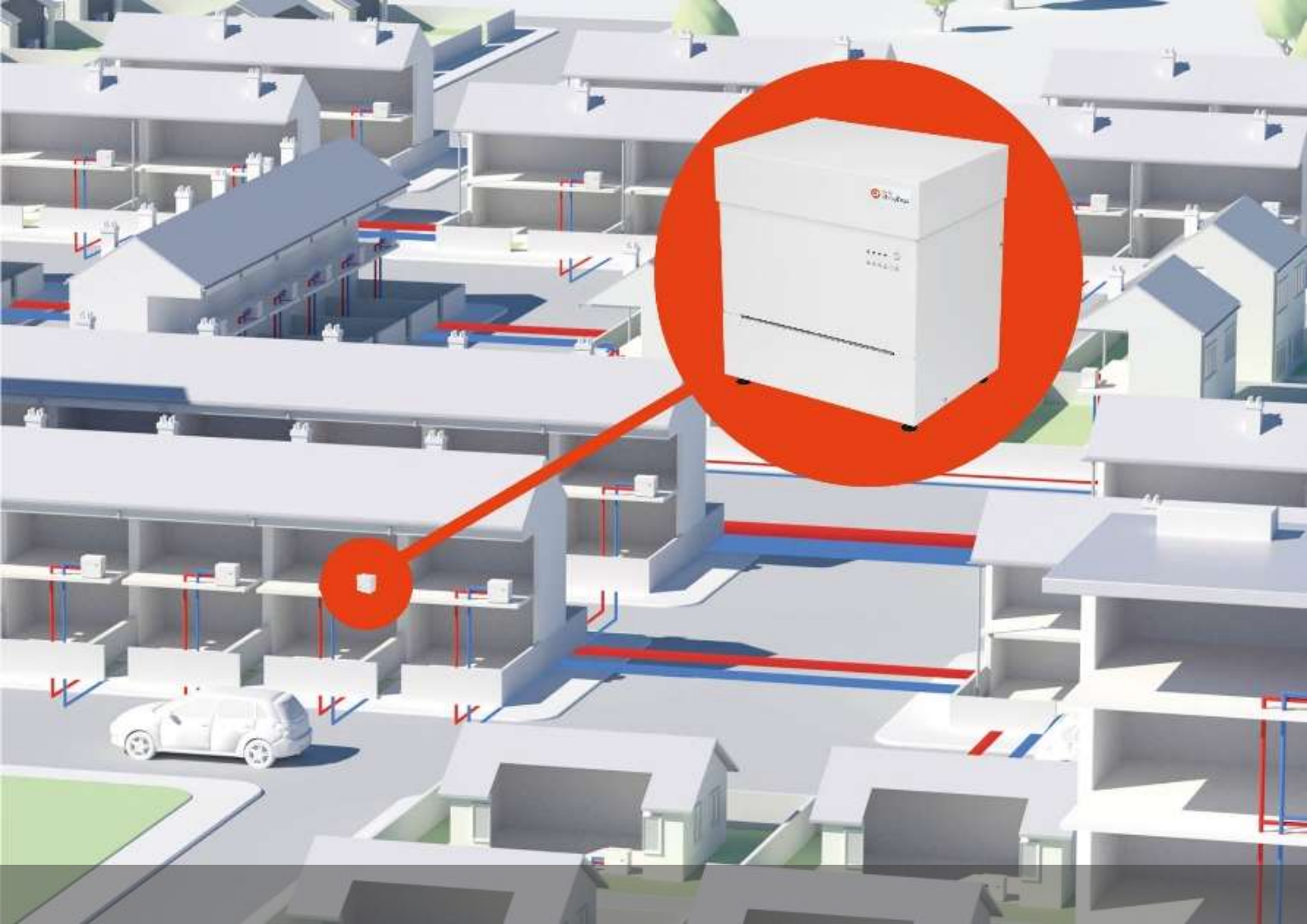




Kensa Contracting
A KENSA GROUP COMPANY

Health, Safety & Environmental Manager



GENERAL SUMMARY

The Kensa Group represents award-winning British engineering at its finest - the UK's leading manufacturer of ground source heat pumps (Kensa Heat Pumps), the UK's pioneer of their mass-scale installation (Kensa Contracting) and innovative infrastructure asset company (Kensa Utilities).

The Kensa Group is transforming how Britons heat their homes, delivering a 21st century alternative to the gas grid. With over two decades of proven expertise in low carbon technology, we want to connect people in homes and businesses across the UK to cleaner, greener, and cheaper heat. Together, we will meet the UK's ambition to install 600,000 heat pumps every year by 2028 and be net zero by 2050.

