Each holder of an ISHM certification has agreed to abide by the ISHM Code of Ethics.
From the Director

In last month's newsletter there was a great article about Silica. After the newsletter was taken out of draft and placed in the 'schedule to send folder' a final review indicated a need for changes so it went back to draft and the changes made. Evidently these changes pushed the final line off the grid and the author did not receive credit. The article was authorized by: Terrance (Terry) McKinich, CSMP. Our apologies Terry, keep em' coming.

ISHM is exploring ways to assist EHS management in the Health Care industries. Are you one of those? Would you be willing to help ISHM? There should not be a huge time commitment, perhaps a couple of phone calls and some emails to help us. Please contact me SOON.

There is a conversation on LinkedIn about "What do you least like about the EHS profession". We still hear about EHS professionals feeling they do not get sufficient backing from upper management. Let us know if you have run into this situation and were able to overcome. We can all learn..............................

Finally we are looking for success stories about how an ISHM certification helped you land a job or a promotion. Are you one of those?

Larry
About Me!

Oh no!!! Who is Monique Grannum and where in the world is Felicia Anderson? I am a Professional, Mother, Wife, Military Spouse... Yes, all of the above! Having been born in Brooklyn NY and getting the opportunity to live in several states and overseas has broadened my horizons and outlook on life and people in general. Simply, I enjoy people... I enjoy learning new things, sharing ideas, and making positive changes in things that matter. I strive for personal growth and excellence.

I hold a Masters of Business Administration from the University of Phoenix and have worked in several very diverse positons throughout my career thus far. My skills range from program development, marketing and outreach, to program auditing and compliance. Currently, Yuma is home... The weather is interesting! The people are interesting and I am happy to be here. I look forward to working with the ISHM Team to grow our presence in the health and safety industry and lend my knowledge and skills to move toward being industry leaders.

As part of our strong dynamic team, I am here to serve our customers as the new certification manager! I look forward to working with everyone... Join me in wishing Felicia Anderson the best of luck in her new position with the City of Mesa! Her excellent customer service and valued expertise will be missed.

Onward Upward!
Monqiue
BYOD is either a ticking time bomb or IT's greatest opportunity. Whether you belong to the 40 percent of organizations that have policies or not, I guarantee people are using their own mobile devices at your office.

Many organizations don't think they need a "Bring Your Own Device" (BYOD) policy or solution because they issue corporate devices. This is a huge mistake. If apps and tools are banned on corporate devices, employees will just use them on a personal device.

But behind all the hype and gloom, what can actually happen if employees use personal device in the workplace, without any oversight? To spell it out for you (or your fellow executives), let's meet Jane Davis, a hypothetical VP of Marketing at Vonerruble Corporation (get it?). She will illustrate what can happen when BYOD goes unmanaged. Then, we can talk about how to avoid this scenario.

Jane Wants to Work At Home
Jane is preparing for Vonerruble's largest product launch ever, and the 14-hour days at the office are taking a toll on her family. She has embarked on an ambitious project to integrate and analyze customer data from multiple sources.

To cut back the office hours and spend more time with family, Jane decides to start doing data analysis at home. She downloads customer data into spreadsheets, emails them to her Gmail account and downloads them to her Android tablet at home. The spreadsheets contain names, usernames, email addresses, phone numbers, physical addresses, purchasing histories and other data. Jane has all this customer data on her tablet, but IT is unaware. She needs help with this project, so she divides the customer data by brand and asks four team members to each take one.

Sharing Data and Reports is a Pain
Emailing reports, spreadsheets, charts, graphs and PowerPoint presentations is becoming a pain for Jane and her team. They want a way to quickly share files from their home computers, tablets and phones, but asking Vonerruble's IT team for a solution is pointless because they will take too long and probably reprimand the team for taking data home. The product launch is four weeks away.

Jane hears about Box.com from her marketing pal at Kolabretev Corp and decides to purchase a business plan for her team. She enters credit card info and gets usernames for all 20 people in marketing. They load all the spreadsheets and reports into Box and all download the Box mobile app.

Oops...

