



Job Title: Safety Culture Assessor

Essential Duties and Responsibilities:

- Review materials pertaining to a railroad's written safety policies (e.g., rule book, injury and operational performance data, safety action plan, and safety issue resolution processes)
- Conduct individual interviews with a sample of railroad personnel using a structured interview protocol
- Observe railroad personnel conducting various duties in the field using a structured protocol
- Analyze and synthesize data from multiple sources to determine final Assessment findings
- Prepare a written report on the Assessment findings and opportunities for improvement related to the safety culture of the railroad
- Conduct an on-site verbal close-out meeting with railroad senior leaders to describe the Assessment findings and opportunities
- Contribute to educational and training materials developed by SLSI
- Follow-up with assessed railroads to determine their needs in strengthening their safety culture, and offer technical assistance to them, when requested, in addressing specific opportunities
- Perform all responsibilities while traveling as required
- Participate in training, as requested
- Represent SLSI's mission, vision, and goals accurately to stakeholders and demonstrate professionalism consistent with the expectations of SLSI

Job Knowledge, Skills, Abilities, Other Characteristic (KSAOs):

- Craft and supervisory experience/proficiency in a least one railroad industry discipline
- Willing and able to travel throughout the U.S.; length of travel varies but is generally about eight days at a time
- Knowledge of safety compliance policies and procedures in a railroad environment
- Effective communicator, both verbally and in writing; able to engage in active listening
- Organized and able to gather, prepare, and present materials in an organized fashion
- Adept at critical thinking, identifying and solving complex problems, and evaluating the quality of processes or systems
- Adaptable; comfortable with dynamic, diverse environments and comfortable with last-minute changes
- Willing and able to work in a collaborative fashion, fostering positive interactions with SLSI colleagues and railroad personnel
- Able to manage confidentiality and non-disclosure of railroad information and all associated materials
- Proactive and able to engage in self-initiated activities
- Able to operate with a high degree of professionalism and integrity
- Able to carry out onsite observations in the office and field environments
- Physical fitness; able to walk on ballast and around railroad properties
- Able to effectively use computer applications to write reports and take notes (i.e., Word, Excel, Outlook, Teams)
- Knowledgeable regarding safety culture and organizational change
- Willing to work various shifts to observe and/or interview railroad personnel
- Have a well-developed safety professional network

**Closing date: 11:59 pm EST on Friday, April 24, 2026*

Email cover letters and resumes to: SLSI@shortlinesafety.org