



SBCI

School Boards' Co-operative Inc.

Director, Health and Safety Services

Who are we?

We are a Not-for-Profit Co-operative, Owned by School Board Members for School Board Members. We are dedicated to guiding our member boards with informed workplace solutions—grounded in excellence and focused on supporting employee well-being as a foundation for student success.

We support safer, healthier, and innovative work environments through expert, proactive, school board–focused solutions.

SBCI is currently seeking a qualified candidate to fill the Director, Health and Safety Services position in SBCI's Health and Safety Department.

Position Summary:

The Health and Safety Department supports member boards through accident prevention, workplace safety, regulatory compliance, risk mitigation, data analysis, and health and safety consulting services.

Reporting to the Chief Executive Officer, the Director, Health and Safety is a seasoned professional, relationship-driven with a proven track record. As a member of the Senior Leadership Team, this role is responsible for shaping departmental strategy, modernizing service delivery, strengthening interdepartmental collaboration, and fostering strong, collaborative relationships with SBCI's member boards. The Director will lead SBCI's Health and Safety function, ensuring services align with leading practices and deliver measurable value to member boards.

This is a permanent, full-time, Monday-to-Friday position. The role operates in a hybrid model, primarily remote, with in-office attendance as required. Depending on operational needs, the successful candidate will be required to travel to member board sites.

Primary responsibilities:

Senior Leadership & Strategy

- Serve as a member of the Senior Leadership Team, contributing to the development and execution of long-term organizational strategy and informed decision-making in Health and Safety.

- Build and maintain strong, collaborative relationships with member boards and K–12 education partners.
- Lead the design and implementation of innovative Health and Safety initiatives informed by industry trends, data insights, and member board feedback.
- Collaborate closely with the CEO, Senior Leadership Team, and Board of Directors to ensure effective delivery and advancement of SBCI's strategic priorities as outlined in the Multi-Year Strategic Plan.
- Drive innovation and continuous improvement through data analytics and reporting to reduce WSIB claims and improve outcomes.
- Provide strategic guidance on new and enhanced services for member boards, informed by market analysis, emerging risks, and industry best practices.
- Support the CEO in operationalizing SBCI's multi-year strategic plan and in identifying and managing organizational risks.
- Prepare and present actionable reports and recommendations to the Board of Directors and SBCI member boards.

Departmental:

- Lead, mentor, and develop the Health and Safety team to deliver high-impact programs, resources, and analytical insights focused on accident prevention and risk mitigation.
- Redesign and advance SBCI's Health and Safety services to align with best-in-class, consultative, and prevention-focused service models.
- Serve as a trusted advisor to member school boards by evaluating current Health and Safety service standards and functions and providing practical, value-added recommendations.
- Oversee the development, quality, and publication of Health and Safety reports, ensuring accuracy, reliability, and strategic relevance.
- Develop and manage the department's annual budget, performance objectives, professional development plans, and succession strategies in alignment with SBCI's long-term goals.
- Champion cross-functional collaboration across SBCI, including psychological health and safety initiatives, to deliver integrated, holistic solutions.
- Ensure the efficient and effective delivery of day-to-day departmental operations.

Key Skills and Experience

- University degree or post-secondary education in a related field.
- Minimum 10 years of leadership experience in health and safety, preferably within the public sector, education, or a complex, unionized environment.
- In-depth understanding of the Occupational Health & Safety Act, associated standards and regulations, Workplace Safety & Insurance Act (WSIB), Employment Standards, and Labour Relations Acts.
- Relevant professional credentials such as Certified Occupational Health and Safety Professional (COHSP), CRSP, or CSSE designation.

- Demonstrated experience working with WSIB or similar regulatory/consultative environments.
- Experience leading teams, managing budgets, and delivering strategic initiatives at a senior level.
- Proven ability to develop and maintain strong relationships at all levels with internal and external stakeholders.
- Proven ability to evaluate and implement best practices in occupational health and safety.
- Proven ability to analyze data, identify trends, and translate insights into actionable strategies.
- Experience in a consulting role is an asset, with the ability to lead and guide clients effectively.
- Exceptional problem-solving and decision-making skills.
- Superior written and verbal communication skills.
- Role requires travel by car; a valid driver's license is required.

Candidates are welcome to apply by submitting a cover letter and resume by e-mail to careers@sbc.org.

This position will remain open until January 26, 2026.

The salary range for this position is \$145,215 - \$170,870.

We offer our employees:

- Competitive compensation and benefits package
- OMERS pension plan (matched by employer)
- Flexible hybrid work with home office/remote work opportunities available
- Continued professional development opportunities and tuition assistance.
- Employee Assistance (and Family) Programs (EAP/EAFP)

SBCI is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment. Reasonable accommodations are available upon request for all candidates taking part in all aspects of the recruitment and selection process. To request an accommodation please contact Careers@sbc.org.