

Safety & Compliance Manager

Job Type: Exempt, Full-Time

Salary Range: \$70,000-\$95,000

Work Location: Bakersfield, CA (In Person)

About our Company: Stevens Transportation, Inc. provides scalable bulk agricultural and refrigerated transport solutions across the West Coast, supporting a wide range of customers in the food and agriculture sectors. With more than 80 years of operational experience, the company has built a strong reputation for reliability, safety, and service quality. Stevens Transportation, Inc. focuses on efficient, compliant, and customer-centered operations that meet the complex demands of modern logistics. Team members join a stable, growth-minded organization that values long-term relationships and continuous improvement.

Role Description: As our Transportation Safety Manager, you will be the cornerstone of our safety culture, responsible for developing, implementing, and overseeing all aspects of our transportation safety programs. You will ensure compliance with all Department of Transportation (DOT), Federal Motor Carrier Safety Administration (FMCSA), and other applicable local, state, and federal regulations. Your leadership will be crucial in minimizing accidents, promoting safe driving practices, and fostering a proactive safety environment for all our drivers and employees.

Core Responsibilities:

- Develop, implement, and manage comprehensive safety programs, policies, and procedures.
- Ensure company-wide compliance with all DOT, FMCSA, and other relevant transportation regulations.
- Oversee driver qualification files, hiring processes, and onboarding safety training.
- Conduct and manage safety training programs for drivers and other relevant staff.
- Investigate accidents and incidents, determine root causes, and implement corrective actions.
- Monitor and analyze safety data, including accident rates, CSA scores, and HOS violations, to identify trends and areas for improvement.
- Manage and maintain ELD (Electronic Logging Device) compliance and records.
- Conduct safety audits and inspections of equipment, facilities, and driver performance.
- Stay current with changes in transportation safety regulations and industry best practices.
- Promote a strong safety culture throughout the organization.
- Manage drug and alcohol testing programs in accordance with regulations.
- Liaise with regulatory agencies during audits and inspections.
- Prepare and submit required safety reports.

Qualifications:

Required:

- DOT (Department of Transportation) regulations: 2 years
- OSHA: 1 year
- Bilingual English/Spanish (Spoken/Written)
- Valid Driver's License

Preferred:

- In-depth knowledge of DOT, FMCSA, and HOS (Hours of Service) regulations
- Strong understanding of CSA (Compliance, Safety, Accountability) program
- Experience with accident investigation and root cause analysis
- Proficiency in using ELD systems and transportation management software
- Experience with developing and delivering effective safety training programs
- Relevant certifications (e.g., CDS - Certified Director of Safety)
- Commercial Drivers License

Physical Requirements:

- Ability to sit and work at a computer for extended periods
- Ability to lift up to 50 pounds
- Ability to travel to terminals and customer locations
- Ability to inspect commercial vehicles
- Ability to work outdoors in varying weather conditions
- Ability to climb steps into tractors and trailers when conducting inspections

Willingness to Travel:

Up to 50% travel to terminals, customer sites, accident scenes, and training locations throughout California and neighboring states.

Benefits:

- 401(k)
- 401(k) matching
- Dental Insurance
- Health Insurance
- Life Insurance
- Vision insurance
- Paid Time Off

Why Join Stevens Transportation, Inc.?

- Competitive salary and benefits package
- Opportunity to make a significant impact on company safety and success
- Supportive and collaborative work environment
- Commitment to continuous improvement and professional development
- Be part of a reputable and growing company

EEO/Disclaimer: Stevens Transportation, Inc. is an Equal Opportunity Employer. We are committed to creating an inclusive workplace and prohibit discrimination and harassment based on race, color, religion, sex, gender identity, sexual orientation, national origin, age, disability, veteran status, genetic information, or any other protected status under applicable federal, state, or local law. Employment with Stevens Transportation, Inc. is at-will. Nothing contained in this job posting creates an employment contract or guarantee of continued employment. Stevens Transportation, Inc. provides reasonable accommodations to qualified individuals with disabilities throughout the application and employment process. If you require accommodation, please notify Human Resources.