

Head of Health, Safety and Security

Employer: East West Railway Company

Location: Milton Keynes

Basis: Permanent

Role Summary: Unique opportunity to support the development of a nationally significant infrastructure project as it progresses through development, delivery and into operations. Providing leadership of the Health, Safety & Security function, developing and managing the necessary strategies and capabilities across a growing organization.

Team dimensions: Reporting directly to the CEO

A little bit about us:

East West Rail is a new direct connection, linking communities between Oxford and Cambridge, including Bicester, Milton Keynes and Bedford by rail.

Oxford, Cambridge and the communities in between are renowned for their vibrant economy, educational excellence and scientific innovation. They deliver growth and prosperity both locally and for the whole country; connecting these two cities and the communities in between is crucial to the social and economic future of the region.

East West Railway Company was set up to accelerate the delivery of the East West Rail infrastructure and passenger services, bringing faster journey times and easing pressure on local roads.

We were set up by the Secretary of State for Transport in 2017 to do things differently. We aim to innovate, positively disrupt, and challenge the status-quo, leading to quicker and more cost-effective project delivery, and an improved experience for passengers and the communities we serve.

As we build our team, we're looking for people with the right skills and mindset so that we can innovate, positively disrupt and set new industry standards. Whether you've been working on some of the world's most exciting rail and infrastructure projects or can inspire us with your ideas and expertise from other sectors, we want to hear from you.

Responsibilities and Accountabilities

As Head of Health, Safety & Security for the East West Rail scheme you will:

- Support EWR Co leadership in the development and implementation of a strong behavioral Health and Safety culture for the EWR scheme
- Implement and maintain an accredited Health & Safety Management System
- Establish, manage, monitor and improve health and safety processes for EWR Co. staff that comply with Health and Safety regulatory requirements
- Set Health and Safety performance information and data requirements from internal and external parties
- Analyse and report on the health and safety performance of EWR Co and its suppliers
- Assure on-site incident management procedures of key suppliers and coordinate EWR Co inputs (e.g. communications)
- Facilitate knowledge sharing on Health and Safety and train EWR Co staff as required
- Work with other functions of EWR Co to develop and manage the safety case / authorisation should EWR Co become the Infrastructure Manager
- Manage and nurture the ongoing relationship with the ORR and HSE on safety matters
- Implement, maintain, and monitor compliance with Health and Safety policies and procedures for the EWR Co. workplace
- Ensure there is appropriate accident and incident reporting and investigation at EWR Co offices
- Implement, maintain and monitor compliance with security policies and procedures for EWR Co and personnel
- Proactively seek innovation, opportunities to increase efficiency and drive wasted effort out of the programme
- Take responsibility for your own and others' health and safety and of those who may be affected in the day-to-day delivery of this role by adopting and working to the EWR Co. Health and Safety principles
- Co-operate with EWR Co. in all matters relating to health and safety, including following safe working procedures at all times
- Act as a role model for EWR Co.'s vision and values, behaving in ways that are in alignment with EWR Co.'s Ways of Working, encouraging and supporting others to do so in addition
- Promote inclusion and diversity in the workplace and adopt appropriate behaviour when interacting with colleagues

Role Dimensions

Reporting to the CEO, with a up to 3 direct reports.

Given the early stage of the project, it is likely that the nature of the role may evolve as the project progresses. It is also possible that other ad-hoc activities and duties may be required.

Experience and skills

As Head of Health, Safety & Security for the East West Rail scheme, you will have in depth experience across the full range of responsibilities that the role encompasses, including relevant experience in a senior managing position, in a safety critical environment. Experience in the UK rail industry is advantageous.

Preferably, you will also have some experience of holding roles in fast paced and complex environments during the setup of a new organisation.

Your skills and experience will include:

- Demonstrable experience in the development and delivery of behavioural Health & Safety culture programmes
- Extensive practical experience in Health and Safety Management
- HSS leadership training and development
- Advanced knowledge of relevant legislation, standards and HSS regulations, especially in the delivery of capital programmes and operations
- Strong risk management capabilities
- Experience in leading and managing teams within matrixed ways of working
- Excellent communication, presentation and people management skills
- Strong ability to engage and manage a variety of stakeholders, stakeholder engagement, negotiation and conflict resolution skills
- Strong understanding of business needs and experience utilising Health and Safety to support an organisation's wider objectives
- Confidence in dealing with high levels of uncertainty and ambiguity in a constantly changing and challenging environment

Education and qualifications

- Professional Health and Safety certification
- Industry standard health and safety qualification (IOSH certification, CSCS card holder, NEBOSH certification or equivalent combination of training and experience)

You will need to have the right to work in the UK

What we offer:

- Competitive base salary
- Quarterly performance related bonus scheme
- Up to 12% employer's pension contribution
- 36 days holiday a year (including bank holidays) + up to 2 days to buy
- Life assurance
- Employee Assistance Programme
- Perks platform with hundreds of discounts and freebies
- On-the-spot and annual awards
- Advanced learning and development programmes
- Great work-life balance and flexible working opportunities
- Enhanced family-friendly policies
- Exceptional IT tools

Join the team!

Please send your resume and a covering letter explaining why you are interested in the role and meet the above experience requirements to: recruitment@eastwestrail.co.uk