



## Job Posting

**POSITION:** Health and Safety Manager  
**STATUS:** Full-Time  
**LOCATION:** Kohl & Frisch Limited (Concord, ON)  
**REPORTS TO:** VP Operations  
**DEPARTMENT:** Operations

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Founded in 1916, Kohl & Frisch Limited has a solid reputation in the healthcare industry that distinguishes it as the only national, Canadian-owned and operated wholesale distributor. A family- owned company, it is one of Canada's leading national distributors and is the essential link between pharmaceutical manufacturers and healthcare providers. Kohl & Frisch is fully equipped to service large chain retailers, independent pharmacies, clinics, and hospitals for all their Rx, OTC, home healthcare, and front shop needs.

### About the Role

The Health and Safety Manager is responsible for managing all company Health and Safety and Workers Compensation activities to ensure on-going legislative compliance. The incumbent in this role is the main company contact with the Ministry of Labour and the Workers Compensation Boards and ensures operations are compliant to all applicable industry and company standards.

### What Will You Do?

- + Develops, leads, and executes the Health and Safety program, ensuring alignment to the overall business strategy, program ensuring all applicable provincial legislative requirements are met or exceeded
- + Serves as a trusted advisor to employees and leaders, providing guidance on Health and Safety related matters
- + Manage and monitor all JHSC actions, and take appropriate action where required
- + Monitor compliance with all Provincial Health & Safety Legislation identifying and providing input on any future initiatives required to respond to changing Legislative demands
- + Acts as the first point of contact for all Regulatory Agency interventions – MOL, WSIB, etc.
- + Participate in, and review investigation of all DC safety incidents and accidents
- + Conduct Health and Safety audits of all Distribution Centres (DCs) ensuring they meet compliance obligations
- + Complete hazard recognition and create action plans to mitigate risk
- + Develop and manage ongoing Business continuity Planning

- + Prepare and manage the annual Health and Safety budget
- + Other duties as required

#### **Training:**

- + Ensure training compliance is met, for applicable provincial standards
- + Conduct new hire, monthly and specialized Health & Safety training for employees
- + Develop all necessary training material for applicable staff
- + Conduct or assist, as required, with the delivery of any Health and Safety training

#### **Procedural:**

- + Develop and ensure all Health and Safety Standard Operating Procedures remain up-to-date and are reviewed on an annual basis (or more frequently if required)
- + Implement relevant continuous improvement opportunities to SOP's, Health and Safety Management System, process, tools and identify risk or impact to health and safety
- + Develop, implement and maintain an internal audit protocol to ensure compliance with SOP's and legislative regulations
- + Oversee processes related to Health and Safety to ensure consistency and compliance with legislation

#### **Communication:**

- + Report all pertinent health and safety metrics to senior management
- + Provide an annual communication plan and tools for all DCs

#### **Corporate Workers Compensation:**

- + Conduct reporting, and claims management consistent with specific Provincial compensation Legislation
- + Manage the Return to Work process in conjunction with DC management
- + Provide overall cost, rebate, and surcharge tracking across all K&F locations
- + Monitor and manage WSIB Claims Statements
- + Up to 30% travel may be required

#### **What You Bring**

- + 5+ years of experience with direct responsibilities for Health & Safety and Workers Compensation preferably in an industrial, manufacturing or distribution environment
- + A minimum College Diploma or Equivalency
- + Must exhibit leadership attributes and lead the H&S function across all provinces
- + CRSP considered and asset
- + Well versed in H&S, and Workers Compensation Legislation and Regulations
- + Expert knowledge of workplace inspections and investigative processes
- + Excellent interpersonal / communication skills
- + Ability to function in a fast paced, multi-provincial environment
- + Proactive, with the ability to work cohesively in a team environment
- + Ability to work with minimal supervision and direction

#### **What's In It For You?**

This position offers a salary range of \$95,000 - \$120,000, exclusive of discretionary bonus eligibility and our full benefits package. The final salary offered to the selected candidate will be determined by factors including location, relevant experience, skill level and education.

**Additional Compensation (if applicable):**

- + Bonus or commission structure
- + Pension Plan (eligibility after 18 months service)

**Benefits:**

- + Health, dental, vision from day 1
- + Personal Days
- + Employee Assistance Program
- + Opportunity for Professional Development
- + Wellness programs
- + Vacation Pay
- + Exclusive memberships and discounts

If you are interested in applying, please submit a résumé and any other relevant documentation by **April 30<sup>th</sup>, 2026** to: [recruitment@kohlandfrisch.com](mailto:recruitment@kohlandfrisch.com).

Please ensure you specify the job title, **Health & Safety Manager** in the subject line of your email.

As part of our recruitment process we may use AI for initial screening and assisting in evaluating candidate qualifications. All final hiring decisions will be made by our recruitment team.

*Kohl & Frisch would like to thank all applicants for their interest. All applicants who received interviews will receive an update on their application status within **45 days** of applying. We value your interest in joining our team and strive to provide a timely, transparent hiring experience.*

*Kohl & Frisch Limited welcomes applications from individuals with disabilities and provides accommodations upon request for candidates taking part in the selection process.*