

Zachery Schasteen

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Profile

A seasoned maritime safety and public service professional with over 20 years of experience, I bring a deep understanding of Alaska's unique challenges and opportunities, particularly in safety and labor relations. My diverse background in both the public and private sectors, combined with a 40-year residency in rural Alaska, equips me with unparalleled insights into enhancing community safety and health. Eager to apply my expertise on public boards like the Occupational Safety and Health Review Board, Alaska Labor Relations Agency, or Board of Marine Pilots, I aim to contribute to Alaska's prosperity and well-being.

- Strategic Planning & Analysis
 - Emergency Plan Execution
 - Capital Project Management
 - Employee Engagement
 - Logistics Coordination
 - Investigations & Corrective Actions
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PROFESSIONAL EXPERIENCE

CMA Terminals Alaska – Unalaska, AK

Alaska Region Safety & Compliance Manager, 2022 to Present

As a dedicated QSSE (Quality, Safety, Security, and Environment) Manager, I oversee and implement a comprehensive systems to ensure organizational excellence. I have successfully implemented and maintained robust quality management systems, conducted audits to refine quality processes, and ensured strict compliance with standards. In the realm of safety, my expertise lies in developing and enforcing policies, conducting risk assessments, and investigating incidents to cultivate a secure work environment. My role extends to security management, where I implement protocols to safeguard assets and collaborate with authorities to address security concerns. Additionally, I bring a strong focus on environmental compliance, promoting sustainability, monitoring waste disposal, and conducting impactful assessments. My communication skills are evident in my ability to disseminate QSSE policies through training programs, fostering a culture of continuous improvement. With a keen eye on compliance, risk management, and effective collaboration across departments and with external stakeholders, I play a pivotal role in prioritizing and enhancing quality, safety, security, and environmental considerations for organizational success.

Glacier Fish Company & North Star Fishing Company – Seattle, WA

Director of Safety & Compliance, 2021 to 2022

Responsible for overall implementation and management of the company safety management system through a disperse workforce comprising six vessels and approximately six hundred people. Guide enforcement and evaluation of company procedures and protocols to ensure they are followed in accordance with company safety programs, safety regulations and industry safety standards. Receive and provide follow through on all near miss reports, hazard observations and safety suggestions. Sail on all company vessels on an annual basis to assess and audit safety management system compliance. Management and oversight of all safety and job competency training. Implement and develop safety

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training related to job competency, ensure that the training is in accordance with regulations and company requirements.

- Created and implemented a successful COVID 19 surveillance testing program for all company vessels and personnel.
- Worked with management and engineering team to redesign equipment to allow for a more ergonomically sound operation.
- Redesigned a comprehensive COVID 19 mitigation and emergency response plan while taking into account the disperse nature of the workforce.

O'Hara Corporation – Seattle, WA

Safety & Claims Manager & Senior Employment Manager, 2019 to 2021

Hold multiple management responsibilities for implementing and delivering a variety of human resources, fire, medical, occupational safety, and maritime courses. Directly manage and guide five employees dedicated to human resources, and medical claims management throughout a group of 200+ employees involving five factory processors. Provide guidance, leadership, and direction to corporate and vessel-based employees related to occupational injuries, risk, human resources, and medical/injury claims. Enhance a culture of safety and productivity to create voluntary compliance with various health and safety standards.

- Hired as Safety & Compliance Manager and promoted to oversee human resources division within six months of employment.
- Developed and implemented a comprehensive COVID19 response and mitigation plan for five large vessels.
- Managed all aspects of two large scale COVID19 outbreaks in rural Alaska.
- Implemented ergonomics training for factory personnel.
- Develop and implement a National Institute for Occupational Safety and Health (NIOSH), Occupational Safety & Health Administration (OSHA), and United States Coast Guard (USCG) compliant capital and major maintenance plan for replacement of shipboard firefighting equipment.
- Developed and implemented a pre-pandemic marine safety training program for the O'Hara Corporation which involved various safety and ergonomic courses resulting in savings of approximately \$27,000.00 per vessel based on instruction time.

