



SHE Business Partner



The purpose of your role

Partnering Site Management Teams, helping to shape and implement Safety, Health & Environment (SHE) plans for the site/team that align to the Strategic SHE improvement plan and other local priorities.

The finer details

Which site am I based at?

- ♥ Crewkerne

Which team am I a part of?

- ♥ Safety, Health & Environment

Who do I report to?

- ♥ Senior Safety, Health & Environment Manager

Who do I look after?

- ♥ Crewkerne site SHE requirements

Team size?

- ♥ No direct reports

Do you have responsibility for a budget?

- ♥ No direct budget

To provide expert advice and guidance in relation to all operational SHE activity on Sites. Working with the Site Senior Management Teams (SMT) taking a collaborative, proactive and coaching approach to inspire the Site team in its delivery of SHE compliance and improvement.

What great looks like for this role

- ♥ Ability to quickly build strong relationships with senior business stakeholders as well as the SHE team, is a team player
- ♥ Collaborative in approach
- ♥ Delivery focused
- ♥ Strong communicating skills (written and verbal)
- ♥ Strong influencing skills and the ability to apply sound professional judgement
- ♥ Strong prioritisation and time management skills, with the ability to exercise appropriate autonomy
- ♥ Ability to think and work independently with a high degree of autonomy, but respecting the need for consistency across the sites
- ♥ Comfortable with ambiguity but strives to provide clarity
- ♥ A confident coach and mentor, you will be adept at upskilling managers to lead and manage their people
- ♥ Curious and questioning, you will ensure data is accurate and be happy to analyse and interpret data to inform decisions
- ♥ Commercial in approach with a good understanding of business and the operational and commercial impact of SHE initiatives
- ♥ Aligned to the Company's values and leadership principles
- ♥ Manage implementation of ISO 14001 accredited management system requirements on site.

Engagement and supporting change

- ♥ Support employee engagement processes by sponsoring the SHE Rep Consultative Committee, enabling effective engagement and consultation with employees regarding a range of safety & environmental matters.
- ♥ Mentor and coach SHE Reps to empower and engage them in SHE initiatives, procedural improvements and collaborative working practices.
- ♥ Liaison with Site Managers to understand pending production activity and operational support requirements to ensure successful, safe implementation/transition

Key responsibilities

Qualifications & experience

Essential:

- ♥♥ TechIOSH accreditation
- ♥♥ Demonstratable Environmental Management experience
- ♥♥ Excellent communication skills
- ♥♥ Relevant work experience
- ♥♥ Proven capability in business partnering, within a complex working environment

Desirable:

- ♥♥ CertIOSH accreditation
- ♥♥ Food industry experience
- ♥♥ Accredited Internal Auditor qualification/experience
- ♥♥ Training qualification
- ♥♥ Environmental Permitting experience
- ♥♥ Behavioural Safety program development & delivery

- ♥♥ Work in partnership with the site leadership team to ensure compliance with the Safety, Health and Environmental Management Procedures and Company strategy.
- ♥♥ Develop the site strategic improvement pathway to align with the company SHE strategy
- ♥♥ Through collaboration with the key Stakeholders, proactively manage the development and continuous improvement of working practices, work instructions & job breakdown sheets to gain continuity of SHE management across the organisation.
- ♥♥ Influence, coach and mentor site leadership teams to develop working knowledge of SHE management requirements to drive positive safety behaviours and improve safety culture and performance within the site and wider business.
- ♥♥ Implement, manage & support production of the Site & Central Group Share Point for Safety and Environmental documentation.
- ♥♥ Provide oversight of legislative compliance to the H&S Manager and Site Management Teams through leading & supporting SHE audits and inspections.
- ♥♥ In partnership with the H&S Manager take a lead or play an active role in the interactions with regulatory bodies and third party auditors as required.
- ♥♥ Proactively manage and undertake incident investigations to reach root cause, monitor and report on close out of resulting actions.
- ♥♥ Take ownership for providing relevant management information and trend analysis of Safety and Environmental incident data.
- ♥♥ Work in collaboration with the site leadership teams to develop and manage the Site SHE management plans on a risk based approach engaging with site teams to deliver targeted improvement initiatives.
- ♥♥ Effectively manage Sub-Contractor appraisal, approval and monitoring on site in line with Company procedures.
- ♥♥ Work with Central and site teams to manage data submission in relation to environmental Permit Submission requirements