



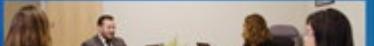
Commission on Health and Safety and Workers' Compensation

Zulfiqar “Ali” Merchant
Sr. Safety Engineer
December 11, 2025





Start a career with DIR
Opportunities in many fields



www.dir.ca.gov/dirjobs

Jobs at Cal/OSHA

Agenda

- DOSH Hiring Strategies & Recruitment Activities
- Lead Outreach

DOSH Hiring Strategies & Recruitment Activities

Some examples of hiring strategies the Division is implementing:

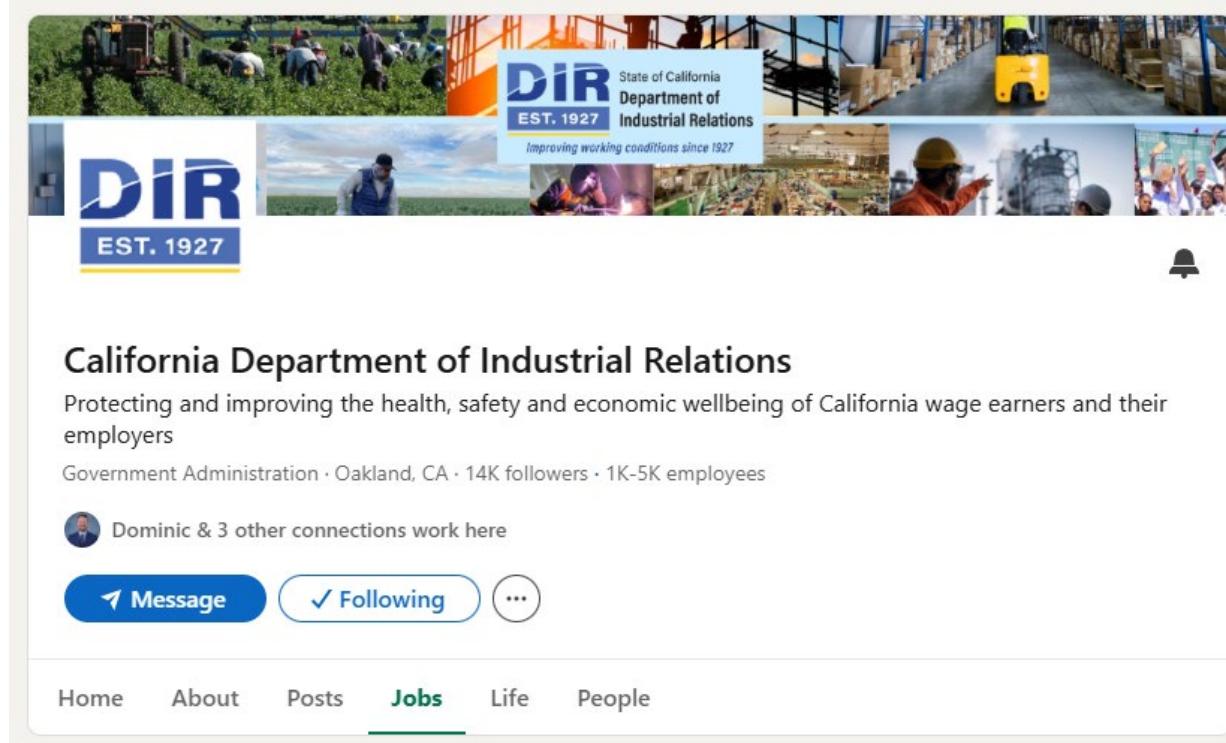
- Developing clear hiring strategies to attract, select, and retain top talent
- Job Visibility
- Marketing campaign geographically
- Attending job fairs and working with universities
- Workshops on How to Get a State Job

Developed Clear Hiring Strategies to Attract, Select & Retain Talent

LinkedIn

- All DOSH roles promoted on LinkedIn and Indeed
- Sent 650+ targeted LinkedIn direct messages since April 2025 and
- 25 direct Indeed messages weekly
- Focus on Safety Engineers, Industrial Hygienists

Indeed



DIR State of California Department of Industrial Relations
EST. 1927
Improving working conditions since 1927

California Department of Industrial Relations
Protecting and improving the health, safety and economic wellbeing of California wage earners and their employers
Government Administration · Oakland, CA · 14K followers · 1K-5K employees

Dominic & 3 other connections work here

Message Following ...