The marketing team nails the product launch. Their data analysis leads to the most successful marketing campaign in company history. Jane organizes a party at 4Get, a rowdy nightclub. The next morning, Jane wakes up foggy and realizes that she left her purse at the bar. She always keeps her Android tablet in her purse. Because Jane never set security policies for Box, anyone can access the app. They don't need to re-enter a username or password.

Potentially, someone has full access to Vonerruble customer data. Maybe the person just plans to wipe and sell the tablet - or maybe the person knew to look for sensitive data. Jane just changes her Box password and moves on without considering the potential ramifications.
Face BYOD

Jane's story is one possibility in an endless set of BYOD failures that involves downloading sensitive data, using rogue applications, losing devices and using them without regard to IT security policies (e.g. passwords). Rather than pretend that BYOD isn't happening, IT and security have a responsibility to engage employees and support BYOD. "Engage" means actually talking to end users, or as they should be called, internal customers, and determining what they need from mobile devices.

How do people like Jane currently use mobile devices? What would they like to be able to do? What devices do they want to use? Your customers need mobile devices for legitimate business applications, and restricting their activity doesn't work. Like Jane, many people feel that IT has been too slow and conservative. That's why IT and its partners have to initiate these conversations rather than wait for employees to ask for help.

Protect corporate data like it's 2014, not 1984. The goal is not to control employee's devices - the goal is to support employees' needs while protecting corporate data. Find a BYOD solution balances privacy and security needs of your organization. Your customers are going to do BYOD with or without you. Don't wait for Jane to jeopardize sensitive data. Take the lead.

This article appeared in Security
Ask the Lawyer

**Question:** Do you have any advice on how to assist in an OSH inspection of the workplace?

**Response:** This question is so broad that it is not possible to provide a thorough and complete answer in a short column. However, this is an important question, so I will address certain guiding principles.

First, to understand how you may assist, it is important to understand how the inspection process works. OSHA has the right to conduct inspections of the workplace, but it is not an absolute right. Inspections are usually conducted as part of a program or following an incident or an employee complaint. There are even occasions that an employer may prohibit access, unless the OSHA obtains a warrant. Inspections must be conducted during reasonable business hours and in a reasonable manner. At the outset of the inspection, OSHA must conduct an opening conference, during which OSHA will advise the employer of the scope of the inspection. Both management and employee representatives have the right to accompany the OSHA inspector and participate in the inspection. OSHA will likely review documents and interview employees and witnesses. At the end of the inspection, OSHA must conduct a closing conference, during which OSHA will convey basic information regarding its findings. If OSHA elects to issue a citation, it must do so within six months of the date of the violation. Therefore, OSHA generally completes its inspections in a short time-frame.

Second, while every inspection is unique, the employer should follow a basic approach and always be prepared. Take steps to make sure the facility is clean and compliant. Basic housekeeping goes a long way. Additionally, to the best of its ability, the employer should try to confine the inspection to the extent possible. For example, if OSHA is inspecting a guard on a machine, the employer should direct the OSHA inspector to the machine at issue and keep the inspector away from other areas of the facility. The employer should follow the inspector throughout the inspection and take copious notes. If the inspector identifies any potentially hazardous conditions during the inspection, the employer should attempt to abate those conditions within 24 hours, if possible, and then show the inspector that the conditions were corrected. If OSHA requests certain documents, the employer should request a reasonable amount of time to respond and keep close track of all documents provided. If OSHA interviews any management employees, the employer should sit in on the interviews and take notes. If OSHA interviews any hourly employees, the employer will not be permitted to sit in on the interviews, but should take notes and follow up with the employees. If OSHA takes any photographs, the employer should take photographs from the same angle. If the photograph that OSHA takes is from a deceptive angle, the employer should take additional photographs from a better angle. If it appears that OSHA does not understand the process or the issue, the employer should provide clarification in an appropriate manner.
Third, always use your best judgment and discretion. Do not make any admissions to OSHA, but always be truthful. The employer may want to contact legal counsel to ensure that its rights are protected.

