



Executive Director of Environmental Health and Safety

[Oregon State University](#) (OSU), a premier land grant and R1 research institution, seeks an experienced, strategic, and collaborative leader to serve as the new Executive Director of Environmental Health and Safety.

Position Summary

Reporting directly to the Associate Vice President for Facilities Planning and Management (AVP), the Executive Director of Environmental Health and Safety (EHS) effectively provides leadership, development, and oversees the administration of the Environmental Health and Safety Department and continuously improves practices, programs, policies, and procedures to meet changing regulatory demands that govern safety and health requirements and compliance responsibilities of the University. To meet this responsibility, the incumbent is required to maintain effective and consistent coordination with university administrators; the Division of Research and Innovation; the Office of Audit, Risk and Compliance; the Office of General Counsel; and deans and directors across all OSU locations.

In addition, the Executive Director of Environmental Health and Safety is responsible for the operational management of the Environmental Health and Safety functional groups, which consist of Lab Safety, Hazardous Waste, Biological Safety, Radiation Safety, Chemical Hygiene, Occupational Safety, Environmental Resource Protection, and Fire and Life Safety. The incumbent will perform all duties inherent to the managerial role, including, but not limited to, leading and participating in hiring, training, evaluations, and discipline of EHS staff in accordance with OSU policies. The Executive Director of Environmental Health and Safety is further responsible for addressing key program issues and risks and developing appropriate strategic plans, procedures and guidelines to ensure compliance with University policies and legislative and regulatory compliance.

The Executive Director of Environmental Health and Safety has considerable latitude in judgment on decisions relating to university standards, policies, and procedures on environmental health and safety programs related to University-wide business and programs to satisfy University needs under the general guidance of applicable statutes, rules, and regulations. This position will effectively and collaboratively recommend environmental health and safety best practices to University stakeholders to help minimize university risk and exposure. The Executive Director of Environmental Health and Safety contributes to the decisions that have significant, broad implications for the management and operations of the division and the overall strategy of the University. This position maintains a key role in the adherence to, and success of OSU's strategic plan, [Prosperity Widely Shared](#). The incumbent is responsible for the strategic, transformational and tactical leadership to the OSU community to ensure the University's safety program is incorporated into the development,

operation, and success of the University. The incumbent must demonstrate a commitment to safety, fiscal responsibility, diversity, equity, inclusion, effective complex problem-solving and critical thinking to ensure academic, research, and administrative programs are supported.

The Executive Director of Environmental Health and Safety is responsible for the implementation of the University's comprehensive workplace safety and environmental health and safety programs. Decisions will affect the health and safety of University personnel, students and visitors to OSU campuses, as well as the University's compliance with state, federal and local regulations.

The Executive Director oversees a team of 18 professional faculty including the Assistant Director, Laboratory Safety Officer, Biological Safety Officer, Radiation Safety Officer, Hazardous Waste Safety Lead, Fire & Life Safety Officer, and Occupational Safety Officer.

Responsibilities

Leadership and Program Direction: Provide strategic and tactical leadership of comprehensive University-wide Environmental Health and Safety programs including Radiation Safety, Biological Safety, Hazardous Waste, Occupational Safety, Laboratory Safety/Chemical Hygiene, Occupational Safety, and Fire and Life Safety programs. Establish policies and procedures, training, and initiatives necessary to maintain a safe and healthy environment for faculty, staff, students and the general public. Adhere to established legal requirements, industry standards, policies, and nationally recognized good practices. Manage and monitor compliance with these policies and other state and federal regulations to meet environmental, health and safety responsibilities of the mission of Oregon State University.

Provide leadership and professional advice to the campus community on matters that relate to safety, health and reduction of risk for areas including lab safety, hazardous waste, chemical safety, biosafety, building code compliance and emergency response. Administer and oversee EHS programs on behalf of research, academic and construction interests. Escalate, respond to and investigate high risk issues, as needed. Maintain and expand good working relationships with university leadership, internal stakeholders, and State and City officials.

