COMFORT SYSTEMS USA
Central Texas

Field Safety Superintendent

Job Overview:

As an experienced Field Safety Superintendent, you will oversee all safety related aspects of field/construction job site operations. This position plays a key role in ensuring compliance with all safety standards.

Responsibilities:

- Work closely with Safety Director to oversee all aspects of site safety operations and coordination in ensuring compliance with OSHA and company philosophy, ultimately reducing frequency of accidents and eliminating injuries.
- Build relationships with operations team, supervisors, and field personnel across CSCTX to promote and maintain a safe workplace.
- Participate in pre-construction planning, job hazard analysis (JHA), and risk assessments for upcoming projects.
- Ensure lessons learned are communicated and implemented across all projects.
- Oversee and ensure effective training and compliance related to personal protective equipment (PPE), fall protection (including harnesses), ladders, aerial lifts, telehandlers (SkyTrak), and other construction equipment, promoting safe work practices and regulatory adherence across all projects.
- Ensure compliance with all safety regulations and protocols.
- Coordinate with contractors, subcontractors, and vendors to ensure timely completion of projects.
- Provide construction health & safety technical and compliance expertise to personnel at all levels, informing and advising management on H&S performance, compliance status, issues, and potential risks.
- Ensure projects comply with all applicable health and safety regulations.
- Interface with Gc's, subcontractors and contract H&S personnel to maintain alignment on H&S matters.
- Conduct or oversee periodic reviews and audits of H&S compliance and track corrective actions.
- Assist in setting up and managing any necessary insurance claims to include vehicle, general liability, worker injury (CIP), property damage or other applicable policies.
- Conduct site safety inspections. Conduct safety orientations.

Qualifications/Requirements:

- Minimum of five (5) years safety experience in a commercial construction setting.
- Proven experience in site coordination or construction management with experience overseeing a safety program.
- Strong knowledge of OSHA compliance management and safety regulations.
- Proficiency in construction management software (e.g., Procore, PlanGrid).
- Ability to recognize onsite risk factors and take appropriate action with firmness & tact.
- Excellent organizational and time management skills.
- Strong communication and interpersonal skills.
- Ability to work effectively in a fast-paced environment.
- Attention to detail and problem-solving abilities.
- Bi-lingual (Spanish) is preferred.

Distinguishing Skills:

- Project Management
- Continuous Improvement Process
- Root Cause Analysis
- Risk Analysis / Risk Management
- Regulatory Compliance

License/Certification:

- OSHA30 (Construction) or other relevant safety certification is required.
- A BCSP credential (CHST/ASP/CSP) or another relevant certificate or NCCER credential (CSSO/CSSS/CSST) is helpful.

Additional Requirements: Ability to pass a full background screening that includes a criminal background, drug test, physical ability test, and driving record.

Work environment is field based. Requires walking, standing, and working in varying temperatures. May require travel between project sites.

Join our team and contribute to the success of our innovative and high impact projects. We offer competitive compensation/benefits package, career growth/advancement, and a supportive work environment with a collaborative innovative team. Apply today to be part of our dynamic team!

Comfort Systems USA, Inc., together with its subsidiaries, is an equal opportunity employer in all aspects of employment and prohibits discrimination and harassment of any type to all individuals regardless of race, color, religion, sex, sexual orientation, national origin, age, disability, veteran status, genetic information, or any other characteristic protected by federal, state or local laws.

Job Type: Full-time, M-F, 8-hour shift

Benefits:

- 401(k) matching
- Medical/Dental/Vision insurance
- Health savings account (HSA)
- Life insurance
- Short Term/Long Term Disability
- Paid time off (PTO)/Holiday Pay
- Employee Discount Program
- EAP, Employee Assistance Program

Work Location: In person / On Site