

Class Concept

Department of Labor employees apply the extensive Federal Code and supplemental State standards in inspecting the full range of occupational areas covered by the Occupational Safety and Health Act of 1970 and its subsequent amendments. Work assignments are generally made in a geographic territory covering several counties except in metropolitan areas of sufficient volume to demand one or more officers full-time. Foremost responsibilities involve documentation and support of alleged violations of standards and cooperative work with employers where possible in corrective measures. Employees evaluate employer effectiveness in implementing management control systems for protection of employee safety and health, training and safety committees as required by statute. Safety officers are often called upon to render advice and assistance in unconventional situations involving safety hazards where the severity of the hazard must be weighed against operational priorities. Employees are subject to appear as State's witness in quasi-judicial and civil proceedings arising from enforcement appeals. Work is performed under the general supervision of a technical superior and is evaluated through periodic conferences, observation of work, and written reports. The primary purpose of an OSH Safety Compliance Officer II (SCO II) is to conduct the more highly technical safety and health inspections of all types of North Carolina work sites in the state (except those specifically exempted) with an emphasis on the more difficult establishments.

Coordinates with management and employee representatives in inspecting employment facilities and safety procedures in a wide variety of private industries more prominently including textiles, chemicals, construction, electrical, lumber, and furniture; also inspects State Government, local government, and municipal jurisdictions. This position identifies apparent and potential causes of occupational injuries, illness, fatalities, and catastrophes, and also determines if a violation of a standard contributed to those injuries, illnesses or fatalities. If a violation of a standard was a causative factor of an injury or illness the SCO II recommends citations, which place legal liability for the accident on the employer where appropriate and necessary to secure corrective action. The position recommends preventive or corrective action and determines the adequacy of the employer's response to such recommendations. This position evaluates employee allegations of unsafe working conditions and enforces appropriate provisions of law to protect the employee's legal right to a safe and healthful work environment. Investigates all work-related deaths, injuries, and illness through review of employer records and physician reports; conducts special investigations into any suspected imminent danger circumstances which may result in death or injury and makes arrangements for immediate alleviation if verified. Completes standard reports and interpretive narrative on all alleged violations of standards; counsels management and employers on the necessary corrective measures; makes recommendations for follow-up as required. Advises employers and employees of the relative codes and standards which apply in their particular case; discusses the development of tailored safety plans.

Decisions could have adverse effects on individuals, industries, and their workers. Recommendations for fines could cause some financial loss to employers. Imminent danger recommendations could cause significant financial losses. Decisions concerning the severity of hazards could result in injury or even death to exposed workers. Contacts are made with industrial officials and workers. Contacts are made with plant managers to explain the OSHA program and to report investigation results to them. Contacts are made with industry employees to question them concerning accidents or work experiences.

The SCO II serves as a team leader in situations involving more than one inspector and assists the Compliance District Supervisor in serving as a mentor for new compliance officers. Additional duties for an SCO II include, but are not limited to: serving as a District point of contact in the absence of the supervisor; assisting with case file review for the District; conducting assigned informal conferences; assisting with hiring interviews and conducting internal/external training.

Recruitment Standards

Work experience must have included either: day-to-day on-site application of professional safety engineering concepts and techniques to actual work processes in industries such as manufacturing, production, construction, or public utilities; or professional experience requiring research and review of guidelines and specifications related to safety

Knowledge, Skills, and Abilities

- Thorough knowledge of the Interpretive application of Federal and State occupational safety and health standards and regulation promulgated under the Occupations Safety and Health Act of 1970.
- Working knowledge of engineering concepts and standards to recommended engineering controls to achieve desired level of safety.
- Working knowledge of the operational procedures of the occupational areas inspected.
- Ability to apply inspection and enforcement procedures with confidence, consistency, courtesy, and tact, and to work with all levels of management.
- Ability to prepare standard Occupational Safety and Health Act reports and concise, supportive narratives interpreting and explaining actions resulting from inspections.
- Ability to provide consultative services on occupational safety and health to all planes of management, including collective organizations, with confidence, consistency, and tact.
- Ability to maintain an overview of standards application on a state-wide basis in researching proposed variances, to develop well-founded recommendations in support or denial of such requests, and to prepare concise written documentation of field research and conclusions.
- Charisma and a flair for education and training.
- Ability to evaluate unconventional problems not covered by standards.

Minimum Education and Experience

Bachelor's degree from an appropriately accredited institution preferably with a major in occupational safety, industrial management or technology, industrial engineering, engineering operations, or a closely related curriculum; AND four years of experience in occupational safety and health inspections. Three of the four years of qualifying experience must be served in a federal or state OSHA department in the capacity of a safety compliance officer, which should include two years conducting independent inspections; OR

Associate degree in industrial safety and health technology, or a closely related curriculum from an appropriately accredited institution; and six years of experience in occupational safety and health inspections. Three of the six years of qualifying experience must be served in a federal or state OSHA department in the capacity of a safety compliance officer, which should include two years conducting independent inspections; OR an equivalent combination of training and experience.