

Position: Safety Supervisor, Distribution

Pay: \$65,000.00 - \$75,000.00 per year

Location: Austin, TX

Job description:

Three Way Logistics is a leader in warehousing, distribution, transportation, and logistics services. We are seeking an experienced Safety Supervisor in Austin, TX to lead safety, compliance, and risk management initiatives across multiple warehouse, transportation, and customer locations

Position Summary

The Safety Supervisor is responsible for promoting a strong safety culture, ensuring compliance with OSHA and DOT regulations, reducing workplace risk, and supporting employees and leadership across warehouse and transportation operations. This position requires regular travel throughout the region.

Key Responsibilities

- Lead safety programs for warehouse, distribution, and transportation operations.
- Conduct facility safety audits, inspections, and compliance reviews.
- Oversee OSHA, DOT, and FMCSA compliance requirements.
- Manage forklift and Powered Industrial Truck (PIT) certification programs.
- Investigate workplace injuries, accidents, near misses, and property damage incidents.
- Conduct root cause analysis and implement corrective actions.
- Monitor driver safety, Hours of Service (HOS), ELD compliance, and telematics systems.
- Support workers' compensation, claims management, and return-to-work programs.
- Develop and deliver safety training for warehouse employees and drivers.
- Maintain safety metrics, KPI reporting, and continuous improvement initiatives.
- Partner with customers, contractors, and operational leaders to promote safe work practices.

Qualifications

Required:

- 3+ years of safety experience in logistics, warehousing, distribution, transportation, or manufacturing.
- Knowledge of OSHA regulations and workplace safety standards.
- Experience conducting incident investigations and safety audits.
- Strong communication, organizational, and problem-solving skills.
- Valid driver's license and ability to travel between facilities.

Preferred:

- Bachelor's degree in occupational safety, Risk Management, or related field.
- OSHA 30 Certification.
- ASP or CSP certification.
- CDL and/or transportation safety experience.
- Experience in multi-site warehouse or logistics operations.

Physical Requirements

- Ability to lift up to 40 pounds.
- Ability to stand, walk, and conduct inspections in warehouse and outdoor environments.
- Ability to travel regularly throughout the region.

Why Join Us?

At Three Way Logistics, safety is a core value. You'll have the opportunity to make a significant impact by driving safety performance, protecting employees, and supporting operational excellence across a growing logistics organization.

Three Way Logistics Company provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

Benefits:

- 401(k)

- 401(k) matching
- Dental insurance
- Health insurance
- Life insurance
- Paid time off
- Referral program
- Vision insurance

Experience:

- Safety: 3 years (Required)

License/Certification:

- Driver's License (Required)

Work Location: In person

Please send resume to hr@threeway.com