SITUATION OVERVIEW:
ZRG has been engaged to recruit a Director for Environmental Health & Safety for University of California, Santa Barbara, where the land meets the sea, where brilliant minds meet each other, and where academic excellence and social engagement unite to spark creativity and discovery.

ABOUT THE POSITION:
The Director for Environmental Health & Safety is responsible for leading and developing Environmental Health and Safety, Emergency Management, and Risk Management; for developing, implementing, managing, and continuously improving practices, policies, and programs that enhance the environmental health and safety of the faculty, staff, students, and public; for mitigating risks and meeting changing regulatory demands; and for coordinating all risk management activities and supervising the various campus insurance programs, including workers’ compensation, to assure proper and adequate protection for the Regents, a reduction of losses, and adherence to established standards, policies, and legal requirements.

Reporting to the Associate Vice Chancellor for Design, Facilities & Safety Services (DFSS), the Director serves as a member of the DFSS Executive Team. Responsibilities will be carried out in collaboration with academic, administrative, and student leadership, including the Academic Senate, University of California Office of the President, vice chancellors, associate vice chancellors, deans, directors, researchers, department heads, Chief of Police, business officers, Campus Counsel, Graduate Student Association, Associated Students, advisory groups, and local, state, and federal agencies, as appropriate.

The Director will participate on various campus and system-wide committees and work groups. This position has a high degree of autonomy and must operate in a complex environment characterized by substantial change. This requires an understanding of the mission, goals, and objectives of a major research university. The Director is authorized to discontinue operation of any University function or activity when they have determined that there is imminent danger to life or health.
EH&S is comprised of the following components:

- Accident Investigation & Prevention;
- Biosafety & Carcinogen Control;
- Boating and Diving Safety;
- Construction Plan Review;
- Emergency Preparedness/Business Continuity;
- Environmental Compliance (Air, Water, Soil);
- Environmental Health & Safety;
- Environmental Health (Sanitation);
- Ergonomics
- Event Review (EH&S/Risk elements);
- Fire Prevention and Life Safety;
- Hazardous Materials Emergency Response;
- Hazardous Materials Management and Waste Disposal;
- Industrial Hygiene;
- Injury, Illness & Prevention Program (IIPP);
- Laboratory and Chemical Safety;
- Laser and Radiation Safety;
- Personal Protective Equipment (PPE);
- Risk Management and Workers Compensation;
- Safety and Accident Prevention.

These campus-wide programs have political and public implications and are impacted by external constraints of a multitude of complex local, state, and federal laws and regulations and University policies and practices. These include but are not limited to:

- California Division of Occupational Safety and Health (DOSH);
- California Occupational Safety & Health Administration (Cal-OSHA);
- California Environmental Protection Agency (Cal-EPA);
- California Department of Public Health (CDPH);
- Office of the State Fire Marshal (SFM);
- Governor’s Office of Emergency Services (State OES);
- Federal Emergency Management Agency (FEMA);
- U.S. Department of Homeland Security;
- National Oceanic & Atmospheric Administration (NOAA);
- Santa Barbara County Public Health;

*The Director is authorized to discontinue operation of any University function or activity when they have determined that there is imminent danger to life or health.*
POSITION DESCRIPTION:
The Director is accountable for developing, implementing, and monitoring environmental and safety programs and policies to ensure compliance with federal, state, and local environmental, health, and safety regulations in order to ensure a safe workplace. This may include accountability or technical support for industrial hygiene, ergonomics, occupational safety, environmental health, pest control, laboratory safety, dive and boat safety; hazardous materials control, hazardous waste management, emergency services and preparedness, fire safety, risk management and insurance, radiological safety, environmental protection (including air, water, and soil quality), and other EH&S programs and policies.

Generic Scope
▪ Oversees, through subordinate managers, one or more large, complex departments or business units with multiple functional disciplines/occupations; or manages a program, regardless of size, which has critical impact upon the organization, i.e., most or all of a campus, medical center, UCOP, or the UC System.
▪ Has significant responsibility for formulating and administering policies and programs; manages significant human, financial, and physical resources; and functions with a very high degree of autonomy.
▪ Oversees, through subordinate managers, the accountability and stewardship of department resources and the development of systems and procedures to protect organizational assets.

