



Job Title (Vidrala Group)	HSE Site Lead
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Organisational Unit	Encirc
Business Unit	Health, Safety & Environment
Reporting to (Hierarchical)	Plant/Site Manager
Reporting to (Functional)	Plant/Site Manager

Main Purpose of Role

The HSE Site Lead is responsible for leading, implementing, and continuously improving all Health, Safety, and Environmental activities at the site. This role ensures compliance with legal, regulatory, and corporate requirements as guided and directed by the H&S Compliance & Assurance Manager, drives the Zero Harm strategy, and fosters a proactive safety culture. The Site Lead acts as the primary HSE contact on site, providing visible leadership, technical expertise, and direction.

Key Accountabilities

Strategic Leadership

- Develop and deliver the site HSE plan aligned with corporate objectives and the Zero Harm strategy.
- Act as the senior HSE representative at site leadership meetings, influencing decisions and priorities.
- Drive a proactive culture where safety and environmental considerations are embedded in all activities.

Compliance & Governance

- Ensure compliance with HSE legislation, ISO 45001, ISO 14001, ISO 50001 and other applicable standards.
- Maintain and continually improve the site's HSE management system.
- Lead engagement with regulatory authorities and ensure all statutory reporting is accurate and timely.
- Ensure effective contractor HSE management, including pre-qualification, induction, and on-site supervision.

Risk Management

- Lead and oversee the completion of risk assessments, method statements, and safe systems of work.
- Implement and monitor hazard identification and control measures.
- Ensure thorough investigation of incidents, applying structured root cause analysis (e.g., TapRooT®, ICAM), and ensure corrective/preventive actions are implemented.

Performance Monitoring & Improvement

- Work with the Group HSE Analysts to use data driven insights from performance and trend data to enact improvement initiatives and focus.
- Establish and monitor KPIs for safety, environmental, and compliance performance.
- Champion initiatives to reduce incidents, environmental impact, and occupational health risks.

People & Culture

- Lead, coach, and develop the on-site HSE team.
- Partner with managers and supervisors to build competence in hazard identification, risk control, and legal compliance.
- Actively engage with employees on the shop floor to promote visible leadership and encourage hazard reporting.
- Recognise and celebrate positive safety behaviours and achievements.

Knowledge, Skills and Experience

"This is a brief outline of the role and is by no means exhaustive. The post holder will be expected to undertake duties as appropriate to the position. Significant changes to the role and its responsibilities would be subject to appropriate consultation with the post holder".



Essential Functional / Technical Skills

Essential:

- NEBOSH Diploma or equivalent recognised qualification in Health & Safety.
- Minimum 5 years' experience in a senior HSE role in manufacturing, logistics, or other high-risk industries.
- Proven track record of delivering against strategic frameworks and objectives.
- Proven track record of driving HSE performance improvement.
- Strong knowledge of UK HSE legislation, ISO management systems, and best practice.
- Experience managing and leading HSE teams.

Desirable:

- Environmental management qualification (IEMA Certificate or higher).
- Incident investigation training (e.g., TapRoot®, ICAM).
- Experience in COMAH or other regulated high-hazard industries.

Skills & Competencies:

- Strong leadership and influencing skills at all levels.
- Excellent communication and presentation skills.
- Analytical and data-driven decision-making.
- Strategic thinker with hands-on capability.
- Ability to foster a just culture and positive safety environment.

Personal Attributes / Competencies

Alignment with our company values:

- Commitment to Customers
- People Commitment & Development
- Sustainability
- Collaboration
- High Performance
- Innovation & Continuous Improvement

Alignment with our company purpose:

- Great People
- Great Place
- Great Future


Impact

Individual Contribution / KPIs

- Year-on-year reduction in incident frequency and severity rates.
- % close-out of corrective/preventive actions within target timescales.
- Compliance audit scores and closure of non-conformities.
- Employee engagement and hazard reporting participation rates.
- Successful delivery of HSE strategic objectives and projects.






Key Contacts

- Reports to: Plant/Site Director– dotted line to Head of HSE
- Direct reports: HSE Officers
- Member of: Site Leadership Teams
- Works closely with: H&S and Environmental Assurance & Compliance Managers/Specialists/Analysts

Value	Leads Others
Commitment to Customers 	<ul style="list-style-type: none"> ➤ I listen and value input from stakeholders. I am a trusted advisor. ➤ I consider big picture, I identify and communicate risks, challenges and opportunities. ➤ I empower others, together we can meet the needs of customers and the organisation.

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People Commitment and Development 	<ul style="list-style-type: none"> ➤ I always provide open and honest feedback, team behaviours are values-based. ➤ As a leader, my priority is the success of others, I achieve this by offering regular feedback and development opportunities. ➤ I ensure all of my stakeholders feel safe, included and have an equal opportunity to contribute and succeed.
Sustainability 	<ul style="list-style-type: none"> ➤ I ensure others is conscious of our impact on people and environment, people and safety remain top of my agenda. ➤ I encourage others to embrace positive change. ➤ I role model how to make sustainable choices, and sustainability conscious decisions.
High performance 	<ul style="list-style-type: none"> ➤ My interactions with others are values driven and well planned. I ensure we reflect on lessons learned. ➤ We are accountable for delivering against objectives or targets. I support others through coaching, development and regular feedback. ➤ We face challenges head-on, as a team.
Collaboration 	<ul style="list-style-type: none"> ➤ I adapt my style of communication to get the best out of others and actively seek out a diverse range of perspectives and ideas. ➤ I champion equity, diversity, and inclusion. I challenge inappropriate language or behaviours consistently and respectfully. ➤ I am comfortable with not being the expert, we play to our strengths.
Innovation and continuous improvement 	<ul style="list-style-type: none"> ➤ I create an environment where it is safe to challenge and be curious. ➤ We reflect on performance, I encourage celebration of our successes and always look for improvements. ➤ I am open to change, I communicate the reasons for change, I am transparent about the challenges.