



Chugach Electric Association, Inc.
Position Description

Vice President, Health, Safety & Environmental (HSE)

Summary

The Vice President of Health, Safety & Environmental (HSE) will lead and energize the Association's commitment to safety excellence and environmental stewardship by fostering a strong safety culture and encouraging a collaborative, forward-thinking approach within a complex, unionized workforce. This position is tasked with creating and implementing innovative and efficient HSE strategies that align with the Association's strategic objectives and adhere to regulatory requirements and industry standards. Additionally, this role oversees the emergency response function, ensuring robust and reliable plans are established, regularly updated and tested. The VP, HSE must cultivate effective and collaborative relationships with all stakeholders, including employees, managers at all levels, union leaders, and the Executive Leadership Team, to promote a culture of HSE excellence and accountability.

Essential Functions

- A. Lead the development and execution of strategic plans to cultivate and maintain a robust safety culture, where continuous improvement and learning are essential, and where employees are encouraged to take ownership, advocate for, and uphold safe behaviors, feeling empowered to voice concerns.
- B. Initiate and oversee the implementation of suitable environmental and safety measures in compliance with applicable regulations and industry best practices to ensure the elimination or reduction of hazards and impacts to employees, communities, and the environment to acceptable risk levels.
- C. Establish and nurture meaningful relationships with employees, managers at all levels, union leaders, and the Executive Leadership Team, to create an environment conducive to enhancing the Association's safety culture, adherence to compliance standards, fostering inclusion, accountability, excellence in performance, and innovation.
- D. Conduct comprehensive evaluations and develop actionable plans for all HSE and Emergency Response policies and programs. Ensure these plans are systematically updated, tested, and that regular enterprise-wide training is provided for both new and existing employees.
- E. Build, develop, and retain a talented and motivated HSE team, articulating a compelling vision and inspiring effective team collaboration, ensuring engagement across cross-functional activities, union interactions, and partnerships with external entities.
- F. Monitor and interpret industry trends and changes related to HSE best practices and regulations, providing recommendations to adapt to these trends and changes.
- G. Maintain strong connections with key stakeholders and industry contacts including federal agencies and trade groups.
- H. Deliver results guided by established and standardized performance metrics/dashboards, including comprehensive assessment/audit processes to validate compliance with legal and regulatory standards.

Reports To: Chief Human Resources Officer	Department: Health, Safety & Environmental	Location: Anchorage	Position Type: Full Time	pg. 1
FLSA Classification: Exempt	Bargaining Group: N/A	Salary Grade: 16	Job Code: 1213	Effective: August 2024



Chugach Electric Association, Inc.
Position Description

- I. Implement a clear and standardized system for reviewing and reporting all accidents, incidents, and near misses, inclusive of investigations and subsequent remedial actions or plans.
- J. Represent Chugach during HSE investigations, inspections, and other regulatory inquiries.
- K. Oversee preparation and submission of all HSE & ER reporting, internally and externally.
- L. Oversee the preparation and management of program budgets, implement budget control measures, allocate resources and personnel effectively, and ensure programs comply with budget guidelines.
- M. Fulfill other assigned duties as required.

Relationships

Internal

- Chief Human Resources Officer: Reports to, receives direction and guidance from.
- VP, Human Resources: Collaborates with, exchanges and provides information as required.
- VP, Executive Leadership: Exchanges and provides information as required.
- Supervisors and Managers: Instructs, informs, provides assistance to and exchanges information as required.
- All employees: Instructs, informs, provides assistance to and exchanges information as required.

External

- Bargaining Unit Representatives
- Other Utilities: Exchanges information with and provides technical assistance to.
- State and Federal Agencies: Exchanges information and develops relationships relative to assigned duties.
- Consultants and Contractors: Retain services as required for insurance, legal and compliance issues; HSE and Security programs and Facilities construction and maintenance activities.

Competencies

1. Approachable leader with a proven track record in safe operations and people management.
2. Proven ability to lead by influence, build relationships with union leadership, and manage HSE programs.
3. Skilled in strategic visioning, continuous improvement, critical thinking, problem-solving, and thriving in fast-paced environments. Strong interpersonal communication skills and flexibility to work with all levels of employees.
4. Knowledgeable in change management principles, executing strategic initiatives, safety excellence, and environmental compliance.
5. In-depth knowledge of HSE regulations with expertise in developing and directing HSE compliance and continuous improvement plans.
6. Knowledge of policy and procedure development, implementation, and tracking.
7. Management and supervisory skills, including ability to delegate, review performance against standards, and correct and/or redirect employees.

Reports To: Chief Human Resources Officer	Department: Health, Safety & Environmental	Location: Anchorage	Position Type: Full Time	pg. 2
FLSA Classification: Exempt	Bargaining Group: N/A	Salary Grade: 16	Job Code: 1213	Effective: August 2024



**Chugach Electric Association, Inc.
Position Description**

- 8. Demonstrated ability to organize workflow while effectively utilizing resources.
- 9. Possess effective oral and written communication skills. Must be able to work with other managers in a professional and cooperative manner.
- 10. Must have the ability to manage multiple priorities within provided timeframes.
- 11. Ability to anticipate budget requirements and prepare, administer, and evaluate budgets and financial performance.

Supervisory Responsibility

This position has supervisory responsibility for the Manager, HSE and the SEFS Coordinator. Responsibilities include supervising, motivate, manage performance and develops staff to ensure accuracy, timeliness and compliance.

Work Environment

Work is performed in both office and field environments, with potential exposure to cold, wet weather, and rough terrain. Exposure to hazardous noise environments and chemicals is possible. Frequent travel to various work sites and remote locations by light aircraft and helicopter is required. This position may have on-call responsibilities outside of the normal work week.

Reports To: Chief Human Resources Officer	Department: Health, Safety & Environmental	Location: Anchorage	Position Type: Full Time	pg. 3
FLSA Classification: Exempt	Bargaining Group: N/A	Salary Grade: 16	Job Code: 1213	Effective: August 2024



Chugach Electric Association, Inc.
Position Description

Signatures

Reviewed and Approved by:

_____ Date _____
Chief Human Resources Officer

_____ Date _____
VP, Human Resources

Reports To: Chief Human Resources Officer	Department: Health, Safety & Environmental	Location: Anchorage	Position Type: Full Time	pg. 4
FLSA Classification: Exempt	Bargaining Group: N/A	Salary Grade: 16	Job Code: 1213	Effective: August 2024



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Minimum Qualifications and Experience

Education

Bachelor's degree in HSE, engineering, or a related discipline, required. Master's in HSE, engineering, or business administration, preferred.

Experience

Ten (10) years of progressively responsible experience in a related field, required. Experience should include developing health and safety programs, assessing safety culture, and implementing behavior-based safety in unionized environments Electric utility industry experience, preferred.

License/Certifications

Valid driver license with the ability to be covered by organization's insurance, required.

Professional Certification (CSP or CIH) or equivalent, preferred.

Substitution

Additional HSE or related experience beyond the requirement may be substituted for the required education on a year-for-year basis.

Reports To: Chief Human Resources Officer	Department: Health, Safety & Environmental	Location: Anchorage	Position Type: Full Time	pg. 5
FLSA Classification: Exempt	Bargaining Group: N/A	Salary Grade: 16	Job Code: 1213	Effective: August 2024