Custom Scope
▪ Serves as the top organization EH&S official.
▪ Directs the overall operation of organization environmental health and safety programs, including ensuring regulatory compliance and overall program management.
▪ Creates, develops, and implements strategies and programs to meet changing regulatory demands; ensures protection and consideration of the public interest.
▪ Provides broad spectrum technical management expertise and knowledge to balance regulatory requirements with University research and educational needs and requirements, financial obligations/considerations, and public/private partnerships.

ESSENTIAL FUNCTIONS & DUTIES *in order of importance*
Leadership & Program Direction (Time: 70%)
▪ Be accountable for the leadership, development, implementation, and management of comprehensive campus-wide environmental health and safety, risk management, insurance, and workers’ compensation programs, policies, practices, and initiatives necessary to maintain a safe and healthy environment for faculty, staff, students and the general public as well as to assure proper and adequate protection for the Regents and adherence to established legal requirements, industry standards, policies, and nationally recognized good practices.
▪ Be accountable for establishing a clear purpose, mission, and vision; setting priorities and goals; and developing programs and initiatives that are in alignment with the values and academic and strategic plans for the campus and Administrative Services and serve to:

1. Maintain a safe and healthy environment for faculty, staff, students, and the general public;
2. Protect the University against losses; and
3. Ensure that University operations are in compliance with University health and safety policies and standards, California Occupational Safety & Health Act (CAL-OSHA), and other applicable environmental and health rules and risk management principles, regulations, and laws.

▪ Balance regulatory requirements with campus research and educational requirements, financial considerations, and public/private partnerships.

Management & Budget Administration (Time: 20%)
▪ Oversee the selection, performance evaluation, and professional development of all employees in the department.
▪ Advance ethical values and conduct.
▪ Establish budgets, control expenditures, and administer practices to ensure sound financial performance within the department.
▪ Prioritize compliance activities to maximize the use of available resources to enhance safety and minimize risk, liability, and adverse public relations.
▪ Assess and implement systems and technology tools for the department.

Campus Community (Time: 5%)
▪ Serve as campus liaison with local, state, and federal regulatory agencies; communicate complex environmental health and safety and risk management requirements; provide guidance to a diverse campus community, including senior management, faculty, researchers, business officers, staff, students, other UC environmental health and safety directors; communicate campus visions, missions, and needs to local community and governmental officials.
▪ Coordinate reviews by and responses to external agencies that have the authority to cite, impose civil penalties, restrict or rescind operations, or remove/disapprove accreditation.
▪ Establish strong relationships with neighboring communities, municipalities, and local, state, and federal agencies to enhance programs and response coordination.
▪ Collaboratively identify risk exposures and develop solutions that meet compliance requirements and support campus research, education, and public service.
- Communicate with media representatives on environmental health and safety issues to increase awareness and enhance community relations.
- Provide expertise to and participate on various campus and system-wide task forces, committees, and work groups.
- Update charges and memberships of local EH&S committees to comply with changes in University policy or state or federal regulations.
- Committees include but are not limited to:
  - Biosafety Committee;
  - Radiation Safety Committee;
  - Laboratory Safety Committee;
  - Emergency Management Committee;
  - Threat Management Team;
  - Diving Control Board;
  - Employment Liability.

**Policy Development and Administration (Time: 5%)**
- Hold primary interpretive and advisory responsibility on campus for environmental health and safety issues and risk management.
- Identify areas that warrant policy development, draft policy in collaboration with stakeholders and campus policy coordinator, and recommend policy for review and endorsement by the campus in accordance with the policy review and approval process.
- Participate in the development and implementation of a wide variety of short- and long-range strategic plans and initiatives for the division.
- Participate in the review of proposed state and federal legislation and regulations pertaining to the Environmental Health and safety, and risk management; advise campus officials where necessary;
- Prepare responses, identifying impacts to the teaching, research, and administrative activities of the campus.