*Darren Hunter is a partner and an experienced OSHA practitioner in the Chicago law firm of Rooney Rippie & Ratnaswamy LLP. This column does not constitute legal advice or the formation or proposal of an attorney-client relationship to or with any person or entity. In addition, this column should not be understood to represent the views of ISHM, the law firm, the individual attorneys at the firm, or of any of the firm's clients or former clients.*

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**Free Webinars Tuesday, November 11th**

Webinars are a great way to accumulate COC points necessary for re-certification and since these are free they are very cost effective. [iSHN Webinar Week](#) has a lot offer if you can fit it in your schedule.

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**Whose Fault is it?**

As safety professionals we are constantly challenged. Very recently the president of my company told me he wanted to make sure I was challenged each and every day. As he sat in the backseat of my car and I pulled onto our jobsite I looked back at him and confidently told him, "I work in a manufacturing environment, I am constantly challenged."

That subtle interaction was a wake up call to me. While my General Manager and I do a good job maintaining an open line of communication with our corporate executives and they have no problem sending things our way the words we choose aren't always the best chosen. The president of our company didn't have a clear picture of the challenges that I face on a daily basis. So whose fault is it?

The simple answer would be that it is management's failure to understand what their front line employees face every day-they are disconnected. Sure blame them it is the easy answer, it is always easiest to look at someone else for our shortcomings.

An open dialogue of two way communication is essential between the Safety Director and Corporate Executive Team. I have long held that your corporate safety director should always be a member of a company's executive cabinet, as they play as important a role as a COO or CFO. Still in many cases that is not the fact, and the person we have to blame is often the one looking at us in the mirror every morning.
As safety professionals we have to carry the message to upper management and to be heard by each member of executive management. This is critical to serving all our employees. In order to do this though we have to make sure that we speak everyone's language, a clear voice that promotes safety using this voice to raise the awareness of upper management and to get a seat at the executive table. Here is one of the biggest hurdles; knowing what language to use to make our voice heard.

We all know that we have to wear many hats and they switch throughout the day on a regular basis. The side effect of wearing so many hats is that you have to also speak many languages. Safety seems like common sense to all of us and it is natural to assume that upper management should just "understand" what we say, but that just isn't true. We need to spend almost as much time working to create an understanding and buy-in of executive management as we do to create the same with our front line employees.

When talking with upper management it is important to understand your audience. While the needs, requirements and demands of upper management seem to change more often what they tend to really want to hear is how you are saving the company money. Safety isn't a bottom-line revenue producing arm, they understand that and you need to not hide it. Your challenge is to reveal the cost savings and word it in terms of "retained profits."

Explain when you save the company money you are adding to the profitability of the company by allowing the company to not spend unnecessarily, case in point, your experience-mod score. They need to understand what that number means, how they can control it and how the work you do directly impacts it. A 1 or below is great, we want to be there, they need to understand that. They need to see the decrease not just in pure claims, but in severity and in dollars spent. Upper management knows the more they (or their insurance company) pays out in claims' the more it is going to cost them for insurance premiums the next year. Relate back to the ASSE white paper that discusses for each dollar spent your return is $4-$6. This is information they can understand, and it opens them up to more dynamic and in-depth conversations regarding safety. On a cursory level you need to be able to answer the "why" in a short, concise 1-2 sentence answer. If it is OSHA mandated state that upfront, these men and women will understand that it is law and hopefully trust you to meet that obligation. It is the "what do we get" or the "to what degree does this impact us" question that you have to be able to clearly speak their language and it all starts with the impact to their profit margin. Whether it is answering to a board of directors, a group of investors or just for an individual's understanding just like we explain personal protective equipment in terms our co-workers understand we have to explain the impact of safety in terms corporate management can grasp too.

"Mike Bearak is the Safety and Risk Manager for BUDD Workforce Solutions. He holds his CSHM, CSMP as well as number of other designations and certifications. He can be followed on Twitter @mikebearak and is also on LinkedIn. He can be emailed directly at mikebearak@gmail.com."
Who do you trust? Replacing cynicism with humanism

Here's a definition of trust: 1) assured reliance on the character, ability, strength or truth of someone or something; 2) one in which confidence is placed; 3) belief that someone or something is good and honest and effective.