Administrative: Ensure EHS goals and responsibilities are supported and followed by managers, supervisors and employees of Environmental Health and Safety. Fulfill all training requirements for this position on an annual basis. Specific tasks to these administrative responsibilities include but are not limited to review and preparation of Standard Operating Procedures, Lab Safety Program materials, Departmental Emergency Operations Plan, Construction Standards, review of contracts regarding environmental matters, oversee and approve training materials and other associated documents associated with the management of safety and preparedness at OSU. Participate in collaborative meetings such as project coordination, risk assessments, campus operations, and OSU Safety Committees. Fulfill supervisory responsibilities as they relate to employee evaluations, records and retentions, documents required for regulatory agencies and employee relations. Manage in a fiscally responsible manner, the EHS departmental budget, in conjunction with the overall guidance of Associate Vice President for Facilities Planning and Management. Create and foster a work environment that is inclusive and welcoming to all staff, students, and campus community members.

Administration Coordination: Serve as member of the Associate Vice President for Facilities Planning and Management leadership team. Regularly schedule and meet with Deputy Chief Executive of Compliance and Ethics, AVP of Research Integrity, deans, department heads, and principal investigators to ensure targeted efforts of the comprehensive Environmental Health and Safety programs are being followed. Seek out collaborative methods to increase efficiency and proper administration of programs. Regularly visit project sites and research areas to assess and monitor alignment with safety standards and regulations. Incorporate and demonstrate adherence to solution seeking via standardized risk management techniques, incorporating risk assessments, risk registers and ensuing placement of risk controls to lessen or eliminate risks associated with the OSU education, research and service activities and the scope of EHS responsibilities.

Qualifications

The Executive Director will have compelling leadership, management, and collaboration qualities and preferably experience working with executive management and governance boards. They will have the highest level of integrity and will demonstrate a track record of developing, mentoring, and supporting diverse and high-functioning teams and provide equitable and inclusive working environments to the staff they supervise and the faculty, staff, and students they work with.

Required qualifications:

- Bachelor's degree in Public Health/Occupational Health, Environmental Safety and Health, or other relevant field to the position
- 5 years of experience developing, implementing, leading and measuring the success of major programs in the field of Environmental Health and Safety
- 5 years of experience managing professional/technical and administrative staff including advanced skills in comprehensive personnel administration
- Advanced experience providing leadership to, and collaboration with, diverse constituencies and partners
- Comprehensive and advanced knowledge and understanding of relevant technical requirements, logistics, materials, operations, policies, rules, regulations and compliance regulators in health and safety, environmental protection, and environmental health disciplines
- Demonstrated effective written and oral communication skills, including risk report and mitigation communication and presentations to leadership
- Demonstrated abilities in fiscal/budget management, operational management
- Demonstrated capabilities in strategic planning, risk assessment and mitigation, process improvement, program design and development

This position is designated as a critical or security-sensitive position; therefore, the incumbent must successfully complete a criminal history check and be determined to be position qualified as per University Standard: 05-010 et seq. Incumbents are required to self-report convictions and those in youth programs may have additional criminal history checks every 24 months.

This position requires driving a university vehicle or a personal vehicle on behalf of the university; therefore, the incumbent must successfully complete a motor vehicle history check, possess and

maintain a current, valid driver's license in their state of residence, be determined to be position qualified and self-report convictions as per University Policy 05-030.

An equitable, inclusive and diverse campus and curriculum are critical to the OSU educational mission. Therefore, Environmental Health and Safety is committed to enhancing equity, inclusion and diversity, including our capacity for ensuring the safety of all OSU personnel and students of all backgrounds. The incumbent must therefore demonstrate a commitment and ability to promote and enhance diversity, and an ongoing development of multicultural competence in working with a diverse OSU community of staff and students.