**QUALIFICATIONS:**
- Bachelor’s degree in related area; master’s or PhD preferred;
- 10 years of experience managing professional/technical and administrative staff in the field of Environmental Health and Safety;
- 10 years of experience developing, implementing, and measuring the success of major programs in the field of Environmental Health and Safety;
- Five years of experience leading diverse constituencies and partners in the field of Environmental Health and Safety;
- Demonstrated technical expertise in Environmental Health and Safety areas managed;
- Advanced management skills to effectively lead and direct a comprehensive EH&S program;
- Management expertise to lead and direct subordinate managers and staff, including advanced skills in comprehensive personnel administration;
- Advanced skills in managing highly complex budgets;
- Ability to respond appropriately and efficiently to and direct responses to emergencies and critical situations, including follow-up evaluation and critique of response efficacy; ability to create, develop, and implement changes to emergency response as required;

- Advanced written, verbal, and interpersonal communications skills to effectively address complex and potentially sensitive subject matter, including expertise and skill to interact successfully with a diverse array of technical, scientific, legal, political, and public entities.

**OTHER REQUIREMENTS:**

- Ability to perform other duties as assigned;

- Compliance with all policies and standards;

- Compliance with all principles of community at the University of California, Santa Barbara. UCSB is a diverse community comprised of individuals having many perspectives and identities. UCSB Principles of Community embodies this commitment and reflects the ideals they seek to uphold;

- This job description is not intended to be a complete list of all responsibilities, duties or skills required for the job and is subject to review and change at any time, with or without notice, in accordance with the needs of the organization.
ABOUT UCSB:
UC Santa Barbara is a leading center for teaching and research, distinguished by its interdisciplinary programs and commitment to innovation. Located on over 1,000 acres of California coast, the UC Santa Barbara campus is truly a learning and living environment like no other. From hard sciences to studio art and all points in between, educational opportunities are plentiful at UCSB. There are approximately 25,000 students enrolled, and they offer more than 200 majors, degrees, and credentials, including over 90 undergraduate majors and more than 50 graduate programs.

Principles of Community
"Through the creation and distribution of knowledge that advances the well-being of our state, nation, and world, we demonstrate our commitment to public service."

HISTORY
UC Santa Barbara is blessed with an abundance of riches, from the breathtaking beauty of the location to their acclaimed faculty, and from their dynamic social atmosphere to their countless contributions to scholarship and culture. Get a glimpse into how UCSB began, and how they’ve grown, in this timeline of key moments in the university’s history.

FACTS & FIGURES
UCSB spans disciplines and transcends labels. Their ambitions aim far and their impact reaches wide. Here are just a few reasons that make UCSB a compelling place to live, work, and learn:

- Ranked #7 among all public universities in U.S. News and World Report’s 2023 “Best Colleges” Rankings, the most widely read college guide in the country.
- The renowned faculty includes six winners of Nobel Prizes for landmark research in chemistry, physics, and economics.
- #10 on Princeton Review’s 2022 Top 50 Green Schools list, which recognizes “superb sustainability practices, a strong foundation in sustainability education, and a healthy quality of life for students on campus.
- One of only 62 research-intensive institutions in the US and Canada elected to membership in the prestigious Association of American Universities, cementing its status as a higher-education leader.

SCHOOLS
- College of Creative Studies
- College of Engineering
- College of Letters & Science
- Bren School of Environmental Science & Management
- Gervitz Graduate School of Education
UC CORE COMPETENCIES
These apply to all UC staff employees, regardless of location, level, or role within the University. They are aligned with the mission, vision, and values of the University and its locations.

ACHIEVING RESULTS THROUGH…
▪ Continuous Improvement: Strive for high-quality performance in self and the organization. Take initiative in an ongoing effort to improve products, services, or processes to deliver optimum results. Be resourceful and seek alternatives and broad input. Measure outcomes.

▪ Continuous Learning: Demonstrate responsibility and ownership for one’s job and career path by identifying and expanding skillsets needed to perform successfully on the job. Consistently work to learn and increase knowledge. Ask for help when needed, admit mistakes, and be open to feedback.