Today there is something of a trust gap in society. Just take this test - do you trust:

- OSHA?
- Wikipedia?
- Injury and illness records?
- Behavioral observation cards?
- The media?
- Congress?
- Bloggers?
- Your computer not being infected?
- Your job security?
- Corporate sustainability reports?
- Athletes not on performance-enhancing drugs?
- Wall Street money-makers?
- Teachers not fudging pupils' scores to make their competence/proficiency "grade"?
- MapQuest directions?
- Your next flight not being cancelled or delayed?
- Your job security?
- Corporate sustainability reports?
- Athletes not on performance-enhancing drugs?
- Wall Street money-makers?
- Teachers not fudging pupils' scores to make their competence/proficiency "grade"?
- MapQuest directions?
- Your computer not being infected?
- President Obama and his advisers?
- Third-party audits of voluntary health and safety management systems?
- Contractors and sub-contractors in a global supply chain?
- Photographs that haven't been "Photoshopped"?
- Customer call centers in far-off countries?

and so on...

The trust gap

This trust gap is particularly bedeviling for the purposes of workplace safety and health. The dictionary uses as a common example of trust: "Good relationships are built on trust." And of course, what is worksite safety if not an interconnected network of relationships. Relationships that involve the CEO and/or owner, the board of directors, senior business unit executives, middle managers, supervisors, safety and health personnel, human resources, maintenance, the IT department, team leaders, line employees, telecommuting employees, temporary employees and contract employees.

Have you conducted a perception survey of your employees about their level of trust regarding the attitudes and actions of senior leaders, supervisors, safety and health staff, and co-workers when it comes to safety matters? If results are anything like we see in national surveys, you'll find evidence of a lack of trust - which can have negative consequences on absenteeism rates, turnover, shrinkage, safety incident rates, quality, productivity, and worker engagement.

Why does the trust gap exist? The public doesn't trust its federal government. Politicians don't
trust each other. They don't trust reporters. That feeling is mutual. ISHN surveys over the years show a minority of safety and health pros trust OSHA when it comes to effective standards-setting and/or skillful, knowledgeable enforcement. Many don't trust their own workforce to do right by safety. Many employees don't trust their organization's leadership when it speechifies about safety. Codes of conduct, mission statements, core values, written safety and health plans are subject to significant skepticism.

Relationship killers

The trust problem is one of time and distance. Time, in terms of how fast it moves these days - speed kills trust. The roads are too crowded, the skies are too crowded, airports are too crowded. All with fast-moving objects. Reporters don't have time to thoroughly research findings. Politicians don't have the time, nor the inclination, to get together after-hours, have some drinks, converse, and cross aisles like they did back in the day of LBJ or Tip O'Neill. Now those were slow times, weren't they? There's not enough time to train properly, conduct thorough audits, thoroughly assess and prioritize risks. Emails must be responded to ASAP. Phone conversations are becoming prehistoric. Who has the time to attend a local safety and health association chapter meeting during lunch break, or heaven forbid, after work? Increasingly, who has time to attend national society meetings?

Then there is the distance factor. Distance does no favors to relationships. The best work relationships probably exist in small businesses with low turnover and a "family feeling." That feeling gets lost in the vast distances of global multinationals. Teleconferences and videoconferences don't have the same "feel" or face-to-face intimacy of the old-fashioned conference room meeting. The same can be said for online education, though many will disagree. Most seem to want a hybrid of "blended" learning - mix the in-person with the online. Work is becoming, has become, more fragmented. We have more employees working from home. We have more temporary workers and independent contractors. We have more workers here today, gone tomorrow. Who were they? There are more and more workers who seldom if ever see co-workers face to face. We talk less and email more. Or text message or post on Facebook.

