



North Mechanical Contracting and Service is a leader in the mechanical industry, dedicated to delivering mechanical solutions from concept to success. Based in Indianapolis, we specialize in comprehensive construction, contracting, preventative maintenance, and innovative approaches to mechanical systems. Recently nominated as one of the 2025 Top Workplaces in Indianapolis, North Mechanical takes pride in fostering a culture built on Excellence, Inspiration, and Innovation—and we’re looking for team members who share that same drive and commitment to success.

As we continue to grow, we’re seeking an energetic and detail-oriented Safety Director to join our Safety Department at our Indianapolis location. This is a full-time, hybrid position between the office, remote offices, and jobsites working Monday through Friday.

In this role, you’ll be at the heart of our safety operations—driving a “Safety Always” culture within our organization. The ideal candidate will provide strategic leadership and hands-on support to ensure safety of all employees, subcontractors and partners across all projects. This is a high-visibility, high-accountability leadership role that works closely with the field and project management.

At North Mechanical, you’ll be part of a dynamic, growing company that values innovation, collaboration, and professional growth. This position is an exciting opportunity to make a real impact—enhancing operational efficiency and contributing to the continued success of our Safety team.

Key Responsibilities:

1. Ensure Compliance with OSHA, MSHA, NFPOA, & Other Regulatory Agencies
2. Support & Implement Safety Strategy
3. Support & Develop Goals and Benchmarks
4. Assist During Audits
5. Manage Regulatory Logs, Records, & Compliance Reports
6. Review, Create, & Update Safety Policies and Procedures
7. Analyze & Monitor Safety Data to Identify Trends
8. Perform Root Cause Investigations
9. Promote & Represent Safety Culture
10. Lead OSHA Inspections
11. Collaborate with Other Departments
12. Research, Evaluate, & Implement New Safety Technology
13. Assist with Reducing Worker Compensation Claims
14. Communicate Safety Updates & Performance
15. Coach Field & Project Teams
16. Build & Reinforce Consistent Expectations
17. Promote Proactive Hazard Identification & Stop-Work Authority
18. Manage Safety Budget & Resources

The ideal candidate will have strong presentation and leadership skills with strong analytical and problem solving abilities. Excellent verbal and written communication abilities are essential for effective collaboration with team members and vendors. Proficiency in Microsoft Office applications is recommended, as well as the ability to utilize and learn various software programs. A Bachelor’s Degree in Safety Management or related field, as well as Board of Certified Safety Professional certification such as CSP, SMP, CHST are preferred, but not required. 10+ years of experience in safety is preferred. The candidate will need to have a robust understanding and application of OSHA regulation, as well as have the ability to interpret safety data. The candidate must have a High School diploma or equivalent to be considered for employment.

North Mechanical Contracting and Service is proud to offer a comprehensive benefits package designed to support the well-being and growth of our employees. We provide a competitive salary along with a 401(k)-plan featuring a company match to help you plan for your future. Our benefits include health, dental, vision, and life insurance, as well as paid time off and holidays to promote work-life balance. Employees also have access to an employee assistance program and cross-training opportunities that encourage professional development and long-term career growth within our expanding organization.

Submit resumes via: [Careers | North Mechanical](#)