

Job Description

Job Title: HSEQ Director

Location: Head Office, Abingdon

Department: HSEQ

Position Reports To: Chief Operating Officer

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, Environment and Quality 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

This is a position of significant importance and leadership within the organisation, which will provide assurance to the Board and our customers that HSEQ risk is effectively managed through the delivery of a programme of operational excellence.

Key Accountability & Responsibilities

- Leading the development and delivery of the health, safety, environment and Quality strategy and tactical plan across the company
- Developing and embedding an improved safety culture which is class leading and embraced by all employees by proactively promoting safety.
- Engaging across the business, including working with the COO and Senior Leadership team to drive a positive safety culture
- Look for future challenges and opportunities and create innovative ideas to drive continual improvement to performance
- Setting performance targets and ensuring accurate reporting against these
- Leading a team of HSEQ professionals across multiple locations
- Report to the COO on a regular basis with updates on all HSEQ matters

Knowledge & Skills

- Strategic vision, with the ability to identify innovative ideas and convert these into successful projects which have a tangible impact on HSEQ performance

- Senior leadership experience in a similar role ideally within civils, fibre, telecommunications or utilities
- Experience in influencing, engaging and coaching senior management to successfully drive change management projects
- Be a people focused individual, who is passionate about changing cultures and behaviours
- Have a strategic mindset, comfortable operating at board level
- Experience building a function with a proven track record of success

Qualifications & Accreditations

- Relevant degree level qualification
- NEBOSH (Level 6) Diploma or equivalent in Occupational Health & Safety
- Environmental Qualification (IEMA Certified or relevant and comparable industry experience).
- Quality Management Qualification or relevant and comparable industry experience.
- Good knowledge of the implementation of ISO 9001 (Quality), ISO 14001(Environment) & ISO 45001 (Health & Safety)
- Previous experience within Telecoms
- Full clean driving licence

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.