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| Job Title | Health, Safety, and Environment (HSE) Director |
| Business Unit | Central Services |
| Location | Bretby |
| Reports to: | CEO |
| Purpose | * As a pivotal member of SOCOTEC UKs executive team and the Board of Directors, the HSE Director plays a critical role in upholding the company's values of commitment and excellence, entrepreneurship and innovation, accountability, and social responsibility. This position is responsible for shaping and executing the HSE strategy, ensuring compliance, minimising risks, and promoting a culture of safety, quality, and environmental responsibility throughout the organisation
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| GeneralResponsibilities/Specific Duties: | * Develop and implement a comprehensive HSE strategy that aligns with SOCOTEC's values and objectives
* Provide strategic leadership and guidance to the HSE team, fostering a culture of safety, quality, and environmental responsibility
* Oversee the development, implementation, and maintenance of HSE policies, procedures, and guidelines
* Ensure strict compliance with all relevant HSE regulations, standards, and industry best practices
* Lead investigations and root cause analysis for incidents, accidents, and non-compliance issues, implementing corrective and preventive actions
* Collaborate with cross-functional teams to integrate HSE considerations into all business operations
* Establish and monitor key performance indicators (KPIs) and metrics to measure HSE performance and drive continuous improvement
* Conduct regular HSE audits, risk assessments, and inspections to identify and mitigate potential hazards
* Manage emergency response and crisis management plans, ensuring organisational readiness for unforeseen events
* Prepare and deliver comprehensive reports on HSE performance to the CEO, Board of Directors, and relevant stakeholders
* Stay updated on emerging HSE trends, best practices, and regulatory changes, and adapt SOCOTEC's strategies accordingly
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| Objectives | * Enhance SOCOTEC UKs HSE performance and uphold its values
* Reduce incidents, accidents, and environmental impact, minimising associated risks and costs
* Ensure strict compliance with all applicable HSE regulations and standards
* Establish and achieve measurable HSE goals and targets
* Foster a culture of continuous improvement in HSE functions
* Ensuring that the Management System is established, implemented, and maintained
* Ensuring effective and efficient auditing is conducted according to a prescribed plan
* Reporting to top management on the performance of the management system
* Arranging and providing reports for MRM meetings
* Acting as SOCOTEC UK point of contact for third party bodies
* Informing UKAS of changes to key staff and facilities, or significant changes/modifications to current UKAS test methods
* Provide an information service on worldwide standards
* Acting as custodian of reference materials used by SOCOTEC UK e.g. Network Rail Standards, Sectional Appendices
* Provision and maintenance of an SOCOTEC UK databases for document control and calibration
* Generation and update of the Approved Suppliers List / evaluation of suppliers and subcontractors
* Maintenance and development of appropriate KPI for Quality performance
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| Qualifications | * Bachelor's Degree in a relevant field; Master's Degree preferred
* Significant experience in HSE leadership roles
* Proven track record of developing and implementing successful HSE strategies and programmes
* In-depth knowledge of HSE regulations, standards, and best practices in the UK
* Strong analytical and problem-solving skills
* Exceptional communication and leadership abilities
* Ability to collaborate effectively with cross-functional teams
* Demonstrated experience in crisis management and emergency response
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| Competencies | * Strategic planning and execution
* Leadership and team management
* Risk assessment and mitigation
* In-depth knowledge of UK HSE regulations
* Continuous improvement mind-set
* Crisis management and problem-solving
* Data analysis and reporting
* Effective communication and negotiation
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| Desirable | * Professional certifications in UK-specific HSE (e.g., NEBOSH, IOSH)
* Experience in the Construction, Real Estate, Infrastructure, or Environmental sectors
* Familiarity with HSE software/tools relevant to the UK
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| Mandatory Training | * SOCOTEC Online Health & Safety Training modules - paid for by the company
* SOCOTEC Online HR Policies Awareness modules - paid for by the company
* Compliance with all relevant HSE training requirements in the UK
* Regular participation in professional development and industry-specific training programs
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