Position Title: Vice President, Environmental Health Safety and Sustainability / Vice President, Sustainability

Department: Health Safety and Sustainability

Location: Toronto, ONT or Vancouver, BC with occasional travel to project sites

Reports To: Chief Operating Officer

General Accountability:
The Vice President of Environment Health Safety and Sustainability will report directly to the Chief Operating Officer and will work closely with the senior management team. This position is responsible for the overall creation and development, and maintenance of an effective Environment Health Safety and Sustainability program for the organization and its projects. The position will also be responsible for leading the sustainability program and developing strategic approaches to stakeholder engagement and for the community investment towards successful sustainability outcomes.

Objective:
- Lead all of Avalon’s team employees and contractors to achieve zero harm in EHS and Sustainability;
- Lead Avalon’s Environment Health Safety and Sustainability program and establish new policies and procedures;
- Manage and coach Avalon’s management to ensure compliance in all areas of EHS and Sustainability.

Primary Responsibilities:
- Lead, the environment health safety and sustainability work environment in achieving zero tolerance;
- Lead, develop, implement, and maintain all environmental, safety and sustainability programs, policies and procedures based on leading indicators and actions;
- Comply with all federal, provincial and territorial regulatory requirements;
- Lead, promote the organization while building a positive safety culture focus on influencing behaviours;
- Lead and coach all employees on interpretation and administration of EHS&S policies and procedures;
- Lead, maintain all safety records, analyze on trends, report on statistics, and manage non-compliance;
- Lead and manage all near misses, hazard/accident investigations and reporting’s;
- Lead disability management and consult with all federal and provincial boards, manage RTW programs;
- Lead and coach members of the JHSC, the EPT and First Aid Attendant Team;
- Lead SAFETY ALERT communications, ALERT tracking and documentation of ALERT closures;
- Lead and develop the environmental, sustainability programs and policies;
- Lead the environmental and sustainability group, be compliant in all sustainability reporting requirements;
- The above duties and responsibilities are representative of the nature and level of work assigned and are not necessarily all-inclusive.

Education and Experience:
- Bachelor’s degree in Safety management, industrial hygiene, or Sustainability and Social Sciences;
- Minimum ten years of safety experience in an exploration, operational mining, or manufacturing environment;
- Minimum ten years of managing cross functional teams, and operating at a senior level
- Certified Safety Professional designation is desirable;
- Minimum ten years of project management and financial budgeting;
- Minimum ten years leading, designing, managing and evaluating social sustainable strategies & programs;
- Strong knowledge of social and community issues such as education and training, First Nations cultural heritage, rural community economic development and health.

Core Competencies:
- Demonstrated commitment to safe working practices;
- Ability to effectively manage and delegate while maintaining forward motion on key results and deliverables;
- Proven team player skills with ability to build and maintain internal and external relationships;
- Strong written and verbal communication skills;
- Strong organizational and interpersonal skills;
- Excellent problem solving and analytical skills;
- Ability to work independently with minimal supervision;
- Strong mentoring, training and coaching to junior colleagues.