

Health & Safety Manager

Role Profile

The primary purpose of the role is to support and lead business focussed health and safety, through carrying out health and safety support, guidance and governance. To undertake this, the postholder will need to influence and support the Senior Management Team, departmental managers and team members in the ownership, leadership and delivery of the Grain Connect health and safety management system.

The role will help provide a clear understanding of the key health and safety issues for our teams and will be continually developing skills, knowledge and understanding and using their influence to support change and to build and maintain a consistent health and safety culture across the business.

Main Responsibilities

- Working with the CEO and Senior Management Team to develop the health and safety strategy and associated safety management system.
- Guide and coach the business in the implementation of the safety management system and in all aspect of safety leadership and performance, to include:-
 - Site Health and Safety Management – including site audits, and process definition and implementation
 - Integration of safety into business operations
 - Leadership behaviours
 - Accident Investigation
 - Risk Management
 - Managing preventative and corrective actions
 - Health and Safety Inductions
- Ensure that health and safety related training is delivered in accordance with requirements.
- Use a variety of performance measures to identify trends and improve health and safety performance.
- Sharing best practice and celebrating success across the business.
- Act as a visible advocate for the principles of health and safety. Set the right tone at the top and establish an open culture encouraging a high level of communication and employee participation both internally and externally.
- Ensuring CDM compliance across the business
- Additionally, as part of the wider team the role will:
 - Support the development and implementation of initiatives and activities including the development of new systems, processes, tools, and training.
 - Work collaboratively to share best practice and ideas
 - Support team members by adopting a flexible approach to working.
 - Take ownership of health and safety across the business
 - Influencing decisions to achieve consensus and consistency.
 - Challenging ways of working and thinking across the company.
 - Delivering change in a rapidly growing business.

Working hours

You will need to be flexible with your hours and use your time well to meet the needs of customers. This is a full-time role, but those hours may vary, and we are happy to discuss a working pattern which works for everybody. This role will require travel across your extensive region, but time will also be spent in the Carlisle Head Office.

Experience required

- NEBOSH General Certificate or equivalent
- CMIOSH or working towards it.
- 5 Years plus post qualification experience in medium to high-risk business.
- Experience of safety culture and behavioural change programmes
- Excellent communicator
- Able to train and represent at all levels
- Legal & technical understanding of H&S and CDM regulations
- Strong influencer
- Engaging style
- Coach
- Personal resilience
- Delivering impact

Excellent Employee Benefits

- Salary of up to £45,000 per annum, plus car allowance
- 25 days annual leave, plus paid bank holidays
- Up to 7% pension contribution
- 4 times salary life insurance cover
- Employee Incentive Scheme
- Employee Referral Scheme
- Perks at Work Scheme

About Grain

Grain is a fast-growing national broadband provider, headquartered in Carlisle, with a range of opportunities across the UK. Unlike some providers, Grain builds their own dedicated fibre optic network with a unique cable to the home (FTTP), delivering some of the fastest broadband products and helping bring digital transformation to the UK.

Having recently announced a £75 million investment, now is the perfect time to join one of the fastest growing companies in an exciting industry – apply today!