

JOB DESCRIPTION

COMPANY	Litostroj Hydro	DEPARTMENT	Health, Safety and Environment
JOB TITLE	Head of Service, Health, Safety and Environment		
REPORTING TO	Head of Service, Field Services		
SUPERVISION	Coordinator, Health, Safety and Environment (3)		

NATURE OF THE ORGANIZATION	Litostroj, a fast-growing subsidiary wholly owned by Wikov Group, is a key player in the hydroelectric industry. Our work is characterized by a unique approach focused on simplicity, efficiency, and collaboration. On a daily basis, Litostroj works closely with a wide range of partners, suppliers, and clients located across Canada, the United States, and Europe. Relationships with stakeholders are at the heart of our projects, and we work with passion, rigour, and authenticity to achieve our objectives.
POSITION SUMMARY	The Head of Health, Safety and Environment leads the team of HSE coordinators assigned to the office and project sites. The incumbent plans the allocation of HSE resources, supports project teams in carrying out work safely, and oversees the consistent application of Litostroj Hydro's HSE programs and procedures. Working closely with project managers and site personnel, the Head of HSE anticipates staffing needs, coordinates HSE preparation for upcoming work, and helps resolve health, safety, and environmental issues as they arise. The role combines team leadership with operational support across multiple projects.
RESPONSIBILITIES	• Supervise, support, and mentor HSE coordinators assigned to the office and project sites. • Approve timesheets and expense reports for employees under their responsibility. • Plan and coordinate HSE staffing according to project needs and operational priorities. • Ensure appropriate HSE coverage across project sites and coordinate the assignment, reassignment, or release of personnel with project managers.



	• Anticipate future resource needs in collaboration with project managers and participate in the recruitment, onboarding, and development of site HSE personnel. • Oversee compliance with applicable health, safety, and environmental requirements, client requirements, and Litostroj Hydro's HSE programs and procedures. • Coordinate HSE preparation for project sites, including documentation, training, prevention plans, and client requirements. • Support project teams and site personnel in planning and carrying out work safely. • Meet regularly with HSE coordinators to provide guidance and promote consistent application of the company's HSE program. • Participate in identifying, assessing, and mitigating risks associated with site activities. • Serve as a point of escalation for HSE concerns and support the investigation and resolution of incidents and non-conformities. • Follow up on corrective actions and help ensure they are implemented effectively. • Support the professional development and performance of HSE team members. • Promote a culture of prevention, accountability, and continuous improvement throughout the organization.
COMPETENCIES AND SKILLS	• Strong leadership, coaching, and team management skills. • Excellent communication skills and ability to work effectively with project managers, site teams, clients, and other stakeholders. • Sound judgment and ability to address sensitive or urgent HSE issues. • Strong organizational and planning skills, with the ability to allocate resources across multiple projects. • Ability to identify operational risks and recommend practical preventive measures. • Thorough understanding of HSE practices in construction or industrial environments. • Ability to interpret and apply applicable regulatory, client, and company requirements. • Strong problem-solving skills and ability to follow issues through to resolution. • Bilingualism in French and English, both spoken and written. The position involves regular communication with teams,

	clients, and partners in other Canadian provinces and the United States. • Bilingualism in French and English: strong English proficiency, both spoken and written, is essential. The position involves regular communication with clients and partners located in other Canadian provinces, the United States, and Europe.
EDUCATION	• Relevant education in occupational health and safety, environmental management, engineering, construction, or another related field; equivalent experience may also be considered. • Significant HSE experience in construction, heavy industry, energy, or another comparable project environment. • Experience supervising or mentoring HSE personnel. • Experience supporting multiple project sites and coordinating HSE resources according to changing operational needs. • Experience implementing prevention plans, training, incident follow-up, and corrective actions. • Experience on large-scale construction or industrial projects is considered an asset. • Experience in the hydroelectric sector is considered an asset.
WORK CONDITIONS	• Permanent, full-time position, 40 hours per week. • Work location: Brossard, Quebec. • Hybrid work model according to the company's policy. • Travel to project sites as required. • Dynamic and collaborative work environment involving office and site teams in an international context.