**Health and Safety Manager Vacancy**

As our HSE Manager, based in Newton Aycliffe you will be responsible for leading the behavioural culture of Safety, Health & Wellbeing. By building partnerships within all functional areas, you will be capable of meeting all current and future company and regulatory expectations. Ensuring ethical governance to the protection of the environment, leading by example and championing our Core Values in all activities, interactions and supporting the overall facilities maintenance of the sites. You will report directly to the Group Director of Manufacturing & Operations and liaise with the wider business functions ensuring all legal compliance is met whilst working within regulatory constraints to minimise any risk of injury, maintaining duty of care to all employees, contractors and visitors.

**Summary and Purpose**

The Health, Safety, & Environment (HSE) Manager leads in setting and enforcing HSE standards, ensuring workplace and environmental safety across the company. This role involves developing HSE policies, supporting managers to conduct risk assessments, ensuring regulatory compliance, and driving initiatives to reduce risks and environmental impact. The HSE Manager champions a culture of safety and environmental responsibility, aiming for continuous improvement in HSE practices. Through strategic leadership, this position ensures the organisation not only meets but surpasses HSE regulations, enhancing the company’s sustainability and reputation.

**Main Responsibilities:**

**Leadership**

* Develop, review and implement health, safety and environmental policies and procedures across the Danesmoor Group and all subsidiary companies to ensure they are adequate to manage key hazards in the business and comply with new and existing HSE legislation.
* Provide expert direction, advice, training and guidance to employees regarding Health, Safety and Environmental issues.
* To coach support and influence the teams as well as bring company related HSE matters to the attention of the Group Director of Manufacturing & Operations at regular intervals.
* Liaise & support the appropriate Site General Managers over the full range of their duties and responsibilities in respect of HSE matters, this with respect to inspections, audits, report recommendations, changes in legislation
* Ensure adequate means of distributing and communicating health, safety and welfare information obtained from the H.S.E., Safety organisations and Trade associations regarding new techniques of accident prevention, new legislation requirements and codes of practice etc.
* The ability to effectively deal with any regulatory & enforcement authorities.
* Ensure that an adequate programme of training for health and safety is established and that the safety culture is encouraged amongst employees
* Provide support where required on relevant business projects and initiatives to ensure Environment and Health & Safety statutory obligations are met.
* Coordinate activity to ensure systems are in place to retain certification in applicable H&S and Environment Management System Standards.
* Proactively seek out development opportunities by learning and attending training courses to ensure that the functions has the right skills to deliver business needs.
* Advise the Company Directors & Secretary of all incidents reportable under R.I.D.D.O.R
* To highlight areas where training/certification is required to meet the standards imposed by Legislation, Approved Codes of Practice, or H.S.E. guidance.

**General & Task management**

* Develop and maintain systems of H&S Management in line with HSG 65, ensuring the company HSE & Fire policies are current and reviewed on a regular basis.
* Facilitate the maintenance of all accident/injury/incident records for use within the company.
* Liaise with the Health & Safety Executive (HSE), local authority, fire authority and insurance loss adjusters in the event of any inspection, accident or claim.
* To arrange Health surveillance as required.
* Liaise with Durham County Council in obtaining and maintaining relevant environmental & process permits
* Implement and document Risk Assessments as required, these to include fire, manual handling, DSE, vibration, noise, machinery, COSHH, and any other ad-hoc cases
* Provide Risk Assessments support & method statements for off-site work for Danesmoor Group Ltd and all subsidiary companies.
* Maintain and update CHAS, Constructionline, SMAS & Sedex accreditations
* Obtain costs and arrange LEV yearly inspections as required by COSSH, noise, dust, vibration testing as determined by risk assessments or the various regulations
* Identify, advise, & assist the HR Dept in safety related training and medical issues
* Provide guidance on the choice and correct use of personal protective equipment (PPE)
* Liaise with the Environment agency on any waste or health issues as well any audits for Packaging, WEEE or REACH Regulations.
* Lead monthly HSE Meetings with Functional leaders.

**Essential Requirements**

* NEBOSH Certificate
* Minimum of 5 years’ experience working in a health and safety environment.
* Sound knowledge of Environmental Health & Safety legislation.
* Permit to work and contractor management.
* Emergency procedures, risk assessment process and safe systems of work.
* Ability to influence at all levels in the organisation, including visitors, contractors and regulatory bodies.
* Coaching & motivating experience – ideally in a manufacturing environment achieving results through others
* Computer literate (Windows) and is able to pick up new applications quickly
* Strong leadership and interpersonal skills
* Adaptable, able to manage change effectively.
* Confident and self-assured
* Challenges in a constructive way using helpful feedback.
* Debates topics and gains consensus on core issues
* Facilitates discussion
* Engages and inspires others
* Passionate Listener
* Curious and perceptive
* Coaching and supportive

**Desirable Requirements**

* Relevant industry qualification in Health, Safety or Environment.
* NEBOSH Diploma
* Trained in IOSH Audit techniques
* Provision and Use of Work Equipment Regulations (PUWER)
* Change management qualification (i.e. ADKAR) – experience leading change and transitions