



JOB DESCRIPTION

Company: Lagan Operations & Maintenance Ltd
Role: HSEQ Manager
Job Type: Full-time - Permanent

Role Overview

Through working in partnership with other business unit leaders - help shape and deliver effective and value-add HSEQ strategies that meet both the operational needs of the business, and the Group's governance and assurance requirements

The HSEQ Manager will partner with the management teams to provide an integrated service in all aspects of HSEQ management to all business unit activities which will be co-ordinated with other HSEQ professionals and the business unit directors. This will involve the development and delivery of strategic plans and objectives that support both operational requirements and the Group's governance and assurance framework for health, safety, environmental and quality management

What you'll do

The following reflect the main tasks associated with your position and are not intended to be exclusive or exhaustive:

- Provide HSEQ input on the development of effective and proactive strategies for managing HSEQ risks, and for improving HSEQ performance.
- Ensure that HSEQ Integrated Management systems (IMS) are in place across the business for both its current activities and future activities as they are engaged in, including assessment of current systems, amendment, and continuous updating to standards and improvements of HSEQ management systems across the business. Manage the IMS including integration into digital platforms to operate the full IMS from end-to-end use.
- For future activities provide research and advice on the relevant HSEQ requirements for the new future activity such to ensure that the HSEQ risks are known, understood and appropriate effective and proactive strategies for managing the HSEQ risks in the new activity can be implemented.
- Implement active and robust HSEQ auditing programme across the business.
- Act as a coach and mentor to operational managers on a broad range of HSEQ issues, supporting them in embedding HSEQ policy and process where appropriate.
- Provide leadership support to operational directors in the investigation and resolution of HSEQ accidents and incidents.
- Prepare reports on Health & Safety matters for the attention of the Managing Director, Directors, Company Boards and HS Committees.
- Maintain a presence at Business Unit (BU) Health and Safety committee meetings and assist them in implementing and developing safety action plans and programmes.
- Review, audit, and co-ordinate the HS, Env, Qty systems in compliance with ISO Standards e.g. HS 45001, Environment 14001, Quality 9001, and Sustainability 50001. Manage and implement management systems to suit changes in ISO Standards for as required for new ISO Standards as may be required for new areas of business activity.
- Inform Management personnel of the proposed changes to statutory Health & Safety legislation and implications of same.
- Support the management of operational bids through leading on the development of HSEQ strategies and responses.
- Contribute to the wider strategic, operational, financial, and commercial management within the Business unit
- Engage with other HSEQ professionals in the business to ensure that good and poor HSEQ practice is communicated effectively to encourage continual improvement.
- Work with Business unit directors and Human Resources and HSEQ professionals to develop and implement an effective HSEQ training and competency framework.

- Play an active role in the business contributing to the development of HSEQ policy and improvement programmes.
- Proactively assess any commercial opportunities for the delivery of fee-earning HSEQ services to existing and potential client groups.

In terms of compliance and assurance activities, the HSEQ Manager will be expected to:

- Ensure that appropriate and robust assurance 'systems' are in place across the Business unit, ensuring that they are relevant to operational needs and encourage a consistently high level of governance and performance.
- Ensure that complete records are maintained for health, safety and environmental audits and inspections, health surveillance records, accident reports and statistics are compiled.
- Ensure that relevant H&S and Environmental information from statutory bodies Inc HSE/HSA/EPA, advice bodies, trade associations and other relevant bodies is circulated, and best practices guidance is reviewed and amended as necessary
- Maintain a library of HSEQ legislation, ACOP's, Guidance and Technical information for BU access
- Support operational management in measuring the effectiveness of HSEQ policy implementation through inspection/audit, the development of appropriate performance measures, and by contributing to the monthly HSEQ (and operational) reporting cycle.
- Provide intelligence to the business on existing / emerging HSEQ legal requirements and sector/client-specific 'standards.
- When required, initiate Company disciplinary procedures for serious breaches of, or a persistent disregard for operational HSEQ rules, standards, procedures and instructions.

What you'll bring:

As a HSEQ Manager your main skills and experience will include:

Essential:

- Diploma in Occupational Health & Safety Management, or equivalent qualifications/experience
- Chartered status or working towards Chartered status with the Institute of Occupational Safety and Health (CMIOSH).
- Sound working knowledge of HSEQ laws, ACOPs, Guidance and Industry sector-specific HSEQ standards in relation to Construction/Building.
- Have an in depth knowledge of ISO 45001,14001,9001,50001 Standards and practical experience in the effective implementation of these ISO standards and management of external accreditation auditing of these systems
- Associate member of IEMA (or equivalent qualifications / experience)
- Demonstrable knowledge and experience of HSEQ generalist skills
- Technical Skills & Ability in Generalist HSEQ
- Project Management Experience would be desirable.



Key Competencies

In addition to the above criteria the candidate should display the following key competencies which are essential for the role:

- Commercially aware with a breadth of experience as a HSEQ generalist
- Can operate as a Manager and influence at a senior level
- Able to quickly establish credibility and maintains positive & productive working relationships with colleagues
- Able to organise and manage self effectively
- Has a high impact as a communicator – verbally, IT, written and in meetings
- Able to build and maintain customer relationships, understands corporate environment and aware of implications of internal and external politics
- Personal drive and commitment towards delivery of results, through others where necessary
- Demonstrates analytical, creative, and proactive thinking
- Will need to have the flexibility and mobility to be able to cover a large geographical area

How we'll reward you

In return, we offer an attractive salary plus we'll provide a wide selection of lifestyle offers, development and learning programmes, services and support designed to help you manage and balance your work/life priorities.

Our Core Benefits include:

- Employer Pension Contribution
- Car Allowance
- Membership of relevant Institutions & Professional Bodies
- Life Assurance
- Health Cash Plans
- Cycle to Work Scheme
- Gym Membership

Your application

At Lagan Specialist Contracting Group, we want everyone to feel welcome. That's why we want you to know that we'll work with you to make the application process as smooth as possible. So please just let us know if you need any adjustments or support – we'll do whatever we can to help.

LAGAN SPECIALIST CONTRACTING GROUP ARE AN EQUAL OPPORTUNITES EMPLOYER