

Job Description

Job Title: HSE Manager

Location: Head Office, Abingdon

Department: HSEQ

Position Reports To: Director of HSEQ

Company Overview

Gigaclear is a high growth company delivering fibre-optic broadband to underserved rural communities in England. Started in 2010, the company is expanding rapidly across England. With head offices based in Abingdon, Oxfordshire and a significant proportion of staff based in the field Gigaclear currently has over 250 employees and is pursuing ambitious growth plans.

The HSEQ Team are responsible for all aspects of Health and Safety within Gigaclear, working with both office-based and field-based colleagues. The HSEQ Team will be responsible for ensuring that managers and employees are aware of and adhere to company health, safety and environmental responsibilities.

Purpose of the job

The HSEQ Manager will be working in a team consisting of Regional HSE Advisors and a Reporting Analyst. The role holder will provide Health & Safety leadership, develop and deliver an organisational framework which enables us to deliver against our vision.

Key Accountability & Responsibilities

- Implementing H&S processes in the business, ensuring that they are fully compliant with current legislation and are implemented without exception
- Ensure HSE standards are fit for purpose and complied with
- Provide consistent HSE reports across the organisation
- Quantify the systematic risks, generate and execute plans to mitigate.
- Define the audit regimes and checklists through the end to end H&S process.
- Stakeholder management, ensuring all colleagues and contractors are aware of their H&S & legal obligations
- Signing off contractors to work in our organisation
- Manage the regional HSE team and the reporting analyst

Knowledge & Skills

- Experience in a similar or supporting post, developing and implementing H&S improvement programmes
- Experience and knowledge of current Health and Safety Legislation, including CDM as related to civils utilities
- Experience of creating HSE project plans and delivering on time and to budget
- Creation of H&S processes within a similar business
- Strong communication skills, able to influence and engage with all levels in an organisation, using a blend of communication techniques
- Pragmatic decision making with experience of making considered judgments in high pressure environments

- People management experience
- Experienced auditor (both internally and externally) with the ability to analyse audit data and provide comprehensive reports, recommendations, and where required improvement plans.
- Two years' relevant experience in civils/fibre/telecommunications/utilities

Qualifications & Accreditations

Essential

- NEBOSH (Level 6) Diploma or equivalent in Occupational Health & Safety
- NRSWA
- GCSEs (or equivalent) in Maths and English grade A-C
- Lead Auditor Qualification (IRCA Equivalent)
- Training Qualification (PTLLS etc)
- CDM
- Good knowledge of the compliance with ISO 45001 (Health & Safety)
- Previous experience within Telecoms
- Full clean driving licence

Desirable

- Environmental Qualification (IEMA Certified)
- Quality Management Qualification

Our Values

Find a way - we will work together to deliver market-leading solutions and provide customer service excellence to our communities

Do the right thing - we always base our decisions on what we believe is fair, considerate and in the best interest of our customers and our colleagues

Be committed - we are all accountable for our actions and work relentlessly with our many customers to deliver on our promises

Keep it simple - we take potentially complex and confusing information and we make it easy for everyone to understand

This job description is not intended to be exhaustive. The post holder will be expected to adopt a flexible attitude to the duties which may be varied (after discussion), subject to the needs of the business and in keeping with the general profile of the role.