**Contact: Jill Apperson Area Manager**

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**Job Title: Safety Manager**

We are an over the road trucking company in search of a Safety Manager. The Safety Manager is responsible for directing the transportation safety management process, full cycle recruitment of CMV operators, and provides overall support and guidance to the company. Champion safety culture across the company. Introduces and oversees systems and activities to maintain oversight of regulatory compliance status; provides training and professional development for management and CMV operators; coordinates and manages the crash management process; conducts audits and inspections of the transportation safety management process; and monitor metrics reflecting performance.

**Responsibilities:**

* Directly handles the hiring, selection, orientation, and onboarding process for all CMV operators (company drivers, lease operators and owner operators).
* Monitor and maintain 100% compliance on all driver qualification files.
* Audit HOS records, work with drivers on any violations and compliance with FMCSA rules and regulations.
* Ensure compliance with state and federal regulations regarding transportation and workplace safety.
* Assure compliance with FMCSA drug and alcohol testing rules and regulations.
* Maintain and periodically audit accident files for accuracy and compliance.
* Gatekeeper for accident preventable decisions and assure proper accountability is delivered for preventable accidents.
* Provide comprehensive and accurate data and reports containing appropriate metrics as needed by management.
* Develop materials and conduct training for drivers and monitor performance.
* Assure vehicle driver training, vehicle hands on inspection, load securement and close quarter maneuvering trainings are completed by every active driver.
* Mentoring the competency of team members and CMV operators in safety management practices, protocols, and procedures.
* Ownership of the ELD process, software selection and training.
* Conduct DOT compliance audits.
* Oversee and monitor roadside inspection process reports, maintain roadside inspection documentation and coach on roadside inspection issues.
* Conducts regular safety meetings, audits, and inspections to ensure compliance, evaluate performance, identify corrective action, and implement follow up assessments.
* Educate staff and drivers on safety rules, regulations, and company initiatives.
* Works as a resource for Federal Motor Carrier Safety Administration (FMCSA) regulations.
* Develop and promote a safety culture across the company.
* Review and keep driver handbook up to date.
* Communicate and develop constructive and cooperative working long term relationships with internal and external stakeholders, representing the organization to customers, the public, vendors, and other external sources.

**Qualifications:**

* Four years transportation safety management experience or OTR driving experience. One year recruiting experience or one year outside sales experience (professional level) or a bachelor’s degree may be substituted for required experience
* Working knowledge of federal and state safety laws, particularly FMCSR and OSHA standards
* Understand and apply meaningful operations and safety performance metrics
* Working knowledge of the performance management/monitoring systems
* Ability to plan and execute events, safety meetings and accident review meetings
* Ability to develop, coach and mentor others
* Organization and attention to detail
* Adaptability, multi-tasking ability, sense of urgency
* Confident decision-making skills, problem solving skills, issue resolution skills

**Salary:** From S55,000 to $75,000 per year

**Work Location:** On-site (Raleigh, NC)