



HSE Manager

The story so far

Briar Chemicals has in excess of 65 years of chemical manufacturing heritage and an established reputation for excellence, through continuous improvement, dependability, social & environmental responsibility.

Key highlights of the Briar business

- Technical leader in the development and contract manufacturing of some of the world's most complex chemistry
- Established site in excess of 100 acres in Norwich, Norfolk – the heart of East Anglia
- Dedicated site for product formulation and packaging
- Experienced global exporter

Our vision is to cultivate innovative and sustainable solutions through partnerships: meeting the changing needs of a diverse planet.

People and culture

We have around 250 permanent employees and we invest in our people as believe that they are our greatest asset. We'll give you freedom to bring your whole self to work and we welcome people who mirror our values. Join a team where our core values of **Safety, Integrity, Teamwork** and **Engagement** define who we are, how we work, and what we aspire to be as an organisation.

The role

An opportunity has arisen to join the QHSE team as HSE Manager on a permanent basis. This is a key leadership role supporting, and deputising for, the Head of QHSE in maintaining the safe operation of the Briar business. This is a full time role, Monday- Friday, working 39 hours per week.

The purpose of the role is to promote the Briar values of safety, integrity, teamwork and engagement across the organisation through impactful HSE leadership. To support the Head of QHSE and other members of the Senior Leadership Team as we strive for continuous improvement as an Upper Tier COMAH establishment. To provide day-to-day management &

leadership of a specialist team of HSE professionals in supporting the safe operation of the site.

What you'll be doing

Strategy

- Support the Head of QHSE in the development of short, medium and long-term risk reduction strategies for the business in line with the commercial ambition, vision and values of the organisation.
- Identify and advise on the potential impact of any new, safety health and the environment legislation that is being proposed and ensure the company remains compliant.

HSE Leadership

- Promote safe behaviours and visible safety leadership across the organisation at all levels.
- Lead the Company's HSE team to ensure effective management systems, policies and procedures are in place and understood by all those involved in delivering compliance and/or applying risk controls commensurate with the activities of the business.
- Provide support, training, advice, coaching to accelerate and transfer knowledge to enable the right choices to be made.

Performance

- To champion accident / incident prevention and loss control programmes that maintain safety and environment protection as a fundamental priority that remains foremost in the mind of the sites population and reflect in their behaviour.
- Report, investigate and follow up any undesirable events including unauthorised release or noise and or complaints.

Risk reduction

- Ensure major accident Hazard scenarios and associated critical controls are fully understood throughout the organisation.
- Ensure process safety and risk reduction reviews are routinely carried out on all relevant activities.
- Ensure appropriate QHSE resources are provided in order to recognise and control potential HSE risks arising from the Company's activities.
- Ensure that the Company maintains a trained and competent emergency response organisation and arrangements to meet the obligations under COMAH relating to onsite and offsite emergency preparedness and response.

Management systems and auditing

- Take a lead role developing and maintaining the QHSE management systems to defined standards and ensure effective implementation.
- Ensuring that environmental and quality management systems comply with the requirements of BS EN ISO 14001 and BS EN ISO 9001 respectively.

- Monitor compliance of key environmental, health, safety and quality, regulatory permit conditions and legislation requirements by directing suitable auditing & monitoring activities.

Regulatory focal point

- Act as the focal point for a number of external stakeholders including the Health and Safety Executive (HSE), and Environment Agency (EA).

What you will bring

The successful candidate should hold/have experience in:

- HSE Leadership with a broad technical base and experience working in High hazard / COMAH type environment. Ideally, they will also have experience of Environmental Permit controlled activities.
- A science based degree or equivalent and a post graduate level H/S/E Qualification
- Be a Chartered Member of IOSH (or equivalent)
- Have a clear understanding of management systems and their use in controlling and maintain safe and effective operations (e.g. ISO 9001 / 14001 / 45001 certified activities); ideally being an experienced auditor and incident investigator.
- A working knowledge of COMAH and experience liaising with the Regulators

The successful candidate will possess:

- Excellent leadership skills and have the ability to manage, coach and develop others across a range of disciplines
- Be happy working on multiple work streams and be able to set clear priorities for themselves and others.
- The ability to understand complex tasks and bring a positive attitude to problem solving.
- An enthusiasm to encourage change and challenge working methods in a constructive manner.
- Diligence and attention to detail to get a job done right first time.
- Excellent organisational, communication and interpersonal skills to work in a close team whilst also liaising with management staff and contractors across the organisation to achieve joint business goals.
- A flexible approach to working hours and a willingness to cover for colleagues as required.

How you will be rewarded

We offer a competitive salary and benefits package, which includes an annual bonus, group personal pension scheme where we will match your contributions plus 2%, private healthcare scheme, flexitime, and 33 days annual leave including bank holidays.

How to apply

If this exciting opportunity resonates with you, please apply with a covering letter and CV to hr.office@briarchemicals.com.

Briar Chemicals Ltd is an equal opportunities employer and welcome applications from all suitably qualified persons regardless of gender, gender reassignment, marital status, pregnancy and maternity, race, religion, belief, ethnic origin, colour, nationality, national origin, disability, sexual orientation, age, having 'spent convictions', physical characteristics or appearance.