Cascade Training – Tacoma, WA

Operations Manager, 2017 to 2019

Hold dual responsibility for delivering a variety of fire, medical, and maritime courses while overseeing training center operations throughout the state of Washington and exercising regulatory oversight over a national group of American Heart Association instructors. Provide guidance, leadership, and direction to local teams regarding sales and marketing strategies, financial reporting, scheduling, and logistics.

- Hired as an instructor and promoted to management position in four months.
- Lead a cadre of contractors in facilitating the credentialing processes for employee certification in Advanced Cardiac Life Support (ACLS), Pediatric Advanced Life Support (PALS), and Basic Life Support for Healthcare Providers (BLS-HCP).

- Triggered an \$840K increase in annual revenue for FY2019.
- Managed a group of 20 instructors who are professionals and subject matter experts in various disciplines.
- Implemented a marine safety training program for outside organizations.

City of Unalaska – Alaska

1994 to 2014

Fire Chief, 2014 to 2016

Functioned as administrative and operational head for cities fire division after serving for 18-months as Senior Fire Captain and over 15 years as a volunteer firefighter. Served as command of staff at scene of emergencies and in clinical settings. Planned, developed, and scheduled activities that contributed to the pursuit of short and long-term goals. Reviewed work and performance of subordinate staff, and initiated and administered disciplinary actions as needed. Prepared operational and personnel budgets and monitored expenditures to ensure optimal management of division resources. Conducted investigations for compliance with fire code and worked with area businesses and organizations to improve public safety.

- Succeeded in overseeing completion of numerous capital improvement projects while simultaneously leading over 30 firefighters and EMTs.
- Spearheaded implementation of a well-received community-wide disaster response plan.
- Increased retention of emergency response staff by increasing morale, improving employee and command staff relations, and by creating a 501(c)(3) firefighters' educational organization.
- Created a highly effective health and safety program for the Department of Public Safety which included responsibilities for police, fire, EMS, communications, and corrections departments.

City Council Seat F, 2009 to 2013

Reviewed, debated, and discussed proposed ordinances, resolutions, policies, and regulations designed to improve health, safety, and welfare of the council's constituents. Collaborated with internal and external stakeholders to establish goals and define measurements for performance of city government.

- Made significant contributions to strategic and long-range planning for water, waste-water, storm drainage, parks, and municipal facilities.
- Oversaw, from a Council level, the design and construction of a National Pollutant Discharge Elimination System (NPDES) compliant waste-water treatment plants.
- Oversaw, from a Council level, the design and construction of a N+1 redundancy compliant power generation system.

ADDITIONAL EXPERIENCE:

Chairman, Alaska Fishing Industry Safety & Health Subcommittee on Medical Treatment

Chairman, Alaska Fishing Industry Safety & Health Subcommittee on COVID19 Screening

Marine Safety Instructor, Seafarers Worldwide Career Training

Chair, Local Emergency Planning Commission, Aleutian/Pribilof Islands

Interior Aleutians Campus (IAC) Adjunct Professor, University of Alaska, Fairbanks

Harbor Officer, Volunteer Firefighter, & Police Officer, City of Unalaska

EDUCATION, CREDENTIALS, & AFFILIATIONS

Alaska Law Enforcement Training Academy, University of Alaska Southeast, Sitka Campus

Affiliations

Life Member - Alaska State Firefighters Association

Life Member - Fraternal Order of Alaska State Troopers

Certifications

USCG Approved Instructor, On-Board Drill Instructor/Survival Equipment

Alaska Marine Safety Education Association (AMSEA) – Marine Safety Instructor

Emergency Medical Technician Instructor – Basic Life Support Instructor

State of Alaska Emergency Medical Technician I

International Fire Service Accreditation Congress Fire Instructor

APSC Certified Police Officer – Verbal Judo – HAZ-MAT Technician

Permit Required Confined Space