



Aamjiwnaang First Nation

EMPLOYMENT OPPORTUNITY

Position Title: Health and Safety Officer

Location: Sarnia, ON

Duration: Permanent

Posting Closes/Deadline: September 17th, 2026

Tentative Interview Date(s): September 23rd-24th, 2026

Scope of the Position

The Health and Safety Officer is responsible for developing, implementing, and monitoring occupational health and safety programs across all community departments and facilities. Under direction from the Human Resources Supervisor, the role ensures compliance with the **Canada Labour Code Part II**, associated regulations, and other applicable federal standards, while aligning with recognized provincial best practices, including the **Occupational Health and Safety Act (Ontario)** where appropriate. This position supports a wide range of work environments including administration offices, public works, daycare and school facilities, and community-based care services (e.g., PSWs), while incorporating community values, culture, and holistic wellness approaches.

Responsibilities

- Develop and maintain a comprehensive Occupational Health & Safety Program in accordance with the **Canada Labour Code Part II**.
- Create policies and procedures tailored to diverse work environments:
 - Administrative offices
 - Public works (roads, water systems, equipment)
 - Daycare and school settings
 - In-home/community care (PSWs)
- Incorporate culturally appropriate and community-informed safety practices.
- Ensure compliance with:
 - **Canada Labour Code Part II**
 - Canada Occupational Health and Safety Regulations (COHSR)
- Monitor and apply relevant **Ontario standards as best practices** (e.g., training, construction safety, WHMIS alignment).
- Conduct regular inspections across all facilities and work sites.
- Perform hazard assessments specific to each department:
 - **Public Works:** heavy equipment, confined spaces, environmental exposure
 - **Daycare/School:** infection control, child safety, indoor air quality
 - **PSWs:** ergonomic risks, violence prevention, infection prevention in homes
 - **Administration:** ergonomics, psychosocial hazards
- Investigate workplace incidents, injuries, and near misses in accordance with federal reporting requirements (WSIB claims).
- Develop and deliver training aligned with federal requirements and Ontario best practices, including:
 - WHMIS (Hazardous Products Regulations)
 - Workplace violence and harassment prevention
 - First Aid/CPR

- PPE use and maintenance
 - Safe work procedures (including public works and caregiving roles)
- Prepare reports for leadership, including trends, risks, and recommendations.
- Establish and support the Workplace Health and Safety Committee (as required under federal legislation).
- Ensure regular meetings, inspections, and follow-up actions.
- Promote worker participation in safety.

Other:

- Other duties as assigned.

Minimum Requirements

- Diploma or degree in Occupational Health & Safety or related field.
- Knowledge of the **Canada Labour Code Part II** and COHSR.
- Familiarity with the **Occupational Health and Safety Act (Ontario)** as a best practice framework.
- First Aid/CPR certification.
- 3–5 years in occupational health and safety, ideally across multiple work environments.
- Experience in Indigenous/First Nation communities is a strong asset.
- Knowledge of public works, healthcare, childcare, or education settings preferred.

Knowledge, Skills, and Abilities

- Strong understanding of federal OHS requirements.
- Ability to adapt safety programs to varied and remote work environments.
- Cultural competency and respect for community values and governance.
- Strong communication, facilitation, and problem-solving skills.

Other Considerations

In accordance with Section 16 Special Programs of the Canadian Human Rights Act, preference will be given to Aamjiwnaang Band Members with relevant education/experience (R.S.C 1985, c. H-6, s16 (1-3)).

Preference may be given to First Nation candidates with relevant on reserve employment and/or those with knowledge and understanding of Aamjiwnaang and history and community.

Application Process

If you are interested in this opportunity, kindly forward your resume and cover letter via mail, email, or fax to:

Aamjiwnaang First Nation
978 Tashmoo Avenue
Sarnia, ON
N7T 7H5

Attention: Ashley Fisher, Human Resources Officer

Or

humanresource@aamjiwnaang.ca with subject line: JOB APPLICATION – HEALTH & SAFETY OFFICER

Or

519-336-0382 fax

For more information, check us out online at www.aamjiwnaang.ca