



CSSHSA humbly and respectfully acknowledges the unceded lands of more than 200 distinct First Nations in British Columbia. We further acknowledge that colonization and associated attitudes, policies and institutions have significantly changed Indigenous peoples' relationship with this land. In our work and in our lives, we are committed to listening and learning, to truth and reconciliation, and to finding better ways of being on this land.

Director of Workplace Safety and Psychological Wellness

Position Overview

We're looking for a Director of Workplace Safety and Psychological Wellness to provide strategic leadership and expertise in advancing workplace safety and psychological wellness across the community social services sector.

Working closely with the CEO, the Director will lead key health, safety, wellness, and education programs, oversee program development and performance, and provide leadership to a multidisciplinary team. The role will also build strong relationships with members and sector partners to support Community Social Services Health & Safety Association (CSSHSA)'s impact across the sector.

This is a full-time, permanent hybrid role. The successful candidate will be expected to work from our Vancouver office on designated in-office days.

We understand that formal, written applications may be a barrier and welcome other ways of sharing your knowledge, learning, and gifts. If a written application may be a barrier, please email sally@exalthrconsulting.com.

Key Responsibilities

- Contribute to a culture that promotes respect, equity, inclusion and innovation, models anti-racist behaviours, and practices accountability holistically and wholeheartedly.
- Demonstrate empathy, professionalism, and discretion in all interactions with colleagues and the public; respect the highest level of confidentiality and privacy.
- Provide strategic leadership and direction for CSSHSA's workplace safety and psychological wellness programs and services.
- Lead departmental planning, priorities, budgets, and performance in alignment with CSSHSA's strategic plan, objectives, and KPIs.
- Identify opportunities to strengthen CSSHSA's programs, services, and impact across the community social services sector.
- Lead multi-year and multi-agency strategic initiatives and contribute to broader organizational planning and priorities.
- Lead and develop a multidisciplinary team of leads, advisors, and contractors through coaching, performance management, professional development, and succession planning.
- Oversee departmental staffing, recruitment, budgets, revenue targets, expenditures, and resource allocation.

- Lead the development and continuous improvement of programs, services, resources, and innovative initiatives that respond to sector needs.
- Provide executive oversight and strategic direction for CSSHSA's health, safety, wellness, education, consulting, and advisory programs and services.
- Establish and maintain program standards, policies, quality assurance practices, and performance measures.
- Serve as CSSHSA's senior subject matter expert in workplace safety and psychological wellness, providing strategic and technical guidance to leadership, staff, members, and partners.
- Monitor regulatory, policy, and industry developments and assess their impact on CSSHSA and the community social services sector.
- Build and maintain strategic relationships with member organizations, employers, employees, unions, regulators, associations, technical experts, and other sector partners.
- Lead Communities of Practice, working groups, and collaborative initiatives that advance CSSHSA's priorities and sector impact.
- Represent CSSHSA at sector events, presentations, and other knowledge-sharing opportunities.
- Support the CEO and participate in Board and Advisory Panel activities as required.
- Perform other related duties as assigned.

Qualifications

- Post-secondary education in Occupational Health and Safety (OH&S), or an equivalent combination of education, training, and experience.
- 10+ years of progressively responsible experience in workplace safety and psychological wellness.
- 3-5+ years of leadership and people management experience, including budget management.
- Strong knowledge of workplace safety legislation, regulations, standards, and disability management.
- Demonstrated ability to work respectfully with diverse populations, including Indigenous, ethno-cultural, and underserved communities, with a commitment to community relationship-building and decolonization.
- Strong leadership, communication, presentation, and facilitation skills.
- Empathetic relationship builder, with demonstrated strong interpersonal skills, able to break the ice and build trust with others
- Open-minded and flexible in thoughts and tactics; patient and active listener with the ability to uphold personal and professional boundaries
- Ability to lead complex programs and initiatives, manage competing priorities, and work collaboratively with diverse partners.
- Experience within the community social services, not-for-profit, or association sector is considered an asset.
- Valid BC Driver's Licence, access to a reliable vehicle, and willingness to travel throughout British Columbia as required.

What We Offer

- Opportunity to be part of a growing organization and team.
- Ability to contribute to meaningful work, develop best practices and system wide solutions for psychological wellness and workplace safety for CSS workers across the province.
- Health and Dental benefits.
- Paid vacation.
- Professional development and membership opportunities.

Salary Range: \$95,000 - \$125,000 per year

The starting salary for this position will be determined with consideration for the successful candidate's relevant education and experience as well as internal equity.

Deadline to Apply: September 14, 2026

- Please email a cover letter and current resume for consideration to sally@exalthrconsulting.com.
- If you would like to receive a full copy of the job description, please email sally@exalthrconsulting.com.

We wish to thank all applicants for their interest and effort in applying, however, only those candidates selected for an interview will be contacted.

About Us

VISION: Well-being & Safer Spaces for All

MISSION: To foster and promote safer and healthy workplaces in the Community Social Services sector in BC

VALUES: Reconciliation; Equity, Diversity & Inclusion; Engagement; Prevention

Community Social Services Health and Safety Association of BC (CSSHSA) values are interconnected and mutually reinforcing. We understand that our commitments to reconciliation and equity, diversity and inclusion are threads which weave through and inform how we engage with the CSS sector and how we approach prevention.

In collaboration with CSS sector employers, employees, unions, and our partners, CSSHSA provides support and delivers information, education, tools, and resources to our CSS members. By building strong relationships within the CSS sector, we continue to enhance community wellness and workplace safety across BC.

We foster a workplace culture that embraces equity, diversity, and inclusion at every level.