

EHS Safety Manager

FCI Sand Operations · Pleasanton, TX / Three Rivers, TX · Eagle Ford Basin

Reports To: President / COO

Status: Full-Time, Exempt

Location: On-Site — Pleasanton, TX & Three Rivers, TX

About the Role

FCI Sand Operations is building a safety-first culture across its open pit frac sand mine and processing facilities as part of a comprehensive operational turnaround. The EHS Safety Manager will own the full environmental, health, and safety program across both the Pleasanton and Three Rivers sites — developing systems, leading training, driving incident prevention, and ensuring regulatory compliance. This is a high-impact leadership role with direct access to the President/COO and a mandate to build the EHS function from the ground up.

Key Responsibilities

- Own and administer FCI Sand's EHS management system across all site locations — including written programs, safety procedures, JSAs, and standard operating procedures
- Ensure full compliance with MSHA Part 46 training requirements — maintaining training records, conducting new miner orientation, and delivering task and annual refresher training
- Lead incident investigation process using root cause analysis (RCA/RCFA) methodology; develop corrective action plans and track closure
- Conduct regular site safety inspections, hazard identification walks, and equipment pre-use inspection audits
- Manage MSHA regulatory compliance including Part 46 training records, Part 50 accident/injury reporting, citation response, and inspector interaction
- Develop and maintain environmental compliance programs including TCEQ air permits, stormwater (TPDES/SWPPP), dust suppression, and reclamation plan adherence
- Drive behavioral-based safety (BBS) initiatives and lead safety culture improvement across all departments
- Maintain all OSHA, MSHA, and environmental records, logs, and reporting requirements
- Coordinate emergency response planning, drills, and first aid/CPR training programs
- Partner with operations and maintenance leadership to integrate safety requirements into daily workflows, shift meetings, and pre-task planning
- Track and report EHS KPIs (TRIR, DART, near misses, inspections completed, training compliance) to site leadership weekly
- Support contractors and visitors with site-specific safety orientation and compliance requirements

Qualifications

- 5+ years of EHS management experience in surface mining, frac sand, aggregates, or heavy industrial operations
- Direct MSHA Part 46 experience required — must be able to serve as a Competent Person for new miner and annual refresher training

- Working knowledge of MSHA Part 50 accident/injury reporting requirements
- Familiarity with TCEQ environmental permitting (air quality, stormwater, SWPPP) in a Texas industrial mining context preferred
- Experience conducting incident investigations using formal RCA/RCFA methodology
- MSHA 48-hour or 80-hour course completion preferred; Certified Safety Professional (CSP) or Associate Safety Professional (ASP) a plus
- Strong interpersonal and communication skills — able to build trust with hourly crews and present clearly to senior leadership
- Bilingual (English/Spanish) strongly preferred given South Texas workforce demographics

What Sets This Role Apart

You will be building the safety program that protects every person on site — from the miner running the loader to the technician in the control room. This role has full leadership support and a blank sheet to build a world-class EHS function at a site undergoing transformational growth.