



NOW HIRING | HSE Manager

Peak Construction Group is a leading construction firm recognized for delivering high-quality commercial, industrial, and residential projects across Canada and the United States. We pride ourselves on building lasting relationships, offering large firm capabilities while maintaining small firm personal commitment. With over 180 employees in Canada and the United States, Peak continues to grow and offer opportunities.

Role: The HSE Manager supports the Director of Health, Safety & Environment in the execution and continuous improvement of company-wide health and safety programs. This role provides technical guidance and coaching to Construction Safety Officers and project teams, ensures consistent application of the Safety Management System across all projects, and supports regulatory compliance, incident management, training, and performance reporting. The HSE Manager plays a key role in strengthening safety culture and driving continuous improvement across Peak Construction Group's operations.

Who You Are: You are an experienced HSE professional with a strong construction background and a proven leader with a practical, hands-on approach to safety. You thrive in fast-paced, multi-project environments, build credibility quickly with CSOs and project teams, and use collaboration, coaching, and data driven insights to improve safety performance and culture.

Key Responsibilities:

- **Safety Management Systems:** Maintain, standardize, and continuously improve the company's Safety Management System, ensuring consistent application of policies, procedures, safe work practices, and hazard assessments across all projects.
- **Project Team Support:** Provide technical guidance, coaching, and professional oversight to support Project Teams, ensuring consistent safety practices, documentation, and regulatory compliance.
- **Incident Management & Compliance:** Lead or support investigations into recordable incidents, serious near misses, and regulatory-reportable events, ensuring root cause analyses are completed and corrective actions are implemented and closed.
- **Training & Competency Programs:** Develop, administer, and monitor safety training, onboarding, and certification programs, ensuring required qualifications are tracked and maintained for all employees and projects.
- **Monitoring, Reporting & Continuous Improvement:** Track and analyze safety metrics, audit findings, and performance trends; report results to leadership and drive proactive improvements to strengthen safety performance and culture.

Required Experience and Qualifications:

- Minimum 7–10 years of progressive HSE experience in construction, high-rise, or similar high-risk environments, with increasing responsibility across multiple projects
- Post-secondary certificate or diploma in Occupational Health & Safety and recognized construction safety training
- Completion of ASTTBC Construction Safety Officer (CSO) or National Construction Safety Officer (NCSO), with practical application in active construction environments
- Professional safety designation (CRSP, CSP, CHSC, or equivalent) preferred

- Strong knowledge of Canadian OHS legislation; U.S. OSHA exposure an asset
- Proven experience implementing and managing HSE Management Systems, including policies, procedures, safe work practices, hazard assessments, and continuous improvement initiatives
- Experience managing safety systems, investigations, training programs, and compliance
- Valid driver's license with the ability to travel regularly to construction project sites
- Active Canadian and/or U.S. passport to support cross-border travel and project work – this position will require regular out-of-town travel to support Project Teams.

Required Skills and Knowledge:

- Advanced knowledge of Microsoft Office programs, including Excel, PowerPoint, SharePoint, Teams, and Word, for data analysis, reporting, and safety documentation management
- First Aid, incident command, or emergency response experience
- Experience supporting workers' compensation or claims management
- Excellent interpersonal, communication, and problem-solving skills
- Ability to work independently, prioritize tasks, and maintain confidentiality
- Emotional intelligence and ability to build and foster professional relationships
- Comfortable balancing tactical and strategic responsibilities in a growing organization

What We Offer:

- A competitive compensation package, including extended health benefits, RRSP matching, and opportunities for continued learning and development.
- Salary Range: \$100,000 - \$125,000 annually
- A workplace that values integrity, collaboration, and the long-term growth of both our employees and our company



To apply for this role, please e-mail your cover letter and resume
in PDF format to careers@peakgrp.com, referencing posting #26-HSEM