▪ Service Focus: Value and deliver high-quality, professional, responsive, and innovative service to all customers. Establish and maintain positive, long-term working relationships.

BUILDING RELATIONSHIPS THROUGH…
▪ Belonging & Community: Model, foster, and promote the University of California Principles of Community. Demonstrate empathy and respect for all people regardless of differences. Promote fairness and equity. Cultivate, champion, embody, embrace, and support a sense of diversity, equity, inclusion, and belonging.

▪ Collaboration: Interact with others in ways that demonstrate collaboration and cooperation. Build partnerships with others to achieve organizational results. Cultivate, build, and maintain positive relationships across the organization.

▪ Communication: Clearly and effectively share information both orally and in writing. Use the most appropriate and effective medium for communicating. Adapt and adjust messages in line with audience experience, diversity, and background. Seek input and actively listen. Check for understanding of messages.

CREATING THE FUTURE THROUGH…
▪ Change Agility: Anticipate and adapt to change. Support change initiatives by energizing others at all levels and ensuring continued commitment when faced with new initiatives. Demonstrate tolerance and adaptability when dealing with ambiguous situations. Effectively plan for change and deal with setbacks through flexibility and resilience.

▪ Mission & Vision: Show understanding of and commitment to the UC mission and vision.

▪ Stewardship: Demonstrate accountability, discretion, and sound judgment when utilizing tangible and intangible University resources to ensure public trust.
WHY IS THIS A COMPELLING POSITION?

EH&S MISSION STATEMENT
The office is committed to promoting a safe and healthful environment for research, instruction, and the campus community. Through education, auditing and monitoring, technical consultation, and the provision of direct services, EH&S assists the campus in meeting its obligations for compliance with State and Federal health, safety, and environmental regulations.

EH&S Operating Principles & Commitments
- **Respect:** Commitment to respecting and valuing one another's opinions and experience as well as the services every individual provides.
- **Communication:** Commitment to being proactive in communicating about issues or asking for support while keeping the managers of each unit in the loop.
- **Integrity:** Commitment to openly communicating the policies and expectations EH&S has adopted such that each area is seen as operating ethically and equitably.
- **Trust:** Commitment to operating with one another in ways that reinforce and support trustworthiness.
- **Stewardship:** Commitment to serving the institution as their legacy.

UCSB IN THE NEWS:
April 5, 2023
UC Santa Barbara to open Center for Aging and Longevity

April 4, 2023
UCSB RECEIVES $1M FOR CLIMATE INNOVATION

April 3, 2023
UC Proposes Guaranteed Admission to Qualified City College Students

March 9, 2023
New UCSB Data Science Program Provides Support for Students Underrepresented in Field
LOCATION:
Located on a pristine stretch of California’s central coastline, Santa Barbara brings together the Golden State’s Spanish influence, laid-back vibe, and upscale sensibility in a way few places can. The city is best known for its broad, sandy beaches; whether you’re looking to catch the perfect wave or the perfect sunset, there are plenty from which to choose.

As a world-class destination, Santa Barbara does not disappoint when it comes to food and drink, and the surrounding area rivals Northern California’s Napa and Sonoma regions for wine production. The valleys created by the Santa Ynez Mountains are dotted with rolling vineyards. If you prefer to stay downtown, Santa Barbara’s Urban Wine Trail brings wine from nearby wine country to more than two dozen tasting rooms.

Just off the shore is Channel Islands National Park, an archipelago where you can kayak through caves, snorkel in pristine waters, and hike among wildlife. Whale watching is a must-do in Santa Barbara, whose coastal waters provide passage for humpback, blue, gray, and killer whales.

Santa Barbara is also at the doorstep of the Los Padres National Forest, which extends from San Luis Obispo to northern Los Angeles. The nearby Romero Canyon Trailhead is popular with hikers and mountain bikers. Los Padres also provides opportunities for camping, fishing, and swimming.