All this is a recipe for relationships that lack backbone. There is a dearth of up-close-and-personal knowledge and confidence among coworkers. Bottom line: a lack of trust. The exception that proves the rule is the small business with long-tenured, loyal employees who know things, personal things, about each other's lives. Decades ago companies with award-winning safety programs were researched by NIOSH to learn what made them tick. It turns out most of the companies had less than 200 employees, low turnover, high loyalty, that "family feeling" or culture, ties to a local small town, and the opportunity for many "safety contacts" and safety conversations. It's human nature that we care more about the people closest to us.

Let's get small

Here's to trying to slow it down and get small. Today's rather frantic pace calls for a conscious effort to slow things down, carve out time for safety contacts, safety pre-shift briefings, toolbox talks that aren't superficial, morning stretching exercises, time-consuming incident investigations and plant-wide audits. It's too easy to skim the surface and be shallow when it comes to safety matters. Hurry up, get the meeting or the briefing or the training class or the observation or the feedback conversation over with and get back to work.

You can get small by breaking down the workforce into teams and cells. The military has long understood that size matters; that's why there are squads of ten soldiers, platoons of maybe 30 or
Two hundred is about the largest size that can be cohesively managed or directed as a unit. Beyond that, you lose the human touch. Lose the feelings of belongingness, ownership, accountability and interdependence - "we're in this together." "I've got your back, you've got mine."

Want to build up trust? Make a commitment to slow things down, as much as is in your power with regard to safety and health matters. Close distances. Compensate for the disconnected workforce by consciously dividing safety and health work into small units of employees - teams, work cells, department by department, shift by shift. Instead of sending another email, go out, walk around, ask some questions and listen. It's being civil, respectful and humane. And what's worker safety and health if not perhaps the most humane element of an organization?

Dave Johnson is Associate Publisher and Chief Editor of ISHN. Contact Dave at johnsond@bnpmedia.com.

Editor's Note: Dave is on the ISHM Board of Directors and a relentless supporter of the EHS profession.

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**Positions Available**

Please do not contact ISHM for these positions.

**Safety Coordinator**

Coastal Cargo Company, LLC

Location: New Orleans, Louisiana 70115

Date: 10/22/2014

Job Type: Employee

Job Status: Full Time

Shift: 1st Shift

Job Details

Job Summary: Under the direction of the Corporate Safety Manager (CSM), performs assigned safety responsibilities to include training, safety inspections and audits, accident investigations, preparation of safety and related reports and record keeping. Assists in the development and enforcement of safety and environmental policies and procedures. Works closely with operations, human resources and legal/claims to assure effective coordination of safety management program.

Essential Job Functions:
• Regular inspections of all company work and storage areas, machinery and safety equipment should be conducted and documentation of inspections should note safety violations, concerns and unsafe conditions. Bring to the attention of the CSM any major health and safety issues on a regular basis.

• Provide training to ensure that all employees, management and other involved parties are aware of the Health and Safety Policies, how to adhere to the health and safety/emergency procedures, new rules and safe work practices.

• Assist with the implementation and adherence to the Safety Management Program across all locations as required and assures compliance with all federal, state, local and/or Port Authority regulations.

• Interpret safety regulations for employees and management and serve as a resource for safety related issues and concerns.

• Provide routine reports to CSM, General Managers, Operations Managers, Terminal Managers and others as may be required.

• Prepare safety procedures and policies as may be required for a local port operation. Provide input and feedback on all corporate level safety policies, procedures and/or programs.

• Maintains all documentation and records as may be required at the local port including material safety data sheets, training records, accident investigations, etc., according to all federal, state and local regulations as well as company policy and/or procedure.

• Must develop a strong working knowledge of OSHA, DHS, DOT, EPA and USDA regulations over time.

• Assures adequate supplies of all safety supplies and equipment for assigned port locations.

Secondary Job Functions:

• Perform other job related duties as may be assigned.

• Requires 24 hour availability in the event of disasters or other significant safety events.

Working Environment/Conditions:
Typical working environment and conditions associated with stevedoring and marine terminal operations. Position will be periodically subject to outside weather elements (heat, cold, rain, wind and related conditions), diesel and gas fumes, and noise from motorized equipment and machinery. Will also be working in office environment. The environment may be hazardous to persons with physical, visual or hearing impairments.

