



External Position: EH&S Specialist (Contract 18-month)
Internal Position: EHS Specialist Senior
Reports Directly: VP/GM, Thomson Power Systems
Location: Onsite - Langley, British Columbia, Canada

THE OPPORTUNITY

Thomson Power systems (a Regal Rexnord company) is a leading manufacturer of electrical products and systems for use in the Power Generation Industry for over 50 years. We are currently looking for an Environmental Health & Safety (EHS) Specialist to support the team for our Langley facility. Working closely with our operations and field service leaders this role will report directly to the VP/GM leading the Thomson Power Systems business.

As the EHS Specialist, your responsibilities will include developing, implementing, deploying, and continuously improving programs and systems that enhance environmental, health, and safety excellence. Your goal is to foster a proactive, accountable, engaged, and sustainable culture at Thomson Power Systems. By focusing on robust programs and processes, you aim to reduce loss and liability. Additionally, your key role involves leading EHS matters to ensure compliance with legislative, corporate, and industry standards, as well as best practices.

YOUR MISSION

Organizational Leadership

- Oversee EHS for the business (site and field service).
- Manage sustainability efforts to minimize waste, emissions, and energy consumption.
- Set objectives, developing plans, executing daily management activities, and implementing corrective actions that align the business with long- and short-term EHS goals.
- Foster a learning organization to tackle challenging problems.

Drive Business Performance

- Support and manage site and field service objectives to achieve the business strategic plan.
- Work with business leaders to ensure that all key EHS controls are in place and sustained.
- Determine appropriate leading indicators to improve lagging indicators for the site and field service.
- Complete annual Workstation Risk Assessments to identify and eliminate safety hazards.
- Ensure all EHS-related training is defined and tracked to completion.
- Manage all EHS related projects with internal and external stakeholders.
- Analyze data EHS related data for corrective actions: first aid, near misses, and recordables.
- Use structured problem-solving tools for preventive and corrective solutions.
- Interface with public and government authorities on various EHS inquiries, including closing regulatory agency findings on time.
- Be the central point of contact for business leaders on EHS inquiries.
- Lead Joint Health and Safety Committee
- Manage and maintain all EH&S records.

Talent Management

- Provide effective coaching and mentorship for employees and field technicians.
- Partner with site leadership to promote a proactive EHS culture focused on incident prevention and regulatory compliance.
- Create training materials and plans for site and field service employee training.
- Support driving EHS culture and organic engagement through initiatives.

Continuous Improvement Leadership

- Lead the development and achievement of long-term EHS initiatives, trainings, and policies.
- Participate in daily accountability meetings with supporting functions, focusing on EHS leading indicators (Tier meetings, Gemba Walk)

ARE YOU THE ONE?

Our future EHS Specialist will have proven experience in developing collaborative relationships across all levels of the organization. This leader must have the passion, energy, and intellectual curiosity necessary for a fast-paced, growth-driven environment, as well as strong knowledge and experience with EHS function, ideally in manufacturing environment.

Required (Basic) Qualifications:

- Bachelor's degree from an accredited college or university with a major in occupational safety, environmental science, or a closely related field.
- 5-7 years of relevant EHS experience, preferably in a manufacturing environment.
- Must be legally authorized to work in Canada on an ongoing basis without company sponsorship.
- Proficient computer skills, including Microsoft Office Suite products.
- Strong analytical aptitude and complex problem-solving skills (structured problem-solving)
- Knowledge of BC Occupational, Health, Safety, and Environmental legislation and requirements.
- Experience with Incident Investigation methods
- Proven record of creating a strong safety culture

Preferred Qualifications:

- Effective leadership and management skills.
- Proficiency in interprovincial and US legislation (OSHA) preferred
- Knowledge of ISO 9001:2015 and environmental requirements
- Experience with Claims Management, Disability Management and RTW programs
- First Aid certification
- Excellent communication skills – verbal and written (including PowerPoint presentation).
- Strong leadership and accountability skills with the ability to influence peers (cross-function).
- Able to multi-task with strong organizational skills.
- Attention to details and data analysis skills.
- COR Certified Auditor.

OUR PURPOSE

You may not know it, but Regal Rexnord impacts your life every day. Our products enable the power source that keeps smart buildings running; the fans in HVAC systems that keep us comfortable; the agricultural and food service equipment that keeps us fed; and the conveyer systems that keep ecommerce flowing. Our business purpose is to create a better tomorrow by energy-efficiently converting power into motion. For us, this means creating innovative solutions while focused on both customer needs and our commitment to sustainability. We are looking for creative and ambitious minds to join our team and to create a better tomorrow.

OUR IDENTITY

As part of the large Regal Rexnord family we, Thomson Power Systems, are a leading manufacturer of electrical products, controls, and systems in the Power Generation Industry. Over the last 50 years we have been growing from a small local company in British Columbia to a global organization with colleagues in Canada, USA, Mexico and India. As we are rapidly growing, we are looking for innovative, motivated, talented, and hard-working achievers to join us and to continue providing best in class products and services to our expanding customers.

OUR FAMILY

Regal Rexnord Corporation (RRX) is approximately a \$7.2B publicly traded global manufacturer of electric motors and controls, electrical components and power transmission products serving customers around the world in the general industrial, consumer, commercial construction, food & beverage, and alternative energy end markets, among others. Regal Rexnord sells its products and solutions to OEMs, through distributors, and directly to end-users. The company has approximately 36,000 global associates with significant operations in the US, Mexico, Europe, China, and India. Regal Rexnord Corporation is the result of a merger between Regal Beloit Corporation and Rexnord's PMC business which was completed in 2021. The headquarters for Regal Rexnord is located in Beloit, WI with an executive satellite office in Rosemont, IL.

The company is comprised of four operating segments:

Industrial Powertrain Solutions: (~\$2.7 Billion revenues)

Power Efficiency Solutions: (~\$2.2 Billion revenues)

Automation & Motion Control: (~\$1.7 Billion revenues)

Industrial Systems: (~0.6 Billion revenues)

Our business is organized into four decentralized segments with strong brand equity in its respective markets as outlined below:

SEGMENT	Revenue (\$)	BRANDS
Industrial Powertrain Solutions	\$2.7B	
Power Efficiency Solutions	\$2.2B	
Automation and Motion Control	\$1.7B	
Industrial Systems	\$0.6B	