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Health and Safety Manager

The Role:

An outstanding opportunity for an experienced and progressive Health and Safety professional to join an industry leading collaborative organisation. Working in an innovative industry, the @one Alliance with Anglian Water are currently delivering approximately 800 projects valued at £1bn until 2020 with prospect of a further 10 years up to 2030. This exciting role is to be accountable for managing a team of Health and Safety Advisor's and supporting the implementation of policies and procedures to support project teams. Advise and support the Head of Operations, Operations Managers and Project Teams on all matters relating to health, safety and well-being at work, including the obligations and responsibilities of managers and employees; and provide comprehensive and practical advice to all managers on best practice.

Key Responsibilities:

H&S Strategy, Plan, Reporting and Data

Support the development of the H&S Strategy for AMP6

Develop detailed action plan, with timescales, to implement the Strategy across the programme area

Be accountable to ensure all required H&S data is collected, collated, reported, analysed and acted upon in a timely manner

Manage & review programme area performance, H&S data and other 'leading indicators', KPIs and metrics

Develop reactive and proactive action plans in response to above and prepare reports as required

Work with programme area project delivery team in ensuring safety at work and on site at all times

Prepare presentations when required by Principal H&S Manager or Head of Operations

Provide a regular tactical review of all H&S Action Plans, data to ensure continual improvements and change accordingly

Communicate & investigate all incidents, reports, learning & resultant actions in a timely manner to all stakeholders

Policy, Procedures and Legislation

Develop central Alliance procedures and policies to support the Strategy and that comply with and satisfy all Partner and Anglian Water safety rules and procedures

Ensure that all Alliance H&S team professionals are aware and trained to ensure compliance

Maintain understanding and awareness of all current legislation, best practice, and statutory requirements, and keep abreast of all new and forthcoming changes, ensuring full team and business readiness in advance

Review Alliance Inspection procedures (eg 245 process), ensure Learning & Action Plans are developed & implemented

Ensure the Alliance safety procedures support the safety and well-being for all employees working for the Alliance

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Delivery, Compliance, Inspections, Incidents

Direct and advise on all areas of fundamental compliance and any areas of concern, take immediate steps to rectify

Never walk by an unsafe act or circumstance - ensure it is immediately dealt with satisfactorily & safely & reported appropriately. Be prepared to stop work immediately on your own authority, or to close sites in repeat or extremely poor control by contacting the Operations Manager

Ensure the Alliance complies with all Statutory, Anglian Water and Partner safety rules and procedures on all sites and projects

Test the safety knowledge, understanding & competence of Site Managers & support teams, to ensure all are confidently & safely in control of the workforce Work with other teams and be accountable for the utilisation and implementation of the agreed inspection systems

Ensure each construction site is inspected each month (incl. but not necessarily limited to CSIR, CQIR, CEIR)

Ensure a consistent and compliant approach to inspections through coaching, mentoring and training • Carry out or arrange workplace/site H&S audits and monitor implementation of any remedial actions

Proactive involvement throughout the Delivery Process, working closely with all relevant stakeholders

Ensure H&S standards and practices are consistent and compliant for each individual project and across the programmes of works

Provide technical expertise to incident investigation teams to establish cause and improve risk management

Ensure incidents are investigated & communicated, & reports are completed, with clear action plans developed & implemented, in line with Alliance procedures.

Briefings, Training, Inductions, Continuous Improvement

Coordinate and/or provide H&S training where required for the H&S team, project and site teams and other stakeholders within the programme area

Ensure that appropriate H&S briefings, presentations are developed and communicated to support any action plan, improvement initiative or future risks Support AW & Alliance safety initiatives & events (including the Stand Down Day & Inductions) provide material & briefings when required

Coordinate, plan, track and implement Tool Box Talks, site briefings, awareness campaigns and other communication initiatives across Programme areas

Drive continuous improvement in H&S standards and performance and in all matters relating to care of individuals and safe operating procedure

Key measures & targets:

Site inspections and compliance

H&S Strategy and Plans

Incident and Near Miss analysis, conversion into and implementation of Action Plans

Be accountable to manage and collate the health and safety data

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Key relationships:

Principal H&S Manager
Safety Advisor
Safety Coach

Person Specification:

The successful candidate is likely to meet all of the following criteria:

Essential

Membership of Institute of Safety and Health (IOSH)
Experience of managing a team of Health and Safety professionals, over 5 years desirable
Experienced in supporting behavioral change programmes
Strong communicator, at all levels
Exhibits collaborative behaviors

Benefits:

As well as offering a competitive salary, remuneration for this role includes flexible benefits, which provides a range of guaranteed benefits including but not limited to:

- Company car/car allowance
- 5% Company pension contribution
- Life Assurance at 2 x notional salary
- Single persons private medical cover
- Permanent Health Cover

In addition you may be eligible for entry into the Company's non-contractual bonus scheme, based upon, among other things, the performance of the employee and of the business unit and/or Company.

About Barhale:

Barhale is one of the largest privately owned infrastructure specialists in the UK and was originally formed in 1980 as a specialist tunnelling contractor diversifying over the years into various civil engineering areas. Barhale works UK-wide across the water, transport, energy and developer services sectors providing design, construction and maintenance services under long-term contracts, with blue-chip public, regulated and private clients. The company employs over 800 people in the UK, has an annual turnover of £120m and a distinctive set of values that are fundamental to our approach to business sustainability.

Our business activity is carried out for the following principal sectors:

Water: Civil Engineering, Tunnelling, Pipelines and Utilities

Transport: Rail, Aviation, Waterways, Highways and Bridges

Energy: Power Generation, Power Transmission and Distribution, Waste

Developer Services: Civil Engineering across private sector developers UK wide

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Specialist Businesses: Tunnelling, Mechanical and Electrical and Barhale Construction Services (BCS Group)

How to apply:

Please send your current CV and covering email outlining your suitability for the role and quoting the reference number to careers@barhale.co.uk.

We are an equal opportunities employer. We are determined that no job applicant or employee receives less favourable treatment on the grounds of sex, pregnancy or maternity, gender re-assignment, sexual orientation, religion or belief, marriage or civil partnership, age, race or disability. All information will remain confidential to Barhale and will be handled in accordance with the requirements of the Data Protection Act.