Physical/Mental Demands:
Position involves standing and walking for extended periods along the job site. Some bending, stooping, climbing and lifting items up to 30 pounds may be required at times. Physical ability to work on a ship, including accessing all areas of ship, climbing ladders to access hatches, cranes, equipment and storage spaces. Mental demands consistent with learning, reading technical
documents and regulations, recalling and applying policies, procedures and regulations, understanding of and compliance with applicable laws and regulations. Ability to work varying shifts, weekends and holidays.

Requirements

Education/Experience/Special Skills:
Bachelor's degree or two years prior safety experience preferred but will train candidate meeting other criteria and who demonstrates willingness to learn and expresses strong interest in safety management field. Maritime experience required. Must have strong verbal and written communication skills to provide effective training programs, preparing reports and developing policies and procedures. Willingness to pursue certifications in safety management and a commitment to learning key to the success of this role. Must be strong-willed enough to withstand push-back and resistance to adherence to the safety management program. Basic computer skills to include Word, Excel, and Outlook. Requires ability to obtain and maintain a TWIC card. Driver's license required as well as a personal vehicle in order to travel to various port locations.

Safety Requirements/Risks:
Special safety precautions to be followed due to risks associated with working around heavy lift equipment, high level storage of cargo, cargos falling from storage racks and/or lift equipment, electrical hazards and other related risks. Safety apparel and adherence to safety procedures required at all times.

Disclaimer
The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed. EOE.

Special Instructions:
Email resume in Word or PDF format to resumes@coastalcargogroup.com referencing Safety Coordinator in the subject line

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Job Title:  Senior Safety Consultant =
Job Type:  Full-Time
Location:  Itasca, IL
Post Date:  06/12/2014

Job Description:
SENIOR SAFETY CONSULTANT

Basic Function:
Primary responsibility for providing field consulting and training services to Council customers. Serves as technical guardian for assigned subject matter areas. Provides sales assistance on an as needed basis as part of an integrated sales effort involving sales team and technical staff. Provides technical safety services to NSC staff.

Responsibilities:
· Manages assigned consulting projects to ensure all project goals are achieved within established timelines and within budget.

· Provides consulting and training to Council clients in line with established performance guidelines.

· Ensures projects are completed according to technical and quality standards.
· Job requires about 70%-80% travel
· Ensures technical accuracy and consistency is integrated into products
· Responsible for monitoring significant trends in safety technology
· Implements technologies that will affect the occupational business segment
· Serves as Occupational Safety & Health content guardian
· Ensures continuity in content across all assigned services and products
· Supports key competitive advantage of Occupational Safety & Health safety management systems philosophy
· Assists in development of products and services
· Maintains favorable relationships with other professionals and leaders in the field of safety and health
· Coordinates with sales staff to provide technical assistance
· Works with sales staff to scope project and develop proposals
· Interacts with clients to understand their needs and determines which products and services will meet those needs
· Represents the Council to members and the general public; responds to inquiries pertaining to occupation safety and health issues.

Requirements:
· College degree in safety management, business management or other field of study with equivalent work experience
· Certified Safety Professional (CSP) designation preferred. CIH designation or MPH degree a plus.

· Minimum 10 years occupational safety and health management experience with demonstrated experience in delivering consulting services, including audits and assessments, to management.

· Proven safety management skills and understanding of how to develop, plan and implement a safety management process within an organization is necessary.
· Comprehensive understanding of safety management, occupational health and hygiene, and pertinent regulatory agencies and requirements is necessary
· Experience dealing effectively with management, labor and employees is required.
· Excellent platform, public speaking skills is required.
· Excellent oral, written and interpersonal skills.
· Proficient in Microsoft office.

Trina Crowder
National Safety Council
Talent Acquisition & Development Specialist
Direct: 630-775-2167
Email: trina.crowder@nsc.org

Job Title: Senior Safety Consultant
Job Type: Full-Time
Location: Itasca, IL
Post Date: 06/12/2014

Job Description:

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