

## Career Pathway Spotlight

# Discover a Career in Site Management & Safety

## Discover your career in energy!

Site management and safety coordination is essential on every energy project and at every facility, protecting the workers who build and operate our infrastructure and making sure that the job gets done efficiently and safely, every single day.

### Construction & Field Operations

Energy construction sites — from pipeline corridors to solar farms to substation builds — are dynamic, high-risk environments. Site managers and safety coordinators are on the ground every day, making sure workers are safe.

### Utility & Power Plant Operations

Power plants, substations, and grid operations present unique hazards including high-voltage equipment, hazardous materials, and energized systems. These professionals develop the programs, training, and procedures that protect workers and keep operations running without incident.

### Environmental Health & Regulatory Compliance

Energy companies operate under strict safety and environmental rules. Site managers help organizations meet their obligations, conducting audits, managing records, preparing for inspections, and ensuring that day-to-day operations stay in line with federal, state, and local requirements.

## CAREER PATH

### Start with:

- » High school diploma or GED
- » Interest in workplace safety, protecting people, and solving problems in the field

### Get Educated:

- » Associate's or bachelor's degree in occupational safety, environmental health, or a related field
- » OSHA 30-hour construction or general industry training

### Specialize With:

#### Knowledge in:

- » Construction and field safety
- » Utility and grid operations safety
- » Environmental health and safety (EHS)
- » Emergency response and incident command
- » Scheduling and logistics coordination
- » Compliance, audits, and risk management

## OCCUPATIONAL SKILLS

- » Inspect work sites and identify conditions that could put workers or the public at risk
- » Develop and deliver safety training and toolbox talks for workers at all levels
- » Supervise crews and subcontractors, building a strong team culture
- » Maintain safety records and prepare reports for regulatory and internal use
- » Problem solve on-site issues
- » Investigate accidents and near-misses to prevent recurrence

## BENEFITS

### These energy industry careers offer:

- » Competitive wages with consistent demand across all energy sectors
- » Employer-sponsored health, dental, and vision insurance
- » 401(k) or pension retirement plans
- » Support for continuing education
- » Meaningful work protecting the people who power our communities
- » Career advancement into management, consulting, or regulatory roles

# What Might You Do In Site Management & Safety?

## ENTRY LEVEL

1-4 years

### What you will do:

- » Shadow senior supervisors during daily site walks, start-of-shift briefings, and turnovers
- » Conduct daily site inspections
- » Assist with crew sign-ins, and equipment checks
- » Assist with incident investigations and help prepare written reports on accidents and near-misses
- » Monitor active work zones for housekeeping, signage, and basic hazard controls
- » Maintain safety records, logs, and documentation for regulatory and reporting purposes
- » Support enforcement of lockout/tagout, hot work, and confined space procedures

## MID- CAREER

5-8 years

- » Independently lead daily toolbox talks, work planning, and shift handovers
- » Coordinate contractors and subcontractors to keep work on schedule and on budget
- » Develop and update safety policies, procedures, and training materials
- » Coordinate with project managers, contractors, and regulatory agencies
- » Manage permits to work
- » Investigate near-misses and incidents, then drive corrective actions through to closure
- » Train entry-level supervisors and mentor field crews on safety and quality standards

## EXPERIENCED

8+ years

- » Oversee multiple work sites and their supervisors
- » Lead enterprise-wide safety, quality, and environmental compliance programs
- » Drive continuous-improvement initiatives across schedule, cost, and craft productivity
- » Oversee major incident investigations and manage relationships with regulatory agencies
- » Develop and implement emergency management programs
- » Coordinate with senior leadership, clients, and union representatives
- » Build and lead teams and mentor mid-career supervisors

### What knowledge, skills and abilities will you need to succeed?

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|--|---|--|
| <ul style="list-style-type: none"> <li>» Basic understanding of Occupational Safety and Health Administration (OSHA) construction or general industry standards</li> <li>» Strong attention to detail when completing permits, inspection forms, and daily logs</li> <li>» Clear written and verbal communication</li> <li>» Ability to build trust with field workers while consistently enforcing safety standards</li> <li>» Certifications such as OSHA 30, first aid/CPR, and site-specific safety training or actively pursuing</li> </ul> | <ul style="list-style-type: none"> <li>» Strong working knowledge of federal and state safety and environmental regulations</li> <li>» Working knowledge of construction or operations drawings, specifications, and procedures</li> <li>» Effective communication and interpersonal skills</li> <li>» Composure and sound decision-making during emergencies, weather events, or schedule pressure</li> <li>» Comfort using digital tools for scheduling, reporting, and document control</li> <li>» Active OSHA 30, first aid/CPR, and site-specific safety certifications</li> </ul> | <ul style="list-style-type: none"> <li>» Deep expertise across construction, safety, operations, and energy-industry regulations</li> <li>» Leadership and people-management skills</li> <li>» Strategic communication with executives, clients, and regulatory agencies</li> <li>» Comprehensive knowledge of federal and state safety and environmental regulations</li> <li>» Strong analytical and financial judgment</li> <li>» Senior credentials such as Construction Manager-in-Training (CMIT), Certified Construction Manager (CCM), or Construction Health and Safety Technician</li> </ul> |
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## GET PAID!

### Entry Level:

- » \$50,610 / year\*

### As You Gain Seniority:

- » \$83,910 / year\*

### Later in Your Career:

- » \$130,460 / year\*

\*Source: BLS OEWS, Occupational Health and Safety Specialists (2024). These figures use the 10th, 50th, and 90th percentiles of all workers in the role as a proxy for seniority progression and for consistency with BLS OEWS and the United States Energy & Employment Report. Compensation figures should be used as a guide; actual compensation may vary depending on education, geography, experience, and many other factors.



## ENERGY INDUSTRY CAREERS OFFER:

- » Excellent salaries
- » Opportunities for advancement
- » Job growth & stability
- » Professional development and training
- » Great benefits

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