

Job title	SHEQ Manager
Reporting to	Safety & Risk Director
location	Midlands and North West
Job summary	<p>Svella Connect is a leading provider of telecoms and digital infrastructure, building and installing high-speed broadband networks to help connect businesses and residents with full-fibre internet. With depots in Warrington, Leeds and Huthwaite, Nottinghamshire, we are a leading contractor for telecoms and internet providers such as Virgin Media and Openreach – and carry out a range of projects across Yorkshire, Midlands and the North West.</p> <p>Our vision is to be the employer of choice in the industry by investing in long-term growth, introducing technology, innovation and developing efficient ways of working to ensure excellent service for our clients and their customers.</p> <p>The SHEQ Manager’s role is to oversee and lead the Safety, Health, Environment and Quality (SHEQ) aspects of our works as we aim to deliver a best-in-class service to our customers and clients to support the business on our contracts and depots leading the SHEQ agenda.</p> <p>What you will be doing day to day:</p> <ul style="list-style-type: none"> · Act as lead on all SHEQ matters to support the Safety & Risk Director in delivering their duties. · Step up in the absence / annual leave of the Safety & Risk Director and act as point of contact for all internal and external client / contractor meetings. · To lead, coach and mentor the team of SHEQ Advisors. · Provide accurate SHEQ advice and support to operational field delivery staff, including advising on CDM 2015 regulations, compliance as well as environmental issues. This will either be by direct support or use of available expertise within the business unit. · To deliver an effective corporate CDM and SHEQ service to ensure Svella meets their statutory responsibilities and provides a safe and healthy working environment for clients, colleagues and those affected by our undertaking whilst operating in compliance with company policy and procedures. · Ensure the provision of programmes, policies, procedures and initiatives to deliver a positive step change in SHEQ performance across Svella Connect with specific focus on the efficient and best in class delivery of CDM integration, training, behavioural change programmes, business winning support and SHEQ KPIs. · To lead the SHEQ team in monitoring general SHEQ legislative requirements, in particular CDM, across all construction projects to ensure compliance is achieved and good practice industry standards are maintained. · To act in accordance with the behaviours and values of the business. · To comply with and contribute to the improvement of operational and team processes and procedures. · To assist with the preparation and execution of the team’s objectives, budgets and financial records.

	<ul style="list-style-type: none"> · To identify opportunities and implement change leading to team development, system improvement and added value. · Lead with the compilation of KPIs, metrics and SHEQ reporting criteria to operational teams and clients as part of SLA requirements. · Lead with the compilation of Risk Assessments, Method Statements etc. · Provide support and guidance to operational teams, management and customers on SHEQ performance and provide root cause analysis to aid relevant coaching and feedback. · Drive the positive intervention reporting initiative and encourage near miss, positive intervention and non-conformance reporting · Engage staff and contractors on SHEQ performance on a day-to-day basis and support the delivery of objectives and targets. · Undertake audits of contract depots and staff on site, including out of hours if required. · Lead with audits by internal and external bodies. · Lead operational management to promote SHEQ at briefings and internal and external meetings. · Support and lead operational personnel with incident investigation; provide advice, support and guidance on legal framework. Ensure that learning points are fed into SHEQ directorate for continued improvement of policy, standards etc. · Undertake evaluations of existing and potential subcontractors, including annual auditing of sub-contractor’s management systems. · Support local managers on the contact with SHEQ regulators (e.g., HSE, Local Authority, Environment Agency etc.) accompanying them on inspections, audits and responding to complaints and queries. · Provide feedback on identified SHEQ risks and give advice regarding possible solutions and remedial actions, through SHEQ stand downs and targeted campaigns. · Work within and promote the philosophy of safe team working and development across all company activities to achieve business objectives and continuously improve performance. · Engender and operate in a culture of zero tolerance of accidents and self-inflicted incidents. · Undertake reasonable tasks and requests outside the scope of the role to support the business as required by senior leadership.
<p>Skills, qualifications and experience required</p>	<p>The ideal candidate:</p> <p>A passionate individual who understands how the role fits with and supports Svella Connect’s business priorities, is responsive and uses own initiative to lead, coach and mentor the SHEQ team. Someone who is objective; uses sound judgement, evidence and knowledge to provide accurate information. Has a positive focus and plans, organises and manages their time and activities to deliver an excellent service.</p> <p>Essential Competencies:</p> <ul style="list-style-type: none"> · Ability to work autonomously and recognising when the relevant Director’s involvement is required. · Tenacious approach, always looking to find out more regarding latest legislation and good practice to ensure compliance and greater governance.

