



JOB TITLE: Safety Manager
REPORTS TO: VP of Finance

LOCATION: Charlottesville, VA
FLSA STATUS: Exempt

Are you a **safety** subject matter expert? Do you enjoy problem solving and **finding improvements** to make employees safe? Do you like a **challenge**? We have the job for you! Pepsi-Cola Bottling Company of Central Virginia is searching for an **experienced Safety Manager**.

JOB SUMMARY:

This position develops, implements, and maintains comprehensive environmental, health and safety (EHS) programs, policies and procedures for Pepsi-Cola Bottling Company of Central Virginia and provides leadership, direction and support necessary to ensure compliance with all applicable federal, state and local laws and regulations and standards to meet or exceed relevant internal and external safety, environmental & safety standards in a manner consistent with sound business practices. This is a multi-site support role working in conjunction with location management to build capacity and provide EHS subject matter expertise and functional support for manufacturing and/or distribution facilities. This position will support and drive continuous improvement of key performance metrics through project management and facility initiatives. This role frequently collaborates with plant managers, department managers and supervisors and works in partnership with Human Resources and DOT trainer to ensure that EHS policies and procedures are integrated into all corporate information as appropriate.

PRINCIPAL FUNCTIONAL RESPONSIBILITIES:

- Develop, implement, evaluate and/or certify effectiveness of PCVA's Environmental, Health and Safety policies and procedures
- Develop and implement strategies to reduce workplace injuries and accidents, to ensure compliance with regulatory and internal policies
- Provide guidance and build capability of our various location's site resources to support implementation of EHS programming.
- Provide support to Production department and the food safety team regarding food safety KPIs, adherence with PepsiCo standards, AIB standards, FSSC 22000 and the FDA and ensure that all locations are following proper procedures for compliance as necessary.
- Work with all locations in order to maintain an audit ready status at all times (Food Safety, Food Defense, Quality, EHS).
- Lead incident investigation process
- Facilitate compliance with facility, corporate, and regulatory environmental & safety standards and guidelines through audits, inspections, recordkeeping, and data documentation.
- Collaborate with Columbus Captive risk management consultants to evaluate risk mitigation strategies, identify areas for improvement and develop on-going improvement plans.
- Serve as liaison with applicable external regulatory agencies and coordinate and follow-up on EHS audits to ensure satisfactory compliance. Ensure all reports are completed and submitted as required

- Lead worker's compensation claim management while ensuring the utilization of preferred medical providers and execution of the organization's Return-To-Work program.
- Facilitate the completion of a site-wide annual EHS training plan as well as identify and implement individual, department, location or corporate training as needed throughout the year
- Maintain a current working knowledge of EHS regulations and laws to provide expertise for EHS assessments, capital projects, work orders, and general EHS related problem solving at the site and corporate level
- Analyze data trends & performance to ensure that the right priorities are identified and acted upon
- Work with corporate legal counsel concerning development of procedures, internal trainings, compliance queries and responses to various regulatory agencies
- Participate in formal EHS reviews of existing equipment modifications, new equipment purchases, and changes in site processes.
- Develop and maintain corporate policies and procedures as it relates to federal and state regulations with regard to COVID-19
- Chair the Executive Safety Committee
- Coordinate the development and maintenance of the corporate emergency response plan
- Ensure that required regulatory permits are acquired, that reports are submitted to regulatory agencies, and any site permit conditions (e.g., sampling, recordkeeping) are met.
- Work with all departments to integrate EHS and develop a culture of health and safety into the daily activity of every employee
- Develop and manage safety department budget
- Achieve annual targets for incident frequency, severity and related cost reductions

ESSENTIAL QUALIFICATIONS AND SKILLS:

- Bachelor's degree in related field or relevant experience required
- 5+ years of Environmental, Health and Safety (EHS) experience in a manufacturing and distribution environment required.
- Professional EHS certification is preferred (CIH, CSP, CHMM, and / or PE).
- Experience in a food and beverage manufacturing environment and fleet safety preferred.
- Extensive knowledge of OSHA, FMCSA, DOT, EPA, EHS, FDA, CDC, DOLI, Department of Health regulations
- Ability to manage EHS program at multi-locations
- High level EHS knowledge of regulatory requirements and its technical aspects
- Knowledge of behavior-based safety training methods
- Proven track record in driving cultural change in EHS
- Excellent communication skills, both written and oral, as well as excellent interpersonal and influence management skills
- Strong analytical skills to evaluate performance metrics and outcomes
- Strong problem solving and decision-making skills with the ability to develop multiple solutions to an issue and make valid recommendation for resolution
- Handle multiple priorities and meet critical deadlines
- Ability to work in a fast paced, ever changing environment.
- Strong Computer Skills and is proficient with MS Office applications (Word, Excel, PowerPoint and Outlook).

*To apply, please forward your cover letter and resume to Human Resources Manager, ThermaJean Cossette at tcossette@pepsicva.com

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