ROLE OVERVIEW

The role of Health, Safety & Environmental Manager is fundamental to the continued success of Kensa Contracting. As an expert in your field, you will work across all areas of the business to ensure that HS&E is embedded in everything we do and enthusiastically embraced by all employees. It is important to Kensa and will be important to you that we deliver high quality installations at every site while keeping our employees, subcontractors and the public safe.

You will develop, manage, supervise, and coordinate work systems and practices to ensure that the highest standards of Health & Safety are being followed by all staff and subcontractors at all times. You will write and update policies and procedures as required to support a high standard of HS&E performance. By reviewing what we already have in place, you will be able to assess our current HS&E performance and set clear goals and objectives for further improvement.

With many live projects running simultaneously across the UK, you will need to ensure buy-in from all stakeholders by developing a positive HS&E culture through training, education, and collaborative working. Good communication will be key to your success in this role and so you will be expected to get out on site to meet people and view our practices. There may be times when standards slip, and you will investigate instances of non-compliance to ensure lessons are learned.

You will work with the Board of Directors to develop the strategic HS&E plan. This is a great opportunity to help shape the culture and direction of the company through a period of significant change and growth. You will provide monthly reports to the Board on our HS&E performance, highlighting successes and areas for improvement.

It is a demanding job with many competing priorities but as an experienced HS&E professional, you will relish the opportunity to get involved and ensure Kensa is a leader in the UK construction industry on HS&E performance.



ROLE BENEFITS

To facilitate your success as Health, Safety & Environmental Manager, we will provide an innovative future focused working environment. You will have a forum to express and test ideas.

We also offer the pivotal opportunity for you to make a significant contribution to the safeguarding of our environment, saving the planet one heat pump at a time.

We welcome you to a culture of incredibly hard-working, knowledgeable, inspiring, committed, enthusiastic, and passionate people.

We expect a lot from our staff, because we expect a lot from our industry's potential - we are all committed to the UK's 2050 path to net zero carbon, and are determined to achieve that goal, but we also want to enjoy the journey together.

Competitive salary: £65,000 Dependent on qualifications and experience. Plus participation in the company car scheme with a fully expensed electric vehicle.

Pension: Automatic enrolment into Kensa's company pension scheme.

Holiday: 25 days holiday increasing to 30days holiday (plus bank holidays) for 5+ years' service.

Flexible working environment: We understand the benefits of flexible working conditions to meet the demands of your role, so we can accommodate a blend of working from home and office based.

Office culture: An open door policy in which you will be empowered to achieve the agreed goals. All the technology and equipment you need to perform at your best.

Social events: Work hard, play hard, we love to host regular Kensa parties for staff and their families.

Growth: Your development is important - we encourage and help with development including internal and external courses, learning, study, and software support, all bespoke to you.

Wellbeing: Free 24/7 access to an independent and confidential Employee Assistance Programme for you and your immediate family.

Health: Private Health Insurance available after one year of service.

Active: Cycle to Work Scheme to help lower your carbon footprint whilst boosting endorphins and your health.

ROLE REQUIREMENTS



We are looking for an experienced Health, Safety & Environmental Manager to join and lead our Health and Safety department.

You will have demonstrable knowledge and experience of Construction Health and Safety standards alongside an understanding of how these are implemented within a business.

You will ensure that Kensa Contracting meets the requirements of Health and Safety and other related legislation and maintain third party Health and Safety management certifications.

While supporting the Project Management and delivery teams with Health and Safety matters, you will carry out a programme of training, inspections and continuous improvement of our Health and Safety practices and procedures. As we continue to grow our sector, we will expect you to help grow and develop the Health & Safety team and manage resources accordingly on a project, group of projects and portfolio basis.

EXPERIENCE

At least 5 years' experience in a H, S & E Management role in the construction industry, ideally working for a contractor in a similar sector e.g. energy, industrial or M&E.

EDUCATION

- NEBOSH Level 6 Diploma for Occupational Health and Safety Management Professionals.
- CSCS Site Card (Black).
- First Aid Basic Certificate desirable.
- Construction related degree.
- Environmental Management Systems Qualification.
- General Management Qualification.
- Graduate IOSH Status or CMIOSH status is essential.

CHARACTERISTICS

We are looking for someone with proven experience of successfully leading health and safety operations for large multi-site organisations who can demonstrate proven leadership skills and can work proactively and collaboratively to influence those around them.

