

Director of Occupational Health, Safety & Facilities

Location: Nashua, New Hampshire

Position Type: Full-Time, Exempt

Join Our Team

We are seeking a Director of Health, Safety, and Facilities to lead and strengthen our organization's safety culture while overseeing facilities maintenance across multiple locations. This leadership role is responsible for developing and implementing health and safety programs, ensuring regulatory compliance, managing risk, supporting emergency preparedness, and directing facilities maintenance operations.

The ideal candidate will be a collaborative leader with expertise in occupational health and safety, regulatory compliance, facilities operations, and contractor management.

What You'll Do

Safety & Compliance Leadership

- Develop, implement, and continuously improve company-wide health and safety programs, policies, and procedures.
- Promote a proactive safety culture focused on employee engagement, hazard recognition, and continuous improvement.
- Ensure compliance with OSHA, DOT, EPA, and applicable federal, state, and local regulations.
- Lead incident investigations, root cause analyses, corrective actions, and safety audits.
- Prepare safety performance reports and present findings to leadership.
- Serve as the organization's subject matter expert on health and safety matters.

Fleet & Driver Safety

- Oversee company vehicle allocation and fleet safety administration.
- Support driver qualification, safety training, and accident response programs.
- Collaborate with Human Resources on DOT compliance and drug testing programs.

Risk Management & Training

- Conduct risk assessments, job hazard analyses, and site safety inspections.
- Identify trends and implement preventive measures to reduce incidents.
- Support employee and supervisor safety training, onboarding, and regulatory compliance programs.

Facilities Maintenance Leadership

- Oversee maintenance, repair, and operational efficiency of company facilities, buildings, equipment, grounds, and pump stations.
- Manage preventive maintenance programs and facility improvement initiatives.
- Supervise facilities personnel, contractors, and service providers.
- Develop and manage facilities budgets, capital projects, and vendor relationships.
- Ensure compliance with building codes, safety requirements, and environmental regulations.

Emergency Preparedness

- Support emergency response planning and business preparedness initiatives.
- Coordinate drills, training exercises, and facility evacuation planning.
- Work closely with local emergency response agencies and operations teams.

What We're Looking For

Required Qualifications

- Bachelor's degree in Occupational Health & Safety, Environmental Health & Safety, Facilities Management, Engineering, or a related field.
- Minimum of 6 years of health and safety experience in a related industry.
- At least 2 years of leadership or supervisory experience.
- OSHA 30 certification, or the ability to obtain certification within 12 months of hire.
- Knowledge of OSHA standards and construction-related safety practices.
- Knowledge of facility systems including HVAC, plumbing, electrical, and fire/life safety systems.
- Strong organizational, analytical, and problem-solving abilities.
- Excellent communication, leadership, and vendor management skills.
- Proficiency with Microsoft Office and maintenance management software (CMMS).

Work Environment

This position combines office-based work with frequent visits to facilities, construction sites, and operational locations. The role requires regular travel to company sites and may involve exposure to outdoor environments, construction activities, mechanical systems, and utility infrastructure.

Why Join Us?

This is an exciting opportunity to make a meaningful impact by leading health, safety, risk management, and facilities operations across a dynamic organization. You'll play a key role in protecting employees, supporting critical infrastructure, and driving operational excellence.

Apply today to help build a safer, stronger workplace and community. Please visit <https://pennichuck.com/about-us/career-opportunities/> to apply.