**Role Profile**

**Role: Regional SHEQ Manager**

**Site: Midlands**

**Reporting to: SHEQ Manager UK**

Beauparc is a leading waste and utilities business ideally positioned to be part of the solution to some of the main environmental problems facing society today: reducing waste, avoiding pollution, and preventing the unnecessary use of finite natural resources.

As a Group, Beauparc employs approximately 2600 employees over 44 locations in 6 countries in Europe primarily in the UK and Ireland. Above all, our team is committed and passionate about our vision to ensure that we work together to create a safer environment for our people, planet, and partners.

**Key Accountabilities**

Reporting to the SHEQ Manager UK, and a key member of the SHEQ Senior Management Team, SHEQ Manager (North West) is primarily responsible for leading and driving a culture which never compromises on the health and safety and environment of employees, contractors, customers, and partners by ensuring the workforce is fully engaged in understanding their responsibilities and empowered to take action when required. Leading both hands-on and strategic activities, this role requires a mind-set and approach which will continue to bring new levels of thinking, behaviour, and culture. The role will also be required to continue to develop, build and execute proactive and sustainable hazard risk management systems in line with business objectives in order to monitor safety, health, environmental quality and corporate risk with the ultimate aim of hazard control, zero injuries and autonomous safety and protection of the environment.

**Key responsibilities**

* Deliver strategic plans for SHEQ and related activities that develop the service to meet current and future needs of the business and ensure the organisation achieves excellent levels of health, safety and environmental performance.
* Ensure that short- and longer-term plans and approaches are developed, agreed and implemented to meet contract requirements, relevant legislation and all business strategies and objectives.
* Lead, support and coach the SHEQ team to support to the business units working closely and in partnership with and supporting the operational Directors and Managers.
* Manage the SHEQ coordinators; ensuring they are provided with support and advice as necessary, and are trained, motivated, utilised, developed and fully able to deliver the requirements of their role.
* Ensure SHEQ procedures and systems are implemented across the business, are fully understood by competent follow-up to allow all relevant legislation to be complied with.
* Implement safety and environment policies and programs, including training programs, processes and procedures.
* Be capable of writing environmental documents such as fire prevention plans and environmental management systems.
* Research market developments in relevant areas, identify approaches and processes that will add value to the business & develop and propose to the Management Team any relevant developments, projects, approaches and initiatives.
* Implement a programme of audits and reviews to ensure approach and achievement of service level that is equal or better than industry standard, monitor service level achievement to ensure that commitments are delivered.
* Ensure all accidents, incidents, near misses and non-conformities are correctly reported and investigated in accordance with company procedure.
* Monitor accident report files, incident files, accident investigations, corrective actions to prevent reoccurrence, and other related safety concerns.
* Ensure all SHEQ lessons learnt, and other high value learning events are communicated across the business.
* Ensure all sites undertake monthly governance meetings, to ensure all necessary actions are supported and closed out in line with defined timescales.
* Produce monthly/quarterly reports from the health & safety and environment department with regards to company performance
* Promote our vision and values to internal and external stakeholders, for SHEQ.
* Develop a relationship with the direct line operational leaders, contribute to functional developments to ensure full compliance of the business with Group requirements.
* Monitor external developments, participate in industry forums, assess best practice and market development, ensure that all developments relevant to the business are proposed and implemented internally to improve business compliance and performance.
* Responsible for developing and promoting innovation within SHEQ and sharing this within the business.

**Training/ Qualifications**

* Experience in a similar role with demonstrable experience in leading a health & safety culture transformation, in a multi-location, technical and operational led business.
* Qualified to NEBOSH General Certificate
* Qualified, working towards or willingness to obtain NEBOSH Diploma level in Occupational Health and Safety
* WAMITAB Level 4 in Waste Management
* Understanding of ISO Standards with auditing experience.
* Experience of developing and implementing meaningful SHEQ KPI’s, targeting key areas of improvement, enabling the ability to celebrate success.
* First-hand experience of dealing with regulatory bodies stakeholders and external clients
* Financially literate
* A highly capable communicator able to deliver your message across all levels effectively, achieving buy in.
* Excellent communications and decision-making skills.
* Self-motivated and confident with good presenting skills
* Strong Microsoft Office skills
* Full Driving Licence

**Key relationships**

* SHEQ Officers
* UK Group SHEQ Manager
* Heads of SHEQ
* Group SHEQ Director
* Operational Directors and Managers

**Salary**

* Circa £48K plus car OR Car allowance
* 24 days holiday plus bank holidays