

# Environment, Health and Safety Specialist

**HOURS OF WORK: Monday to Friday, 8:00AM – 5:00PM**

## THE JOB

The Environment, Health, and Safety (EHS) Specialist will play a crucial role in ensuring compliance with environmental, health, and safety regulations across our various sites and promoting a culture of safety throughout the operations. This position requires a strong understanding of EHS practices, excellent communication and collaboration skills, and the ability to develop and implement effective strategies and programs to minimize risk and enhance safety performance.

This role will support all locations across Weston Forest Group of Companies in the USA and Canada.

Fulltime onsite attendance is required and will be based primarily out of Mississauga and/or Oakville, ON.

## DUTIES & RESPONSIBILITIES

- Develop and implement EHS policies, procedures, and guidelines to ensure compliance with applicable federal, provincial, state, and local regulations, as well as industry best practices.
- Conduct regular inspections and audits to identify potential hazards, evaluate risks, and recommend corrective actions to prevent accidents, injuries, and occupational illnesses.
- Collaborate with cross-functional teams to conduct thorough hazard and risk assessments to identify potential job & workplace hazards, evaluate associated risks, and develop effective control measures and training programs to ensure a safe and healthy work environment.
- Lead incident investigations, including near hits, hazard IDs, accidents, and occupational injuries, to determine root causes and implement corrective and preventive measures.
- Provide guidance and training to employees and contractors on EHS policies, safe work practices, and emergency response procedures.
- Monitor and evaluate the effectiveness of EHS programs and initiatives, analyze data, and prepare reports to management with recommendations for improvement.
- Participate in internal and external audits, inspections, and regulatory reviews, and ensure timely completion of corrective actions.
- Manage and oversee participation in the WSIB Excellence Program (or similar program), ensuring compliance with program requirements and leveraging its resources and initiatives to enhance the organization's occupational health and safety performance.
- Stay up to date with relevant EHS regulations, industry trends, and emerging issues, and communicate changes and updates to key stakeholders.
- Coordinate and assist in obtaining necessary permits, licenses, and certifications related to environmental, health, and safety requirements.
- Conduct environmental impact assessments and develop strategies to minimize environmental risks, including waste management, pollution prevention, and resource conservation.
- Collaborate with external agencies, community groups, and regulatory bodies on EHS matters, fostering positive relationships and representing the company's commitment to sustainability and compliance.
- Foster a culture of safety by promoting employee engagement, recognition, and continuous improvement initiatives.



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## KNOWLEDGE & SKILLS REQUIRED

- Bachelor's degree or Technical Diploma in Environmental Science, Occupational Health and Safety, Industrial Hygiene, or a related field. Relevant certifications are a plus.
- Proven experience (3-5 years) as an EHS Specialist or a similar role, preferably in the manufacturing or lumber industry.
- Strong knowledge of environmental, health, and safety regulations, standards, and practices, including OHSA, OSHA, EPA, and other applicable agencies.
- Ability to interpret and apply regulations, conduct risk assessments, and develop and implement effective EHS programs.
- Excellent communication skills, both written and verbal, with the ability to engage and train employees at all levels of the organization.
- Strong analytical and problem-solving skills, with the ability to investigate incidents, analyze data, and develop practical solutions.
- Proficient in using EHS management software, databases, and other relevant tools to track and report on EHS metrics and performance.
- Self-motivated and detail-oriented, with the ability to prioritize tasks, meet deadlines, and work independently or as part of a team.
- Ability to travel occasionally to various company sites within Canada and the USA and attend relevant conferences, seminars, and training sessions.

## THE COMPANY

Weston Forest originated as a family business in 1953 and today, is one of the largest and most diverse wholesalers, distributors, and remanufacturers of forest products in North America. With close to 200 team members, Weston Forest and its subsidiaries have wide geographic coverage throughout Canada and the United States. We have 10 business units that supply industrial and commodity lumber and panels to the crating and industrial packaging industry, construction and infrastructure sector, truss manufacturers, and lumber and building materials dealers.

Our culture is one of personal growth, continuous improvement, and opportunity. It is vibrant, informal, and inclusive. We live by our brand promise: *"YOU'LL LOVE DOING BUSINESS WITH US"*.

### Our Core Values:

- Entrepreneurial organization committed to continuous improvement
- We do what we say
- Inspiring personal and professional growth
- Your success is our success
- More than just a place to work
- Results matter, but people matter more

**Weston Forest is committed to an inclusive, barrier-free recruitment process and work environment. Please advise Human Resources of any accommodations that are required. Any information regarding accommodation will be treated as confidential.**



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