

Executive Director of Environmental Health & Safety
Worcester Polytechnic Institute

Direct Link: <https://www.AcademicKeys.com/r?job=261092>

Downloaded On: Sep. 12, 2025 4:52pm

Posted Aug. 13, 2025, set to expire Jun. 30, 2026

Job Title Executive Director of Environmental Health & Safety
Department Campus Planning & Facilities Management
Institution Worcester Polytechnic Institute
Worcester, Massachusetts

Date Posted Aug. 13, 2025

Application Deadline Open until filled
Position Start Date Available immediately

Job Categories Director/Manager

Academic Field(s) Facilities Operations

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Job Description

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JOB TITLE

Executive Director of Environmental Health & Safety

LOCATION

Worcester

DEPARTMENT NAME

Campus Planning & Facilities Management

DIVISION NAME

Worcester Polytechnic Institute - WPI

JOB DESCRIPTION SUMMARY

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The Executive Director of Environmental Health & Safety (EHS) is a senior leadership position responsible for establishing safety policy and providing strategic direction across Worcester Polytechnic Institute. This role ensures regulatory compliance while protecting students, faculty, staff, and visitors through comprehensive safety programs and best practices to reduce overall risk and liability of campus activities. The Director serves as WPI's primary liaison with regulatory agencies including EPA, OSHA, Worcester Fire Department, and Massachusetts DEP, enabling the university to maintain all required licenses and permits for research activities and campus operations.

Worcester Polytechnic Institute is a premier R1 research university known for its pioneering project-based learning approach. Our campus features advanced research laboratories in biotechnology, robotics, cybersecurity, and materials science, alongside modern academic buildings and residential facilities. WPI's hands-on educational model creates unique safety considerations across our diverse research and learning environments.

Reporting to the Associate Vice President, Facilities & Campus Planning Officer, the Director leads a team of three safety professionals while shaping institutional safety strategy and policy. This position offers the opportunity to transform WPI's safety infrastructure by implementing consultant-recommended practices and building programs that support our research excellence while establishing industry-leading safety standards.

JOB DESCRIPTION

Leadership and Management

- Provide leadership, management, and strategic planning for EHS operations across specialized safety areas including chemical, biological, radiation, laser, OSHA compliance, process safety, fire safety, environmental compliance, fleet safety, ergonomics, emergency planning, and HAZMAT response
- Lead, develop, and support a specialized staff team including Chemical Hygiene Officer, Biosafety Officer, and Radiation Safety Officer
- Collaborate with WPI leadership to align EHS needs with campus strategic initiatives
- Oversee departmental budget, capital projects, and resource allocation for safety programs

Regulatory Compliance and Agency Relations

- Ensure compliance with applicable federal, state, and local safety codes, regulations, and

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- ordinances affecting higher education
- Build and maintain relationships with regulatory agencies (EPA, OSHA, Worcester Fire Department, MA DEP, MADPH, UBCW)
- Represent the University in interactions with regulatory agencies, coordinate agency reviews and inspections, and ensure institutional responses are filed on a timely basis
- Conduct safety inspections, audits, and program reviews to verify compliance and implement best practices
- Implement new control measures when needed and track compliance trend

Training and Education Programs

- Create and deliver effective safety training programs for various campus audiences
- Assess training gaps, enhance existing programs, and create comprehensive new curricula
- Partner with University divisions to promote campus-wide compliance and maintain training documentation
- Collaborate with Talent & Inclusion to manage the employee training database

Laboratory and Research Safety

- Direct and improve comprehensive laboratory safety protocols for R1 research environment, including chemical hygiene plans, biosafety programs, radiation safety measures, and specialized research procedures
- Collaborate with faculty, students, and staff to develop and maintain safe working conditions and protocols in research and instructional laboratories
- Oversee complete chemical lifecycle management from procurement through disposal and manage the Chemical Environmental Management System for compliance reporting

Campus Operations and Emergency Response

- Foster a strong campus safety culture through leadership, engagement, and clear communication with faculty, department heads, researchers, and key stakeholders
- Manage residential facility safety concerns including mold remediation, asbestos abatement, fire system testing, and environmental issues in coordination with Residential Life staff

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- Collaborate with Facilities Management on construction and renovation safety, maintaining the Contractor Safety Manual and overseeing critical programs like Hot Work Permits and Life Safety Impairments
- Lead emergency response to hazardous materials incidents as HAZMAT Incident Commander and develop comprehensive emergency preparedness plans, drills, and training programs in coordination with Campus Police and local responders
- Other duties as assigned

Requirements:

- Bachelor's degree in safety, industrial hygiene, physical science, or related field required
- Master's degree in Environmental Health & Safety or related field preferred
- 10+ years of progressive experience in environmental health and safety, with at least five years in leadership roles demonstrating increasing responsibility and scope
- Significant experience in a research university setting, particularly with understanding of R1 institution requirements and the unique safety challenges of academic research environments
- Strong knowledge of laboratory safety protocols for chemical, biological, and radiological research, with the ability to evaluate complex research hazards and implement appropriate controls
- Comprehensive understanding of federal, state, and local safety regulations affecting higher education, including expertise in OSHA, EPA, and state-specific requirements
- Demonstrated success implementing effective safety programs and driving positive safety culture change in complex organizations
- Experience leading emergency response operations and incident management, with background in emergency management preferred
- Excellent interpersonal and communication skills with the ability to effectively engage faculty, researchers, students, and external agencies on technical safety matters
- Proven project management abilities to handle competing priorities in a fast-paced environment while maintaining attention to detail
- Professional certifications such as CSP, CIH, or CHMM preferred
- Valid driver's license and ability to respond to emergencies using appropriate protective equipment
- May serve as one of the specialized safety officers (Chemical Hygiene, Biosafety, Radiation Safety, or Laser Safety) if appropriately credentialed

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FLSA STATUS

United States of America (Exempt)

WPI is an Equal Opportunity Employer. All qualified candidates will receive consideration for employment without regard to race, color, age, religion, sex, sexual orientation, gender identity, national origin, veteran status, or disability. It seeks individuals from all backgrounds and experiences who will contribute to a culture of creativity, collaboration, inclusion, problem solving, innovation, high performance, and change making. It is committed to maintaining a campus environment free of harassment and discrimination.

To apply, visit: https://wpi.wd5.myworkdayjobs.com/en-US/WPI_External_Career_Site/job/Worcester/Director-of-Environmental-Health---Safety_R0003236

About WPI

WPI is a vibrant, active, and diverse community of extraordinary students, world-renowned faculty, and state of the art research facilities. At WPI, we have competitive and comprehensive benefits, including health insurance, long-term care, retirement, tuition assistance, flexible spending accounts, work-life balance and much more.

Diversity & Inclusion at WPI

WPI is committed to creating an inclusive workplace where everyone feels valued and respected; a place where every student, faculty and staff member can be themselves, so that they can study, live, and work comfortably, to reach their full potential, and make meaningful contributions in order to meet departmental and institutional goals. WPI thrives on innovative practice and welcomes diverse perspectives, insight, and people from diverse lived experiences, to enhance the community environment and propel the institution to the next level in a competitive, global marketplace.

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

N/A

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