ESSENTIAL SKILLS

- Excellent management skills.
- Excellent information sharing ability at all levels.
- Knowledge and experience of working to BSI ISO 9001, BSI ISO 14001 and ISO 45001 standards.
- Action planning, and prioritization skills.
- Ability to work in a team.
- Knowledge in safety, quality, and cost objectives.
- Exceptional coaching skills, strong decision making.
- Accuracy and attention to detail.
- Embracing and driving change.

ROLE RESPONSIBILITIES

As a Health, Safety & Environmental Manager you will lead in all aspects of delivery of the Company's Health, Safety and Environmental Management Systems to ensure we keep our staff, subcontractors and the public safe as we deliver our work. This will include, but is not limited to, the following:

- Lead and Implement the Strategic plan agreed with the Board of Directors.
- Develop safe systems of work as an intergrated part of our management system, training the KCL teams and providing both support and assurance on safety performance.
- Develop and implement behavioural frameworks, processes and policies to promote a strong safety culture throughout the KCL business.
- Establish and communicate clear behavioural expectations and safety standards for all employees.
- Conduct regular safety training programmes to enhance employee understanding of safety prorocols and procedures.
- Develop and maintain suite of leading and lagging measures for H&S.
- Develop environmental policies and procedures, risk assesments, training and awareness.
- Monitor and measure key environmental parameters, for example noise levels, carbon emissions, waste production and identify potential issues and highlight areas for improvement.
- Develop our waste management practices, including recycling, reuse and safe disposal of hazardous materials to ensure we are working towards minimizing waste generation and promoting sustainable waste management methods.
- Conduct regular audits and inspections to assess compliance with environmental standards.
- Provide advice and guidance to employees and sub-contractors by writing reports and delivering presentations.
- Investigate and report incidents in a clear and concise way to ensure accurate conclusions can be drawn by managers, our insurers, and others, including root cause analysis. Ensure all documentation is kept up to date.
- Analyse / interpret safety legislation and develop workable solutions to situations as they arise.
- Challenge unacceptable behaviours when required but also offer support and praise.
- Work to deadlines and manage time with multiple tasks and competing priorities.
- Lead a safer site approach across multiple construction related sites.
- Provide operational and functional management advice on the practical implementation of the company's HS&E policies and processes including external stakeholders, for example customers, if necessary.
- Provide advice to Operations Management to aid their understanding of (internal and external) stakeholder aims, priorities and risks with regards to H&S.
- Prepare for monthly H&S and Quality audits.
- Complete prevention inspections on a regular basis and maintain records.
- Manage the HS&E team, overseeing their quality of work and implement performance improvements as and when necessary.
- Minimise operational losses, occupational health problems, accidents, incidents and injuries.
- Develop a monthly Health & Safety Communication Strategy for all sites and levels of staff, to include written information, tool box talks and management briefings.
- Coach site teams on H&S and lead in house training for all staff.
- Produce and coordinate the yearly HS&E action plan and longer term roadmap.
- Report on company wide HS&E metrics and ongoing related operations to board of directors on a monthly basis.

WORKBASE

Ideally based at one of our main offices in Truro, Exeter, or Bradford but flexibility on home working will be considered.

REPORTING STRUCTURE

- Reporting to Operations Director.
- Responsible for HS&E team – currently one direct report with an expectation for recruiting and training of new team members as the business grows.

ROLE RESPONSIBILITIES

- Lead the Company in meeting its obligations under the "Health & Safety Act 1974".
- Full completion of duties as required by the Construction Design and Management Regulations 2015.
- Advise line management in the office and onsite of health, safety, and environmental matters and manage this process to ensure all advice is incorporated into day-to-day processes and operations.
- Publish and Review RAMS to maintain Risk Management within site operations.
- Lead on the continued development of 'Compliance Genie', the KCL reporting tool for H&S.
- Chair the KCL HS&E committee which seeks input from all departments on ideas to improve company HS&E performance.
- Facilitate all forms of risk assessment e.g. general, manual handling, COSHH, fire prevention and acts as a final authority, where a specialist response is required in relation to risk assessments performed by others on site.
- Conducts Occupational Health and Safety related surveys e.g. noise, lighting, exposure to chemical substances and makes associated recommendations.
- Assists with tender/submission documentation. Key interfaces all site personnel, including front line and management staff and contractors, internal/external auditors and regulatory bodies.

This job description and benefits may be subject to change, in consultation with the postholder, in response to new circumstances.

Kensa are an equal opportunities employer and are committed to providing a working environment that is free from all forms of discrimination and where all employees are treated with dignity and respect.

Please see our Equal Opportunity, Dignity and Diversity Policy for further information.

Apply online here:

thekensagroup.com/kensa-job-vacancies

Or send a CV and a covering letter to:

jobs@thekensagroup.com