



Career Opportunity

Safety Director

Job Summary

The Safety Director is responsible for leading and continuously improving Kozeny-Wagner's company-wide safety, health, and environmental (HSE) program while fostering a proactive culture where safety is a core value. This position provides strategic leadership and technical expertise to ensure compliance with all federal, state, local, and client safety requirements while minimizing risk across all construction operations.

The Safety Director partners closely with project managers, superintendents, field personnel, and executive leadership to identify and mitigate jobsite hazards, implement best practices, conduct training, investigate incidents, and drive continuous improvement in safety performance. This role also oversees environmental compliance, workers' compensation administration, and return-to-work initiatives to protect both employees and the company.

The ideal candidate is a construction safety professional with extensive experience in jobsite safety management, environmental compliance, regulatory requirements, incident investigation, and risk mitigation, with a demonstrated ability to influence safe behaviors and build strong relationships throughout the organization.

Key Role Responsibilities

- Lead and manage Kozeny-Wagner's corporate Safety, Health, and Environmental (HSE) program across all construction projects and company operations.
- Promote and reinforce a company-wide safety culture through leadership, coaching, communication, and employee engagement.
- Develop, implement, and continuously improve company safety policies, procedures, and standards that meet or exceed OSHA, federal, state, local, and client requirements.
- Conduct regular jobsite safety inspections, audits, and observations to identify hazards, verify compliance, and ensure timely corrective actions are completed.
- Partner with project managers and superintendents during preconstruction and throughout project execution to proactively identify risks and develop effective hazard mitigation strategies.



- Review and assist in developing project-specific Safety Plans, Job Hazard Analyses (JHAs), Activity Hazard Analyses (AHAs), lift plans, and other project safety documentation.
- Lead investigations of accidents, incidents, near misses, property damage, and environmental events to determine root causes and implement corrective and preventive actions.
- Track, analyze, and report leading and lagging safety indicators, providing recommendations to executive leadership to improve overall safety performance.
- Coordinate OSHA inspections, regulatory agency interactions, and client safety audits while ensuring timely responses and documentation.
- Develop and deliver safety training, orientations, toolbox talks, and leadership development programs for employees and subcontractors.
- Mentor project teams and field personnel to strengthen hazard recognition, accountability, and ownership of safety performance.
- Manage environmental compliance programs, including applicable permits, inspections, hazardous materials, noise, dust, and environmental protection requirements.
- Administer the company's workers' compensation program by coordinating injury reporting, medical treatment, return-to-work efforts, insurance carriers, and claim management.
- Maintain accurate safety records, OSHA logs, incident reports, inspection documentation, and regulatory compliance records.
- Monitor subcontractor safety performance and ensure subcontractors comply with Kozeny-Wagner safety expectations and contractual requirements.
- Support estimating and business development by assisting with client safety prequalification packages, EMR data, safety statistics, and safety presentations.
- Stay current with industry best practices, regulatory changes, and emerging safety technologies to continuously enhance the company's safety program.
- Collaborate with executive leadership to establish annual safety goals, performance metrics, and strategic initiatives that support Kozeny-Wagner's operational excellence and long-term success.

For immediate and confidential consideration, please forward your resume to HR@kozenywagner.com

Kozeny-Wagner is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.