The easiest way to get to and travel around Santa Barbara is by car. Santa Barbara is also served by Santa Barbara Airport, with frequent service to and from select western cities. For a more leisurely journey, Amtrak’s Coast Starlight train pulls into town at Stearns Wharf. Hugging the coast from San Luis Obispo south to San Diego, the route offers a window to some of California’s most breathtaking scenery.
SEARCH PROCESS
All conversations and applications are held in strictest confidence and should be submitted directly to UCSB-EHS@zrgpartners.com. Inquiries and questions concerning this search may be directed to Gene Head and/or Stephanie Franklin, ZRG consultants supporting this search.

All interested candidates should reach out to ZRG Partners as well as register on the UCSB portal: UCSB EHS Candidate Portal.

INTERVIEW PROCESS
ZRG provides our client companies with best-in-class hiring process grounded in fact-based measurements and information. We believe finding the best people for a role involves closely matching the exact skills and attributes of candidates to the highly specific needs of our clients. Our entire process is built around providing a superior level of quality candidates to our clients who fit the specifications clearly. To accomplish this, we utilize our patented Z Score hiring process, which provides for improved hiring results and better fits for candidates and employers. To this end, our interview process with our client has been carefully discussed and will include:

1. Initial Interviews with ZRG Partners
2. Presentation of Long list of candidates to Client for approval
3. Green light from Client to proceed to Round 2 for selected candidate(s)
4. Face-to-Face Interview with key members of the management team to confirm match and culture fit.
5. Finalists will then complete Z Score On-line assessment process to compare individual behavioral and intellectual traits to our hiring database for similar positions we have filled. At this stage, it will take a candidate about 60 minutes to complete an on-line assessment process to help everyone ensure this is the right role and fit (skills, management style, and culture)
6. Offer Presentation with ZRG Partners
7. Begin a meaningful career with UCSB

ABOUT ZRG PARTNERS
ZRG is a global talent advisory firm that is changing the way companies hire and manage talent. ZRG's data-driven approach to executive and professional search has been changing the way clients think about how to find top talent. The company's digital Zi platform combines talent intelligence, candidate insights, and process improvement to dramatically deliver executive searches quicker and with proven better results.

GENE E. HEAD JR
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Gene specializes in Higher Education leadership and Global Non-Profit. Strategic leadership and economic development are major specialties of his work. Through dogged determination and a relentless pursuit of strategic alignment, his search work has included leading over 200 searches (Chancellors, Presidents, VPs, and Deans). His clients include the University of California System, the University of Alabama System, the University of Texas at Austin, the United Nations, the International Justice Mission, Compassion International, and the Berkeley National Laboratory.

Throughout his career, Gene has purposely studied and prepared executive leaders in a variety of capacities, advising and consulting in numerous practice areas including high potential leadership development, succession planning, and large-scale organizational appraisal and evaluation. An expert in sustainable transformation, his client work focuses on enterprise-wide change initiatives, C-level development, and building high-performing, strategically aligned executive teams in Higher Education and global Nonprofit. The number of repeat clients in his portfolio attests to his work. Through collaborative efforts within Higher Education, corporate, and healthcare organizations, as well as the U.S. Departments of Education, Energy, Agriculture, and Commerce, he works to advance a jobs-driven economy throughout the country.

STEPMANIE L. FRANKLIN
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Stephanie Franklin has over 20 years’ experience in executive recruitment, and specializes in the Higher Education, Nonprofit, and Healthcare sectors. With her expertise in C-suite recruitment, Stephanie regularly leads and conducts searches for President, Provost, CFO, CEO, COO, CNO, CMO, CHRO, and Vice President/Dean levels. Stephanie is known for taking a partnership approach with her clients in a manner which engenders trust.

Prior to joining ZRG, Stephanie’s experience as Managing Partner for a recruiting research practice included clients in both the profit and nonprofit sectors. With her initial focus in healthcare, Stephanie quickly grew her clientele to include a broad spectrum of industries, technology, non-profit, and higher education.

Stephanie’s clinical background as an RN affords her a unique perspective and an eye for extraordinary detail. Prior to her career in executive recruitment, Stephanie worked as a nephrology nurse serving dialysis patients and families. After an introduction to executive recruitment and recognizing the opportunity to make a national impact, she turned her dedication in healthcare and education over to a career in executive search.