

HSEQ Manager



Due to an internal promotion, an exciting opportunity has arisen to join Bauer Technologies as HSEQ Manager. You will be responsible for maintaining our strong safety performance, and effective leadership and management of Health, Safety, Environmental and Quality here at Bauer Technologies. You will travel throughout the UK to support our various project teams, promoting a proactive safety culture and driving best practice. Reporting to the Managing Directors, you will collaborate and build trusted relationships across the business, with clients and other stakeholders to ensure legislative compliance across the business.

The successful candidate will be enthusiastic, proactive and keen to learn, in return you will be provided with a supportive environment to learn and develop and grow within your role.

We are an inclusive employer and offer equal opportunities regardless of an individual's age, disability, gender identity, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, sex and sexual orientation.

Contract: Full-time, permanent.

Location: Multi-site based, UK

Key Role Responsibilities include but are not limited to

- Effective leadership and management of HSEQ in BAUER Technologies.
- Ensure legal and statutory compliance throughout the business.
- Develop, implement, maintain and own the companies integrated management system in line with the current legislative and ISO standard requirements.
- Provide HSEQ support to the management and project teams to ensure legislative compliance. Promote a proactive safety culture and drive best practice in health, safety, environmental and quality practices.
- Assist the project teams in the preparation of safe systems of work, quality and management documents for the project.
- Conduct regular safety, environmental and quality site inspections ensuring corrective actions are tracked and completed.
- Lead incident investigations, perform root cause analysis, liaise with external agencies (as required). Ensure implementation of corrective actions and share lessons learnt with the wider BAUER Group and UK piling industry through the Federation of Piling Specialists.
- Promote a professional, constructive and pragmatic approach to the management of HSEQ on our projects with our site teams.
- Liaise with our Clients and other stakeholders regarding the HSEQ functions of the business and projects.
- Maintain HSEQ data and external submittals for the business. This includes trend analysis in line with the businesses KPIs, accident and incidents, audit and submitted observations. In consultation with senior managers devise and implement revised controls on identified risks.
- Compile and circulate the safety dashboard and observation feedback on a monthly basis.
- Develop, deliver and ensure distribution of the project specific inductions, toolbox talks, safety alerts and other forms of briefing.
- Arrange and lead annual and interim management reviews, providing trend analysis, root cause analysis and development of KPIs.
- Lead the annual review and interim review of company policies.
- Lead the internal audit program and manage the team of internal auditors. Ensuring all process are audited in line with the ISO requirements.



HSEQ Manager



- Manage the external audit program which includes but not limited to, ISO 9001, 14001 and 45001 and Construction Industry registrations.
- Be a proactive member of the Federation of Piling Specialists on behalf of BAUER Technologies. Attend quarterly meetings.

Additional Roles and Responsibilities

- If qualified, competent and appointed in writing act as Appointed Person (Lifting Operations).
- If qualified, competent and appointed in writing act as Temporary Works Coordinator where required.
- Manage the FORS registration scheme and ensure training is completed by the fleet drivers. Manage the audit of FORS.
- Where required, ensure BAUER Technologies are registered and audited to RISQS and Sentinel schemes.
- Assist in the maintenance of training for all staff.
- Conduct internal training where you are competent.
- Assist with providing information for tender packages and PQQs.
- Review suppliers during their on boarding process to BAUER Technologies, ensuring suitability in line with our company policies and procedures.

Skills and Abilities

- Excellent verbal and written communication skills.
- Ability to organise your time and workload. Flexible work approach.
- A strong working knowledge of CDM 2015, Health and Safety at Work Act etc.
- Strong leadership and ability to drive a positive HSEQ culture across all levels of the business.

Requirements

- In-depth knowledge of UK Health, Safety and Environmental legislation and regulations.
- Understanding and implementation of ISO standards and their relation to the business.
- Excellent IT skills (Microsoft TEAMS, Word and Excel).

Personal Qualities

- Strong work ethic, takes personal responsibility for their work, meets deadlines, sets the right example for others, and displays honesty and integrity.
- Positive attitude, constructive thinking and able to adjust to change.
- Trustworthy in their actions. Shows integrity by doing the right thing. Always maintains appropriate confidentiality. Displays energy and enthusiasm in the way they go about their role. Attention to detail, with an enquiring mind, seek assistance or challenge.
- Committed to advancing own learning and competence, showing a willingness to learn new skills; Apply attributes of equality and diversity to meet the requirements of fairness at work.
- Know and work in accordance with the BAUER Values.

Qualifications

- NEBOSH Diploma or Equivalent
- ISO Internal Auditor Training
- Member of IOSH and IEMA
- CSCS Managers Card for Health and Safety Management
- CPCS Appointed Persons desirable
- Temporary Works Coordinator desirable



Work in accordance with our Bauer Values

Responsibility

We rely on mutual trust and encourage each other to make decisions independently. We overcome challenges by working as a team. The principles of integrity, reliability and correct behaviour govern our daily actions.

Openness

As an internationally operating company, we are open to new ideas and have the courage to make changes. The diversity of cultures and variety of people at our company make us who we are.

Appreciation

We put people first. We interact on an equal basis and treat each other with respect and honesty. Maintaining a positive attitude, we work together in trusting collaboration with our employees, customers and partners.

Innovation

We enthusiastically develop ideas and sustainable solutions for the challenges of the future. Our international experience and many years of expertise provide the foundations of our innovative capacity.

Down-to-earth

As a family business, we are committed to acting sensibly and appropriately. We make pragmatic decisions, with an eye on the bigger picture.

Disability Confident

As a Disability Confident employer, we're committed to the recruitment, employment, retention and development of people with disabilities and to improving their employment opportunities.

