

Group HSE Manager

Date

July 2024

Company

enÉrgia group

**Location****Newforge Lane, Belfast**

The entrance to Newforge Lane lies off the Malone Road and is well-served by bus Metro Service 8.

Contract**Permanent - Full Time****Working Hours****37 hours - Monday to Friday****Hybrid Working****2 days working from the office and 3 days working from home**

Energia Group is a leading energy company with substantial businesses in both RoI and NI, dedicated to playing a key role in decarbonising Ireland's energy system.

Operating through three key business units - Renewables, Flexible Generation, and Customer Solutions (Energia in RoI and Power NI in NI) - we provide advanced energy solutions and technologies through our brands, Energia and Power NI.

At Energia Group, we are dedicated to driving Ireland's renewable energy future while supporting local communities through partnerships and initiatives such as employee volunteering programmes and community benefit funds.

Proudly led by experts and home to many future leaders, our talented employees are our most valuable assets. We invest in their development through various Learning and Development Programmes to nurture sustainable careers and support our employees' personal development plans.

With our People Strategy, we prioritise a safe and inclusive work environment, supporting employees at every stage of their careers. We are committed to diversity and inclusion, signatories to the elevate pledge, and hold the Bronze diversity mark.

By 2030, we plan to have invested €3bn in renewable technologies as part of our Positive Energy investment programme. We have aligned our responsible business activities to the UN sustainable development goals. We have also set near-term target to reduce the carbon intensity of our electricity generation by 50% by 2030 and are exploring our pathway to Net Zero using a science-based approach.

Energia Group proudly holds the Business Working responsibly Mark and this year became a Business Supporter of the All-Ireland Pollinator Plan, a natural extension of our commitment to nature and we are implementing arrange of biodiversity measures.

We are looking for people with positive energy, who want to make an impact in their roles through a meaningful career with us.

About the role

Reporting to the Asset Management Director, this key role will have overall responsibility for HSE Governance at Enérgia Group including developing, implementing, and overseeing all aspects of our HSE programmes, policies, and systems.

The successful candidate will work closely with HSE representatives and management across the business to ensure our HSE strategic goals are delivered. We are seeking an experienced HSE Manager who is passionate about instilling a culture of safety in the workplace for over 1,100 employees across the island of Ireland.

Responsibilities

Day-to-day, here's what your new role would look like:

- Develop our existing ISO 14001:2015 and ISO 45001:2018 certified HSE management systems to ensure continued certification and compliance with legislation, regulations, and safe systems of work.
- Effectively collaborate with stakeholders from cross-functional teams to integrate HSE considerations into business processes and decision-making.
- Chair the Group HSE Committee which includes senior leaders and HSE representatives from across our businesses - Renewables, Flexible Generation and Customer Solutions.
- Lead and coach the Group HSE team, ensuring the employees are supported and developed in their role while delivering our HSE goals.
- Promote a culture of safety across the organisation through providing advice to employees and implementing HSE policies and initiatives as appropriate.
- Responsible for the preparation and delivery of monthly HSE management reports which are communicated up to and including board level.
- Continuous monitoring of HSE performance against KPIs and benchmark against best industry standards.
- Responsible for HSE audit programs and inspections, report on assurance ratings and manage close out of corrective actions.
- Ensure appropriate safety training is conducted regularly with all employees and safety equipment is maintained in line with applicable standards.
- Maintain thorough incident, accident and emergency response plans and ensure that they are tested, communicated and adhered to across the Group.
- Provide advice, expertise and recommendations to Senior Management on HSE topics and issues.
- Engage with external advisors as required, and proactively attend relevant external conferences, and / or industry forums.
- Contribute to Enérgia Group's ESG programme.
- Involvement in Group projects as required such as facilities management, process safety, and risk management.

About you

Key Criteria – What You'll Need

- A degree in Occupational Health and Safety, Environmental Health, NEBOSH or similar.
- Extensive experience in a similar Health, Safety and Environment Management role.
- Demonstrable experience of effectively establishing HSE management systems in the workplace.
- Demonstrable experience of providing HSE advice and recommendations to employees and management at all levels of an organisation.
- Experience of communicating HSE topics at a Senior Leadership level.

Desirable Criteria - These help decide between those who meet all the above key criteria:

- Experience working in the energy, construction or generation industry.
- Experience of working in a medium to large organisation with multiple sites such as Offices, Remote Workers, Construction and Operational Assets.



















If you are enthusiastic about this role but don't meet every single requirement, we still encourage you to apply. Your past experiences might be the perfect match for this or other positions, making you the unique talent we're looking for.

Energised for better

These are the behaviours, skills, and knowledge you need to be successful in our organisation:

Leading Self	Future Ready	Achieving Success	Leading Others
Effective Collaboration	Ideation & Innovation	Customer & Stakeholder Centric	Developing others to reach their full potential
Flexibility, Agility & Resilience		Critical Thinking & Problem-Solving	Leading Teams
Emotional Intelligence		Strive For Excellence	Leading Change

What we can offer you

Our Rewards	Learning & Development	Social Opportunities
 25 Days Holiday / Year +11 statutory	 Professional Subscriptions	 2 Volunteer Days / Year
 Annual Bonus up to 10% of salary	 Award Winning Wellbeing Programme	 Allyship@Work
 Health Care	 Learning & Development Programmes	 Social Clubs
 Pension Contributions	 Career Development	 Women's Network
 Wellbeing Fund	 Mentoring	 Employee Connect Groups
 Annual cost of living review	 Employee Assistance Programme	 Green Team

Awards

- ESG Best Performer of the Year in the Green Awards 2024
- Business Working Responsibly Mark for responsible and sustainable business practices
- Best Corporate Wellbeing Programme
- Women in STEM - Best Recruitment Campaign
- Special Award for CSR and Charitable Initiatives (UK Utilities & Telecom Awards)
- Silver in Social Sustainability, Diversity and Inclusion initiative of the Year (Greener Possibilities)
- Bronze Diversity Mark



Just a minute