Preferred qualifications:

- Experience working in higher education
- Master's or Doctoral Degree in a discipline/area relevant to EHS
- 10 plus years of experience in managing one or more significant EHS functional unit
- Professional certifications in one or more of the EHS disciplines (CIH, CSP, CBSP, CHP, CHMM)
- Managerial degree or certificate
- Experience in a union environment

Oregon State University

Founded in 1868, Oregon State University is the state's largest public research university and one of only three land, sea, space, and sun grant institutions in the United States. With campuses in Corvallis and Bend, a robust online presence through [Ecampus](#), and [Extension](#) services in every Oregon county, OSU serves more than 35,000 students from across the globe. The university is recognized for its world-class research, teaching, and outreach, and is committed to advancing equity, sustainability and economic prosperity throughout Oregon and beyond.

OSU's strategic plan, [Prosperity Widely Shared](#), reflects its commitment to inclusive excellence, student success, faculty distinction and research growth. The university is a top-tier R1 institution, with more than \$400 million in annual research expenditures and a strong reputation in fields such as forestry, marine sciences, engineering, public health and agricultural sciences.

The university is entering a transformative period marked by two major institutional initiatives:

- [The Huang Collaborative Innovation Complex \(HCIC\)](#): Opening in 2026, the state-of-the-art interdisciplinary research center will house one of the nation's most advanced supercomputers and serve as a hub for innovation in AI, robotics, clean energy, materials science and semiconductor research.
- [The Administrative Modernization Program \(AMP\)](#): A comprehensive multi-year transformation of HR, finance, procurement and grants administration that includes OSU's implementation of Workday in July 2026. AMP will modernize workforce systems, streamline administrative processes, elevate service delivery across the university and fundamentally redesign the way administration is implemented and experienced at the university.

Together, these initiatives position OSU for significant growth in research, talent development and organizational excellence, offering the next CHRO an unparalleled opportunity to shape the university's workforce strategy during a defining moment in its evolution.

Corvallis, Oregon

Nestled in the heart of the [Willamette Valley](#), [Corvallis](#) is a vibrant college town known for its natural beauty, innovation and quality of life. Home to OSU's main campus, Corvallis is consistently ranked among the best college towns in America and offers a welcoming environment grounded in curiosity, sustainability and community engagement.

Corvallis is surrounded by forests, rivers and farmland, offering abundant outdoor recreation, hiking, cycling, kayaking and access to world-class natural landscapes. Its thriving arts and cultural scene, local food movement and deep connection to OSU create a dynamic and creative community. The city's commitment to sustainability is reflected in its walkability, bike-friendly infrastructure and innovative environmental policies.

Located just 90 minutes from Portland and the Oregon Coast, Corvallis offers easy access to metropolitan amenities, international travel hubs and stunning Pacific Northwest landscapes.

To learn more about Corvallis, please visit <https://www.visitcorvallis.com/>

To Apply

Oregon State University has retained [Opus Partners](#) to support this recruitment. [Katie Dean](#), Partner, and [Thomas Lapierre](#), Senior Associate, are leading the search. Confidential inquiries, applications, and nominations should be submitted by email to Thomas at thomas.lapierre@opuspartners.net. To be considered by OSU's search committee, candidates must provide a resume and a letter of introduction that addresses the specific responsibilities, expectations, and qualifications described above. Please consult Opus Partners for more information about the application process.

The expected hiring range for this position is \$160,000-190,000. This range takes into account the wide range of factors that are considered in making compensation decisions including but not limited to experience, skills, knowledge, abilities, education, licensure and certifications, and other business and organizational needs. Salary offers are determined based on final candidate qualifications and experience.

For more information on OSU's benefits, please visit <https://hr.oregonstate.edu/benefits>.

Oregon State University, as an institution of higher education and as a community of scholars, is committed to eliminating discrimination and providing equal opportunity in education and employment.

Oregon State University, in compliance with state and federal laws and regulations, does not discriminate on the basis of age, race, color, religion, sex, sexual orientation, gender identity or

expression, national origin, disability status or protected veteran status (including disabled veterans, Armed Forces Service Medal Veterans, recently separated veterans, and active duty wartime or campaign badge veterans) in any of its policies, procedures, or practices. This nondiscrimination policy applies to admission and access to, and treatment and employment in, University programs and activities, including but not limited to academic admissions, financial aid, educational services, and employment.