Home About Posts **Jobs** Life People

Job Fairs & University Partnerships

- Over 40 career fairs attended
- 800 Candidates engaged since April 2025
- Strong University and Community engagement:
 - UC Berkeley, UC Davis, UCSB, USC, UC San Diego, CSU Chico, Cal Poly Pomona, Sacramento State, Las Positas College, Tri-Valley Career Center

Steps to start your job today with Cal/OSHA!

We are hiring **Associate Safety Engineers** and **Office Technicians (Typing)** in the following areas:

- **Associate Safety Engineer** [Bakersfield, Fresno, Long Beach, Modesto, Oakland, Redding, Sacramento, San Diego, San Francisco, Santa Ana]
- **Office Technicians (Typing)** [American Canyon, Bakersfield, Foster City, Fremont, Fresno, Long Beach, Los Angeles, Modesto, Monrovia, Oakland, Redding, Riverside, Sacramento, San Bernardino, San Diego, San Francisco, San Leandro, Santa Ana, Santa Barbara, Van Nuys]

How to Apply:

Email your application packet to calosharapidrecruitment@dir.ca.gov.

Make sure to:

- Complete the application form.
- List the classification and location at the top of the application and in the body of your email.
- List which job fair you attended in the body of your email.
- Provide a 40+ WPM typing certificate issued within the last 4 years if applying for the Office Technician (Typing) position.

About the Rapid Temporary Recruitment Program

Temporary Assignment:

- Work immediately up to 9 months.

Critical Need:

- Immediate need for professionals and administrative staff to support Cal/OSHA offices and operations.

Career Continuation:

- Apply for a permanent job at any time to continue your career with DIR.
- Permanent hiring follows standard state merit-based process and rules.

Start Date:

- If selected for a temporary assignment, start as soon as next month.

Visit our website: www.dir.ca.gov/dosh/

Have questions? Contact us at DIRJobs@dir.ca.gov



Scan here and apply by August 10th!



Scan here to access a blank application and get started today!

Additional Recruitment Approaches

Candidate Education Workshops

- State Hiring Workshops (SOQs, interviews, and hiring overviews)
- 1,194 attended since April 2025



Virtual Office Hours

- 15-minute Zoom support sessions
- Application guidance, classification info, resume assistance



Why State Service?

- Make a positive difference in the lives of California workers
- Work with a remarkable team of engineers, industrial hygienists, researchers, consultants, and attorneys to improve health and safety conditions in workplaces in every industry



**Jobs at
Cal/OSHA**

Why State Service?

Quotes from Cal/OSHA Staff:

- *"Great work-life balance."*
- *"My co-workers are also great and easy to get along with. They helped and trained me throughout my 6 months of probation."*
- *"Working for the State of California has its perks. DIR is a great place to work with many different positions."*



**Jobs at
Cal/OSHA**



How can you help!
Share the word Cal/OSHA is
Hiring

Lead Outreach – February 10-12, 2026



Conference

Lead and Healthy Housing West Coast Regional Conference

February 10-12, 2026 • DoubleTree by Hilton, Sacramento

2001 Point West Way, Sacramento, CA 95815

Conference Starts In

Stay ahead of federal housing and health policy changes

61	22	56	32
Days	Hours	Minutes	Seconds

Prepare for pivotal federal updates shaping the future of healthy housing

Lead Resources: Cal/OSHA Publications

<https://www.dir.ca.gov/dosh/PubOrder.asp#Lead>

[**The Cal/OSHA Lead in Construction Regulation – A Guide for Employers**](#)

[**General Industry Lead Standard: What Employers Need to Know - Executive Summary**](#)

[**Lead in Construction: Executive Summary**](#)

[**Lead in Construction - Information for Employees Fact Sheet**](#)

[**Lead in Construction - Information for Employers Fact Sheet**](#)

[**Lead in General Industry - Information for Employees Fact Sheet**](#)

[**Lead in General Industry - Information for Employers Fact Sheet**](#)

[**Model Written Lead Compliance Program for Construction Work** !\[\]\(735ceeed4e566aa93749bb6365185b00_img.jpg\)](#)

[**Model Written Lead Compliance Program for General Industry** !\[\]\(67b99c4d964e257c5482ff1b2462b204_img.jpg\)](#)



Thank you!