

**EMPWR**

## **EMPWR – EHS Manager**

**YOUR  
CAREER**

The Environmental, Health, and Safety Manager is responsible for leading EMPWR USA's environmental, health, and safety (EHS) program at the McMinnville food manufacturing facilities. This role provides strategic and hands-on leadership to protect employees, maintain regulatory compliance, reduce environmental and workplace risk, and strengthen a proactive EHS culture. The EHS Manager partners closely with Operations, Maintenance, Engineering, Quality, Sanitation, Warehouse, Human Resources, and site leadership to integrate EHS requirements into daily operations, projects, change management, and continuous improvement activities.

### **Responsibilities**

#### **EHS Leadership and Program Management**

- Own, maintain, and continuously improve the site EHS management system, policies, procedures, standards, and work practices.
- Serve as the site subject matter expert and primary resource for environmental, occupational health, and safety matters.
- Partner with site leadership and department leaders to integrate EHS expectations into daily operations, projects, capital improvements, change management, and continuous improvement activities.
- Provide visible floor-level EHS leadership and reinforce accountability for safe and environmentally responsible work practices across all levels of the organization.
- Provide direction and day-to-day leadership to the Safety Coordinator and future EHS team members, as applicable.

#### **Regulatory Compliance**

- Maintain compliance with applicable OSHA, Oregon OSHA, EPA, Oregon Department of Environmental Quality (DEQ), and other relevant federal, state, and local EHS requirements.
- Maintain required EHS records, logs, permits, plans, documentation, and regulatory postings, including OSHA recordkeeping and applicable environmental reporting requirements.
- Lead and support regulatory inspections, customer or third-party EHS audits, permit-related activities, and corrective action responses.
- Monitor regulatory changes and ensure site programs, training, procedures, and operating practices are updated as needed.

#### **Environmental Compliance and Management**

- Own and maintain site environmental compliance programs and requirements related to air emissions, wastewater, stormwater, waste management, hazardous materials, spill prevention and response, and other applicable environmental obligations.
- Coordinate environmental permits, monitoring, inspections, sampling, recordkeeping, and reporting requirements, working with internal teams and external resources as needed.
- Ensure hazardous, universal, and other regulated wastes are properly identified, stored, labeled, handled, documented, and disposed of in accordance with applicable requirements.

- Partner with Engineering, Maintenance, Operations, and other functions to evaluate environmental impacts associated with new equipment, process changes, construction, and capital projects.
- Support site environmental performance and resource stewardship initiatives, including opportunities to reduce waste, releases, water use, and other environmental impacts.

### **Occupational Health, Hazard Identification, and Risk Reduction**

- Lead routine workplace inspections, risk assessments, job hazard analyses, industrial hygiene evaluations, and other proactive hazard identification activities.
- Partner with Operations, Maintenance, Engineering, Sanitation, Warehouse, and other functions to eliminate or reduce hazards through engineering controls, work practice improvements, administrative controls, and personal protective equipment.
- Maintain and improve critical safety and occupational health programs, including lockout/tagout, machine guarding, powered industrial trucks, hazard communication and chemical safety, PPE, confined space, fall protection, hot work, ergonomics, hearing conservation, respiratory protection, contractor safety, and emergency response, as applicable.
- Track corrective actions to completion and verify that implemented controls are effective and sustainable.

### **Incident Investigation and Corrective Action**

- Lead investigations of workplace injuries, incidents, near misses, environmental releases, spills, and other significant EHS events using structured root-cause analysis methods.
- Ensure corrective and preventive actions are clearly assigned, documented, completed on time, and verified for effectiveness.
- Partner with Human Resources and operational leaders on injury reporting, return-to-work coordination, and workers' compensation processes as appropriate.
- Identify trends and recurring causes and drive systemic improvements to reduce future EHS risk.

### **Training and EHS Culture**

- Develop, coordinate, and deliver required EHS training for employees, leaders, contractors, and visitors.
- Ensure new-hire EHS orientation and recurring training remain current, practical, and aligned with site hazards, environmental requirements, and regulatory obligations.
- Support leaders in conducting effective safety talks, coaching employees, and addressing unsafe conditions, unsafe behaviors, and environmental concerns promptly.
- Promote employee participation in hazard reporting, near-miss reporting, environmental concern reporting, safety observations, and continuous improvement efforts.
- Lead or support the site Safety Committee and other employee EHS engagement activities.

### **Emergency Preparedness and Response**

- Maintain emergency action and response programs and coordinate required drills, response planning, spill response readiness, and follow-up actions.
- Partner with site leaders and external emergency resources as appropriate to maintain readiness for workplace emergencies, environmental releases, and other EHS events.

### **EHS Data, Reporting, and Continuous Improvement**

- Track and analyze leading and lagging EHS indicators, incident trends, environmental performance, audit findings, corrective actions, and other performance measures.
- Prepare regular EHS updates and performance reports for site leadership and other stakeholders.
- Use data and trend analysis to establish priorities, recommend improvements, and measure the effectiveness of EHS initiatives.

## Job Requirements

- Bachelor's degree in environmental health and safety, occupational safety, environmental science, engineering, or a related field preferred; equivalent education and relevant experience will be considered.
- Minimum of 5 years of progressive environmental, health, and safety experience in a manufacturing environment; food manufacturing experience strongly preferred.
- Demonstrated experience managing EHS programs, conducting risk assessments, leading incident investigations, managing environmental compliance responsibilities, and driving corrective actions.
- Strong working knowledge of OSHA and environmental regulatory requirements and experience applying them in a manufacturing setting; Oregon OSHA and Oregon DEQ experience preferred.
- Experience with high-risk manufacturing safety programs such as lockout/tagout, machine guarding, powered industrial trucks, chemical safety, PPE, confined space, fall protection, industrial hygiene, and contractor safety.
- Experience supporting environmental programs such as hazardous and universal waste, stormwater, wastewater, air emissions, spill prevention and response, and environmental permitting or reporting, as applicable.
- Demonstrated ability to influence leaders and employees, build strong cross-functional partnerships, and drive accountability without relying solely on positional authority.
- Strong written, verbal, facilitation, and training skills, with the ability to communicate effectively with employees at all levels.
- Strong organizational, analytical, and problem-solving skills with the ability to manage multiple priorities and follow corrective actions through completion.
- Proficiency with Microsoft Office and the ability to learn and use EHS, training, reporting, and compliance management systems.
- Professional certification such as ASP, CSP, CIH, CHMM, or equivalent is preferred. OSHA 30-Hour training and First Aid/CPR/AED certification are also preferred.
- Ability to work in an active manufacturing environment, spend significant time on the production floor, use required PPE, and provide occasional support outside normal business hours when operational or emergency needs require.

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