



Safety Manager

Department: Rush Development Company
Reports To: Manager, Business Systems and Safety
FLSA Classification: Exempt
Last Updated Date: 10/12/2026

Position Overview

The Rush Companies is seeking an experienced Safety Manager to lead day-to-day execution of the company's Health and Safety Program for The Rush Companies. This position spans Commercial Construction, Residential Construction, and Commercial Property Management. This role partners with field and project leadership to prevent injuries, reduce operational risk, strengthen accountability, and maintain compliance with applicable federal, state, local, and company requirements. The Safety Manager serves as a visible field resource and coach, using inspections, training, incident learning, and practical corrective action to build consistent safe-work practices across projects.

Company

The Rush Companies is a diversified real estate organization comprised of seven companies that work together to build and maintain communities. Since 1987, we have built structures and relationships that last, thanks to a commitment to exceed expectations at every turn. We are focused on building an exceptional future together by living our *Guiding Principles* on a daily basis. At Rush, we believe that if something is worth doing, it's worth doing right, which is why our team is made up of experienced, creative, problem-solvers who provide solutions our clients can count on.

Essential Duties & Responsibilities

- Partners with division leadership, project teams, site superintendents, and foremen to implement company safety and loss-control policies consistently across jobsites.
- Maintains a regular field presence and conducts documented jobsite reviews to identify hazards, verify corrective actions, and reinforce safe-work expectations.
- Works with project teams and trade partners to develop practical solutions that eliminate or reduce exposure, improve planning, and strengthen safe-work practices.
- Administers and continuously improves the company Health and Safety Program, including procedures, forms, training materials, and field implementation tools.
- Partners with project leadership to establish clear accountability for safety performance and supports superintendent development through coaching, field engagement, and corrective-action follow-up.
- Reviews project-specific safety plans, fall-protection plans, rescue plans, and other required documentation for completeness, job-specific applicability, regulatory compliance, and alignment with company expectations.
- Collects, analyzes, and reports on leading and lagging safety indicators, including observations, inspections, corrective actions, incidents, near misses, and training

participation to identify trends, drive continuous improvement, and provide actionable recommendations to leadership.

- Evaluates subcontractor safety programs, prequalification documentation, pre-task planning, and field performance for alignment with contract requirements and company safety expectations.
- Provides coaching and technical guidance to employees and supervisory personnel and escalates unresolved or high-risk conditions when immediate action is required.
- Coordinates and facilitates safety orientations, toolbox talks, and targeted training on applicable regulations, hazard recognition, emergency response, and proper use of protective equipment.
- Manages the Corporate Safety Training Program, ensuring team members receive required training, certifications, and recertifications.
- Verifies that required onsite safety records, inspections, permits, and reports are complete, accurate, current, and submitted according to established procedures.
- Leads or supports incident, injury, near-miss, and property-damage investigations; identifies contributing factors and tracks corrective actions through completion.
- Maintains a corrective-action management process to ensure hazards, inspection findings, incident recommendations, and compliance deficiencies are resolved, documented, and verified for effectiveness.
- Supports project startup and preconstruction planning by identifying safety risks, regulatory requirements, site logistics concerns, and necessary controls before work begins.
- Reviews and supports planning for high-risk activities including fall protection, excavation and trenching, crane and lifting operations, confined space entry, and emergency rescue procedures.
- Monitors subcontractor field performance and partners with project teams to address recurring safety deficiencies, high-risk behaviors, and compliance concerns.
- Maintains awareness of changes to applicable federal, Washington State, and local safety requirements and recommends updates to company practices as needed.
- Participates in emergency preparedness, return-to-work coordination, and other risk-reduction activities as assigned.
- Prepares safety performance reports, trend analyses, and recommendations for operational and executive leadership to support informed decision-making.
- Performs other safety-related duties and special projects consistent with the needs of The Rush Companies.

Job Requirements

- High school diploma or equivalent
- 5-10 years construction experience
- 3+ years safety leadership experience
- Experience with subcontractor management, investigations, and training
- Understanding of applicable federal, state, local and company regulations
- Ability to recognize on-site risk factors and take appropriate action with firmness and tact
- Experience with MS Office suite of applications (Outlook, Excel, Word, etc.)
- Ability and willingness to travel to project locations within the greater Puget Sound region
- Certified First Aid/CPR

- OSHA 30 Certification

Preferred Qualifications:

- Construction Health & Safety Technician (CHST)
- Certified Safety Professional (CSP)
- OSHA 500 Trainer certification preferred
- Experience supporting commercial, multifamily, residential, mixed-use, or vertically integrated construction operations
- Associate or bachelor's degree in occupational safety, Construction Management, Risk Management, Business Administration, or related field.
- An equivalent combination of education, certifications, and experience will be considered.

Compensation and Benefits:

- **Salary range:** \$100,000.00 - \$130,000.00 (DOE)
- Annual bonus opportunity based on company and individual performance.
- **Benefits:** Medical, Dental, Vision, Life Insurance, 401 (K) matching, Tuition Reimbursement, Paid Time Off and Bonus Pay
- **PTO:** 148 hours of paid time off (combined vacation and sick leave) per year
- **Paid Holiday:** 8 paid company holidays per year

Physical Requirements

The overall nature of the position requires constant light physical exertion with minimal physical effort frequently required. There is constant exposure to environmental noises and hazards, frequent exposure to extreme cold, extreme heat, temperature changes and wet conditions, and occasional exposure to humidity and other atmospheric conditions

Pre-Employment Screening Notice:

This position is classified as *safety-sensitive*. As such, all candidates who receive a conditional offer of employment will be required to undergo a background check **and** a drug screening that includes testing for Cannabis. *Please note:* For non-safety-sensitive roles, our drug screening process does **not** include Cannabis, in alignment with Washington State law.

Our team members at The Rush Companies have a strong reputation for exercising integrity, good judgment and sound business practices in our dealings with clients, consultants, subcontractors and suppliers. We are committed to selecting only those individuals who share in our loyalties while also maintaining our standards of quality and safety.

For more information about The Rush Companies, go to:

<http://www.therushcompanies.com/rushcareers>

Equal Opportunity & Drug-Free Employer

Disclaimer: This job description is only a summary of the typical functions of the job, not an exhaustive or comprehensive list of all possible job duties and responsibilities.