate with L&OD to lead or support facility specific safety training, including day-to-day coaching for employees and conducting drills with all shifts.
- Promote safe behaviors through behavior-based safety, utilizing the BEST Program, and initiatives to create and maintain a positive safety culture that collaboratively involves employees at all levels of the organization.
- Collaborate and facilitate meetings with appropriate leadership, employees, and subject matter experts to complete accident, incident and near-miss investigations to uncover root cause, recommend corrective actions to eliminate or reduce risk of reoccurrences, and track completion of corrective actions.
- Take initiative to stay current on industry trends and raise recommendations to the team for improvements.
- Manage the Incident Management System tracking all OSHA Recordable information

- Monitor medical restrictions and recommend return to work options, which may include, facilitating functional capacity evaluations or evaluations of accommodations for ADA compliance and Fit for Duty status
- Process and monitor incoming Workers Compensation claims by maintaining correspondence with employees and documenting all necessary information.
- Manage and coordinate return-to-work programs for employees recovering from injuries
- Oversee all drug and alcohol testing programs, post-incident/accident testing, DOT random testing, and reasonable suspicion programs and act as a designated employer representative (DER) for test results
- Update, maintain, and communicate Emergency Action Plan documentation, including related maps and lists.
- Collect and prepare data for EHSmetric reporting.
- Represent Health & Safety in food safety or other audits for assigned facilities, including preparation of facility specific updates to written safety programs, completing assigned tasks in a timely manner, and point person in communication with auditors and team members at time of audit.
- Handle confidential and sensitive information with discretion.

Additional Duties and Responsibilities

- Represent Safety on new building and equipment procurement project teams.
- Spend time in production environment to understand work conditions and proactively address potential safety concerns.
- Provide managers and supervisors with recommendations on facility, equipment, and workspace design and implementation to create and maintain a safe work environment.
- Maintain good working relationships and have timely, honest, positive two-way communication with CROPP internal and external employees.
- Other duties as assigned by supervisor.

Knowledge, Skills, and Abilities

- Bachelor's Degree in Safety or related field, or equivalent experience, required.
- Five or more years of experience in Safety or related field, required.
- Deep understanding of food safety and related EHS compliance preferred.
- Strong consultative skills required with ability to make recommendations at all levels of the organization.
- Proven ability to collaborate and proactively build and maintain positive relationships with others in the organization is required.
- Demonstrated experience fostering a team environment with solution orientation.
- Ability to work successfully with state and federal government agencies.
- Ability to act with integrity, professionalism, and confidentiality.
- Aptitude in problem-solving and drive for finding solutions with ability to prioritize tasks
- Ability to present facts and recommendations effectively in oral and written form.
- Superior organizational skills and attention to detail.
- Strong working knowledge of Microsoft Office.
- Valid driver's license and the ability to work at multiple locations.

CROPP COOPERATIVE™
GROW with US

