

Job Description

Job Title: HSEQ Lead

Job Purpose: The HSEQ Lead is responsible for setting and maintaining the island's Health, Safety, Environment and Quality standards. The role oversees compliance, training, incident management, policies and procedures, waste and water management, and supports all teams in working safely and responsibly. The individual leads the island's safety culture, coordinates emergency preparedness, and ensures that HSEQ considerations are embedded across daily operations and long-term projects.

Key Responsibilities:

- Set the overall Health, Safety, Environment and Quality (HSEQ) standards and ensure they are implemented consistently across all teams.
- Maintain and develop the HSEQ management system, including policies, procedures, risk assessments and incident reporting.
- Lead the island's incident investigation process, ensuring root-cause analysis, follow-up actions and learning reviews.
- Manage the waste management strategy across the island and mainland.
- Oversee statutory compliance across all relevant areas (e.g. H&S regulations, environmental obligations, waste, water quality, fuel storage).
- Act as the senior point of contact for HSEQ matters across the business, and with regulators and external partners.
- Provide clear guidance, coaching and training to team leads and staff.
- Drive a proactive safety culture.
- Monitor performance through KPIs and audits.
- Lead emergency preparedness planning including drills, documentation and coordination with the Emergency Response Team.
- Ensure that HSEQ considerations are embedded into all projects, maintenance plans and operational decisions.

Key Relationships

- Reports directly to the Operations Group Lead.
- Works closely with all Leads and Managers to ensure consistent HSEQ standards.
- Acts as the primary HSEQ contact for external regulators, contractors and auditors.

Person Specification:

Essential Skills & Experience

- Strong working knowledge of UK health and safety legislation and environmental regulations.
- Demonstrable experience in a HSEQ management role or similar leadership position.
- Proven ability to write and maintain policies, risk assessments and safety documentation.
- Experience running incident investigations and presenting findings to senior leaders.
- Confident communicator with the ability to influence behaviours across varied teams.
- Practical mindset and comfortable working in a hands-on environment.
- Good analytical skills and attention to detail.
- Experience designing and delivering training.

Desirable Skills & Qualifications

- NEBOSH General Certificate (or working towards it).
- Experience in remote, marine, outdoor, hospitality or estate-based operations.
- Background in quality systems, audits or ISO frameworks.
- Familiarity with emergency response coordination.
- Environmental or sustainability experience, particularly in waste, water, biodiversity or fuel systems.
- Experience working within small, multi-disciplinary teams.