- Problem resolution and strong reasoning skills with the ability to construct sound and positive challenges.
 - Ability to assimilate information quickly from a variety of sources in order to form a coherent fit for purpose response.
 - Deliver objectives in accordance with annual risk management strategy and review.
 - Devise strategies to minimise accident rates and insurance claims.
 - NEBOSH General, Construction Certificate and/or Environmental Certificate.
 - CITB SMSTS or IOSH Managing Safely.
 - ILM level 5-6 in leadership and management.
 - General construction environmental awareness.
 - General Utilities quality awareness (Excavation, Reinstatement, Duct Installation etc.).
 - Incident investigation and report writing.
 - Compilation of RAMs (Risk Assessments & Method Statements).
 - Be IT literate with good presentation skills.
 - Must have excellent time management and multi-tasking skills.
 - Excellent organisation skills.
 - Excellent communication skills.
- Desirable Competencies:**
- NEBOSH Diploma level 5-6 in occupational health and safety or equivalent.
 - IEMA / NEBOSH Environmental Management certificate or equivalent.
 - Previous experience in similar or supporting post where a 'step change' in CDM/HSE performance was delivered into the business.
 - Experience of delivering and implementing CDM/HSE improvement programmes with demonstrable commercial results.
 - NRSWA Supervisor card.
 - Qualified Emergency First Aider.
 - Telecoms (FTTP, PIA, Pre-enablement) experience preferred.
 - Qualified Mental Health First Aider.
 - Face Fit Trainer.
 - Abrasive Wheels Trainer.
 - Manual Handling Trainer.

	<ul style="list-style-type: none"> · Confined Spaces Trained. · Temporary Works Trained. <p>Additional Preferred Skills:</p> <ul style="list-style-type: none"> · Desire to understand and promote the Company purpose, vision, values and culture · Strong decision making and problem management skills with attention to detail. · Trustworthy and ethical approach, exercising discretion where required · Organised, structured and professional, with a passion for excellence · Flexibility, resilience and the ability to influence and build relationships at all levels · Experience in a fast paced, high workload environment · Self-starter who has the ability to prioritise a varied workload and demonstrate good time management to comply with deadlines · Dedication and commitment to drive continuous improvement of safety behaviours across the division <p>SVELLA Connect is an equal opportunities employer and welcomes applications from all sectors of the community.</p>
<p>Salary & Benefits</p>	<p>For the right candidates we offer an attractive benefits package in a rapidly expanding forward thinking company. Competitive salary depending upon experience and qualifications.</p> <p>Salary = £45,000 - £55,000 per annum</p> <p>Benefits = Company car/car allowance £5,000 per annum Fuel card mileage dependent 1 professional accreditation paid for e.g.: IOSH Pension 3% employee contribution/5% employer Laptop/mobile phone 25 days holiday plus statutory Flexible working/hybrid working Training and ongoing development Health Care (Vitality)</p>
<p>Applications</p>	<p>All applications in writing, including full CV to: recruitment@svellaconnect.com or please visit our candidate portal via our website https://www.svellaconnect.com/careers</p> <p>At Svella Connect, we are committed to creating inclusive opportunities for all our employees. We encourage applicants from all backgrounds to reflect the communities in which we operate and serve, and the customers we support. Please do let us know should you require any reasonable adjustments during any part of the application process.</p>