

DAKOTA MATTING & ENVIRONMENTAL SOLUTIONS

Environmental, Health & Safety (EHS) Manager

Field Safety Leader | Construction & EHS

Reports To	EHS Director
Department	Safety
Location	Field / Regional Travel

POSITION OVERVIEW

The EHS Manager is responsible for driving the execution of the Company's safety strategy across assigned regions. This role partners closely with Operations to ensure safety standards are consistently applied in the field, risks are proactively managed, and regulatory compliance is maintained. This position serves as a hands-on leader in the field, reinforcing safety culture, supporting operational execution, and ensuring alignment with company policies and customer expectations across multiple job sites and regions.

KEY RESPONSIBILITIES

Safety Execution & Field Support

- Serve as the primary safety partner to Operations across assigned regions.
- Maintain consistent field presence to support job sites, reinforce expectations, and address risks in real time.
- Ensure consistent application of company safety policies, procedures, and standards across all projects.
- Conduct job site audits and inspections to verify compliance with company policies and regulatory requirements.

Incident Management & Risk Mitigation

- Lead incident investigations, including root cause analysis and corrective action implementation.
- Identify trends and recurring risks through audits, observations, and incident data.
- Partner with Operations to implement practical, sustainable risk mitigation strategies.
- Serve as escalation point for high-risk activities and safety concerns.

Training & Safety Culture

- Deliver and support safety training, including Job Safety Analyses (JSAs), work observations, and company procedures.
- Support onboarding of new hires by reinforcing safety expectations and company standards
- Promote a culture of hazard recognition, accountability, and safe work practices.
- Participate in customer-facing safety meetings, audits, and site engagements.

Environmental Compliance

- Support development, implementation, and maintenance of Spill Prevention, Control, and Countermeasure (SPCC) plans across applicable sites and operations.
- Support Stormwater Pollution Prevention Plan (SWPPP) requirements, including site inspections, documentation, and corrective actions.
- Promote awareness of environmental responsibilities among field personnel, particularly when operating in environmentally sensitive areas.
- Partner with Operations to identify and mitigate environmental risks associated with matting, fueling, and equipment activities.

Compliance & Reporting

- Ensure compliance with OSHA, DOT, and applicable federal, state, and local regulations.
- Maintain accurate and timely safety documentation, including incident reports and audit records.
- Support execution of company drug and alcohol policies, including reasonable suspicion protocols
- Utilize safety systems (e.g., EHS Insight) to track performance and support reporting.

JOB REQUIREMENTS

Minimum Requirements	Preferred Requirements
<ul style="list-style-type: none"> • 5+ years of experience in safety, construction, field operations, or related environments • OSHA 30 Certification required. • Strong working knowledge of OSHA 1926 standards • Strong communication and problem-solving skills with the ability to influence field personnel. • Valid driver's license with a clean driving record • Ability to travel overnight regularly (Monday–Friday) to support multiple job sites and regions. 	<ul style="list-style-type: none"> • Bachelor's degree in Environmental, Health & Safety, Construction Management, or related field • OSHA 500 Certification • 40-hour HAZWOPER certification • Experience with environmental compliance programs (SPCC, SWPPP, stormwater, spill response) • Experience in power, utilities, access construction, or transmission & distribution (T&D) environments. • Experience with DOT compliance or regulated driving environments (e.g., Samsara)

- Ability to walk job sites extensively, including uneven terrain.
- Ability to lift and carry 50+ pounds.
- Willingness to work outdoors in varying weather conditions.
- Proficient in Microsoft 365 (Outlook, Teams, Excel, PowerPoint)

- Experience with safety management systems (e.g., EHS Insight, Fleetio)
- Experience using safety metrics or data to identify trends and drive improvements