



Safety and Compliance Manager

The Crane Guys, LLC | Los Alamitos, CA
Salary Range: \$110,000 – \$125,000 annually

Position Summary

The Safety & Compliance Manager is responsible for leading, developing, and continuously improving all safety and regulatory compliance programs across The Crane Guys, LLC. This role is both strategic and hands-on, ensuring the company not only meets all regulatory requirements but also builds a proactive, field-driven safety culture that supports operational excellence and protects our people, customers, and equipment.

This position owns the full lifecycle of safety and compliance, including DOT and fleet compliance, employee onboarding and certifications, training programs, incident management, audits, and customer prequalification requirements. The Safety & Compliance Manager partners closely with operations and leadership to identify risks, implement solutions, and build scalable systems that grow with the company.

We are seeking a highly driven leader who takes ownership, leads from the front, and stays one step ahead—someone who is passionate about safety, detail-oriented, and committed to continuous improvement.

Key Responsibilities

Safety Leadership & Culture

- Lead and promote a proactive, company-wide safety culture aligned with The Crane Guys Way
- Maintain a strong presence in the field through jobsite visits, audits, and employee engagement
- Lead safety meetings, safety committees, and recognition programs to reinforce safe behaviors
- Continuously improve safety programs, processes, and communication across all departments
- Act as a trusted partner to operations, supporting safe and efficient job execution

Regulatory & DOT Compliance

- Manage and maintain full DOT compliance for all applicable employees, including:
 - FMCSA Clearinghouse queries
 - Pull notices
 - Motor Vehicle Records (MVRs)
 - Driver Qualification (DQ) files
- Ensure compliance with all applicable regulations including Cal/OSHA, OSHA, DOT/FMCSA, ANSI, and ASME standards
- Maintain accurate, complete, and audit-ready compliance records at all times

www.craneguys.com

The Crane Guys, LLC | 10850 Portal Dr., Los Alamitos, Ca 90720 | **OFFICE** 562.777.0600 | **FAX** 562.777.2424
CA Lic #967520



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Fleet & Equipment Compliance

- Oversee fleet compliance programs including PERP, DOORS, TRUCS, and Clean Truck Check
- Manage all fleet registrations, DMV processing, and regulatory documentation
- Ensure equipment compliance with inspection, certification, and reporting requirements
- Support safe operations through proper documentation and compliance tracking

Training, Certifications & Onboarding

- Manage new hire onboarding, including orientations, safety training, and compliance setup
- Oversee all employee training programs to meet both company and customer requirements
- Track and maintain all employee certifications, ensuring timely renewals and compliance
- Plan and execute quarterly safety meetings and two annual company-wide safety meetings
- Coordinate and deliver training programs including OSHA, First Aid/CPR, rigging, and equipment-related training

Customer & Third-Party Compliance

- Manage and maintain all third-party compliance platforms (ISN, Avetta, etc.)
- Ensure all customer safety prequalification requirements are completed accurately and on time
- Maintain up-to-date documentation, metrics, and written programs for all external compliance systems

Incident Management & Claims

- Track and manage all incidents, accidents, and near-misses
- Lead or support incident investigations, including root cause analysis and corrective actions
- Handle and coordinate all insurance claims in partnership with internal teams and insurance providers
- Analyze trends (TRIR, DART, near-misses) and implement preventative measures

Audits & Continuous Improvement

- Manage and execute field and facility safety audit programs
- Track audit findings, identify trends, and implement corrective actions
- Conduct annual review and updates of the Injury & Illness Prevention Program (IIPP)
- Ensure all safety programs remain current with regulatory changes and company operations
- Stay ahead of industry trends, risks, and regulatory updates to proactively improve safety performance

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Leadership & Accountability

- Lead by example with a high standard of accountability, organization, and follow-through
- Collaborate with leadership to align safety initiatives with company goals
- Provide guidance, support, and accountability to employees at all levels
- Build systems and processes that support scalability and long-term growth

Qualifications

Required

- 5+ years of experience in safety, compliance, or EHS leadership
- Strong knowledge of Cal/OSHA, OSHA, DOT/FMCSA regulations
- OSHA 30 Certification
- Experience managing compliance programs, audits, and training systems
- Strong organizational, communication, and leadership skills

Preferred

- Experience in crane, construction, or heavy equipment industries
- CHST, ASP, or CSP certification
- Experience with ISN, Avetta, or similar compliance platforms
- Experience building or scaling safety programs

Work Environment

- Combination of office and field environments
- Frequent job site visits in varying weather conditions
- Ability to stand, walk, climb, and navigate construction sites
- Ability to respond to incidents and travel to job sites as needed

What Success Looks Like

- Fully compliant, audit-ready systems across all areas
- Strong safety culture with high employee engagement
- Reduced incidents and improved reporting and tracking
- Organized, scalable compliance and training systems
- Strong partnership between safety, operations, and leadership

The Crane Guys Way

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Safety and Compliance Manager

We go the extra mile. We do the right thing. We bring the drive to be the best—so every employee goes home safe.

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