

EXPRESSION OF INTEREST (EOI)

BCCSA Regional Safety Advisor (RSA)

Lower Mainland

Purpose

The British Columbia Construction Safety Alliance (BCCSA) is seeking Expressions of Interest from qualified occupational health and safety professionals who are interested in being a Regional Safety Advisor (RSA).

Background

BC Construction Safety Alliance

The BC Construction Safety Alliance is a not-for-profit association that provides services to over 52,000 construction companies employing over 220,000 workers. We are funded by the construction industry, plus select aggregate and ready-mixed industry employers, through a portion of their WorkSafeBC annual assessments.

BCCSA works in partnership with WorkSafeBC to promote a positive occupational health and safety culture for the construction industry. BCCSA provides programs and services, in compliance with WorkSafeBC's legislation, to reduce the human and financial impacts associated with workplace incidents. BCCSA also acts as the construction industry's apolitical spokesperson on health and safety issues.

Non-Profit

The BC Construction Safety Alliance is financed entirely by the BC construction and aggregate industries, and the ready-mixed classification units through a small percent of their assessment premiums collected by WorkSafeBC. As a safety association recognized by WorkSafeBC, we promote and develop workplace health and safety in compliance with WorkSafeBC's regulations and guidelines. The BCCSA also acts as the construction industry's apolitical spokesperson on construction health and safety issues. As a non-profit organization, the BCCSA works from a percentage of funding from base assessments paid annually to WorkSafeBC. Through this funding we provide the industry with health and safety services, programs, and training.

Scope of Required Services

The role of an RSA is to assist members to meet their regulatory obligations. RSA's are available to support employers who have safety questions or concerns, are looking to develop safety programs and materials, or who want to prepare for COR® (Certificate of Recognition). These services are available at no cost to all construction (sector 72) employers and select aggregate and ready-mixed employers.

RSA's offer extensive knowledge and experience in construction industry health and safety and focus on providing straightforward and practical assistance to all types and sizes of construction companies for whom meeting safety goals maybe challenging. Often RSA's work with smaller companies, as they may not have dedicated health and safety resources.

Much of RSA work is delivered remotely (video chat, phone, email), though sometimes an in-person connection is the best method to boost a company's health and safety outcomes. The intent of this EOI is to build a roster of RSA professionals that offer geographical and cultural diversity.

RSA's are professionals with a passion for helping people improve their health and safety. They are adept at explaining safety concepts in a tangible way and enjoy supporting companies to improve their safety culture and outcomes.

The following are types of services RSAs provide:

- Support the growth of BCCSA's COR program.
 - Connect with new COR applicants to offer RSA assistance.
 - Review the company's current safety program/plan, conduct a gap analysis of the client's current state against the COR standard, and record the results using BCCSA's prescribed documents.
 - Build Safety Manuals, Safety Plans, Policies, Procedures, etc. with the applicants.
 - Conduct safety reviews, knowledge transfer, document review/creation, etc. as required.
- Support non-COR companies looking to improve their health and safety outcomes with Safety Manuals, Safety Plans, Policies, Procedures, etc.
- Support WorkSafeBC's High-Risk Strategy through targeted client outreach to specific Classification Units, offering advice, presentations, and toolbox talks.
- Promote specific BCCSA initiatives by connecting with clients to discuss topics such as Injury Management, the Safety Climate Tool, Mental Health (Re-Mind - Lone Hunter).
- Be the face of BCCSA at conferences, webinars, industry presentations.
- Achieve an average client satisfaction rating of 4 out of 5 for clients responding to the RSA Support Satisfaction Survey.

Basic Requirements & Rates

EDUCATION & PROFESSIONAL CREDENTIALS	<p>Formal OH&S training is preferred (Certificate, Diploma, Degree).</p> <p>Health and Safety Training/Certification/Credentials and Experience, for example, CRSP, NCSO®, NHSA™, CHSC and CRHT designations, and other recognized certifications such as a BCIT Occupational Health & Safety Certificate or Diploma.</p>
SAFETY EXPERIENCE	<p>Minimum 7 years of health and safety experience in construction. Some exceptions may apply based on a combination of experience and education.</p> <p>Professional training/experience in modifying and improving corporate safety culture, interacting with construction company management and employees, and excellent written communication and interpersonal skills.</p>
OTHER SKILLS/ASSETS	<p>We are looking for health and safety generalists with second languages. Such as Spanish, Mandarin, Punjabi, Hindi.</p>
TIME REQUIREMENT	<p>RSAs work part-time, flexible schedules depending on company demand for their services. They are generally independent consultants. The majority of the work is virtual, occurs between Monday to Friday based on client needs.</p> <p>This is an ideal position for a health and safety professional looking to “give back” to the industry, as part of their consulting practice, in addition to their current job, or as part of their “pre-retirement” plan to remain connected to the industry after leaving full-time work.</p>
REMUNERATION	<p>Remuneration is based on an \$75.00 hourly rate for RSA work, up to 35 hours per month, plus travel budget.</p>
LOCATION	<p>Lower Mainland. Some travel will be required depending on client location and individual company health & safety needs.</p>
REPORTING REQUIREMENTS	<p>RSAs document their work in the BCCSA Portal, and timely and proper documentation is a requirement of the position.</p>
RSA CONTRACT	<p>The RSA contract is an annual agreement between the RSA and BCCSA, and includes the scope of work, goals / objectives, terms, and conditions. RSAs must read and accept the terms of this document.</p>
NON-DISCLOSURE, CODE OF ETHICS AND CONFIDENTIALITY AGREEMENT	<p>RSAs must sign Non-Disclosure, Code of Ethics and Confidentiality Agreement's. RSA work is under the BCCSA banner, and RSAs are not permitted to disclose sensitive information about the companies they serve or use their RSA work to build their private consulting practice.</p>

Submission Requirements

Individuals interested in providing Regional Safety Advisor services to the BCCSA are requested to submit the following:

- a) Contact person: name, telephone number, e-mail address.
- b) Cover Letter that includes other information about your health and safety expertise (not included in your resume), anything you would like BCCSA to know about you as an RSA candidate.
- c) Resume, inclusive of educational background, health and safety experience and professional credentials.

EOI Submission & Review

All Expressions of Interest should be submitted in electronic format on or before July 30th, 2024 to:

Erin Linde

Director; Health & Safety Services
British Columbia Construction Safety Alliance
elinde@bccsa.ca

Disclaimer: The BCCSA thanks all prospective candidates for expressing an interest in this role. Please note, however, that only those candidates selected for the next stage of the process will be contacted.