

JOB DESCRIPTION

JOB TITLE:	Safety Manager	COMPANY/DIVISION:	Rocky Mountain Contractors
JOB CODE:	CAST003E		
GRADE:		EXEMPTION STATUS:	Exempt
POSITION TYPE:	On-Site	EEO CODE:	2
WORK LOCATION:	Belgrade, Montana	SUPERVISOR:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
REPORTS TO:	Director of Safety	VERSION DATE:	04/2026

JOB SUMMARY

Responsible for understanding, upholding, and promoting the Everus 4EVER Strategy.
Employees | Value | Execution | Relationships

Assists Safety Director with implementation of existing safety programs. Partners with RMC Executive team to support efforts in compliance and adherence to workplace safety regulations and guidelines. Works to implement measures to prevent or mitigate risk. Inspects, audits & reviews existing procedures and policies, recommends improvements where needed.

JOB RESPONSIBILITIES

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

- Through on-site inspections ensures that workplaces adhere to safety regulations and guidelines. Stay up to date with industry standards and legal requirements.
- Implements measures to prevent or mitigate risks. This involves identifying potential hazards, assessing risks, and developing strategies to minimize them.
- Inspects equipment, buildings, and work areas to ensure they meet safety standards. Review existing safety procedures and recommend improvements.
- Conducts safety training sessions for both new and current staff, ensuring understanding of safety protocols and practices.
- Supports Safety Director and RMC executive team in implementation of existing safety processes and programs.
- Assist in controlling hazardous working conditions and unsafe employee activities through interaction with project management and supervisory personnel.
- Coordinate the creation of site-specific safety plans and job hazard analysis documents.
- Develop and implement effective training programs relating to OSHA, MSHA, DOT, and industry best practices.
- Participate in developing and conducting safety orientation with new employees.
- Conducts routine field safety audits to ensure compliance with company policies and federal, state, and local regulations. Works with field staff to develop and implement corrective action to address deficiencies.
- Assist with the tracking and trending of all accidents, safety violations, and unsafe conditions/activities.
- Research and provide expert guidance on OSHA, DOT, EPA and other regulations and develop strategies for compliance.
- Effectively manage compliance within contractor approval websites.
- Manage accident/incident procedures for injured employees as well as overseeing investigations for accidents involving employees, automobiles, property, and equipment damage.
- Performs other tasks and special projects as assigned.

JOB CRITERIA

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions

MINIMUM EDUCATION AND/OR WORK EXPERIENCE REQUIREMENTS

- Four-year occupational safety/health degree plus minimum 3-4 years construction/industrial safety experience **or** equivalent combinations of training and related experience is preferred (Journeyman Lineman or above).
- Must have safe driving record and a valid driver's license according to legal requirements.

REQUIRED KEY SKILLS AND COMPETENCIES				
<ul style="list-style-type: none"> Requires strong organizational skills, attention to detail, and the ability to prioritize and complete projects on schedule. Advanced knowledge and skills in the use of various Microsoft Office applications including Word, Excel, and PowerPoint. Requires the ability to communicate effectively, both orally and in writing, with internal and external customers. Must be able to maintain confidentiality and contribute to a team-oriented work environment. 				
OTHER REQUIREMENTS				
<ul style="list-style-type: none"> Ability to recognize hazardous situations and implement corrective measures is essential. Overnight travel throughout the state of Montana and neighboring states is a requirement of this position. (approx. 25%) 				
PREFERRED QUALIFICATIONS				
<ul style="list-style-type: none"> Advanced knowledge of federal, state, and local regulations as well as utility best practices. Utility gas, electric & communication infrastructure construction experience is preferred. 				
PHYSICAL DEMANDS & WORKING CONDITIONS				
<p><i>The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.</i></p>				
PHYSICAL DEMAND LEVEL				
<input type="checkbox"/> Sedentary Work: Occasionally lifting up to 10 lbs. Sedentary work involves sitting most of the time, but may involve walking or standing for brief periods of time.				
<input checked="" type="checkbox"/> Light Work: Occasionally lifting up to 20 lbs., and/or up to 10 lbs. frequently. May require sitting most of the time but entails pushing/pulling of arm or leg controls or constant movement of less than 10 lbs.				
<input type="checkbox"/> Moderate Work: Occasionally lifting up to 50 lbs. and/or moving 10-25 lbs. frequently.				
<input type="checkbox"/> Heavy Work: Occasionally lifting up to 100 lbs., and/or frequently moving 20-50 lbs., and/or constantly moving 10-20 lbs.				
PHYSICAL DEMANDS				
PHYSICAL ACTIVITIES	Never/Seldom	Occasionally (0-3 Hours/Day)	Frequently (3-6 Hours/Day)	Constantly (6+ Hrs/Day)
Sitting	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Standing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Walking/Operating Foot Controls	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Lifting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Crawling/Kneeling	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Crouching/Squatting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stooping/Bending	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pulling/Pushing/Reaching	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Feeling/Grasping	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Balancing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Climbing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hearing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
VISUAL AWARENESS	Never/Seldom	Occasionally (0-3 Hours/Day)	Frequently (3-6 Hours/Day)	Constantly (6+ Hrs/Day)
Visual perception at close distances	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Visual perception at extended distances	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Depth perception	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Visual perception at medium (arm's reach) distances	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Color vision and ability to differentiate between green and red	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
WORKING CONDITIONS	Never/Seldom	Occasionally (0-3 Hours/Day)	Frequently (3-6 Hours/Day)	Constantly (6+ Hrs/Day)

Worker is subject to inside environmental conditions, protection from weather conditions, but not necessarily from temperature changes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Worker is subject to outside temperature extremes; temperatures below 32° and above 100°, possibly for extended periods	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Worker is subject to noise that is sufficient to cause worker to shout to be heard	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Worker is subject to vibrations to extremities or whole body	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Worker is subject to hazards such as uneven surfaces, moving parts, electrical current, high workspaces and exposure to heat or chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Worker is subject to atmospheric conditions that affect the respiratory system and/or skin; fumes, odors, dusts, mists, gases, oil or poor ventilation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Worker is subject to emergency situations involving hazardous elements, limited response time and stressful situations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Worker is subject to scheduled and/or unscheduled overtime	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Worker is subject to shift work that may include nights, weekends, holidays and rotating shifts	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Worker must exercise judgement, use deductive reasoning and be able to follow safety procedures. Failure to do so could result in serious injury, death and/or financial liability. Mental alertness is vital to performing work safely.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

This job description has been approved by:

Human Resources: *Sandy Harmon, Human Resources Manager*

Date: 4/2/2026

This job description in no way states or implies that these are the only duties to be performed by the person in this position. This document does not create an employment contract, implied or otherwise, other than an “at-will” relationship.

Employee signature below indicates the employee's understanding of the requirements, essential functions, and duties of the position.

I have reviewed the essential functions of this position and acknowledge that I am able to perform the essential duties of this position with or without accommodation.

If any required accommodations, please note here (If none, please list “N/A”):

Employee Signature: _____

Date: _____

Reviewer Signature: _____

Date: _____