

## **SHE Manager**

We are seeking a dedicated and experienced **SHE (Safety, Health & Environment) Manager** here at NIS Ltd, who will take lead in ensuring that every person on site is protected, risks are effectively managed, and a strong safety culture is embedded in everything we do. In this pivotal role, your primary responsibility will be to ensure that every member of our team goes home safe and well, every day.

You'll be the driving force behind our health and safety culture; providing strategic direction for SHE activities across the business, setting standards, ensuring conformity with statutory, legal and regulatory requirements, and supporting our people in working safely and responsibly at all times.

### **Specific Areas of Responsibility;**

- Lead the SHE team and provide direction and coaching to the SHE team members.
- Provide strategic vision and direction on SHE matters for the business, ensuring activities are prioritised, to drive improvement.
- Develop and continuously improve SHE programmes to deliver compliance and improvement.
- Promote behavioural safety programmes (e.g. Safety observations, Toolbox talks) and foster a culture where constructive challenge is welcomed and aligned to our core values.
- Conduct regular risk assessments to identify potential hazards and develop strategies to eliminate or minimise risks.
- Ensure compliance is regularly audited, performance assessed, and the results used to drive further improvement.
- With help from your team, enable the business, portfolios and functional teams to achieve relevant compliance obligations through the delivery of training, mentoring and coaching to ensure understanding, engagement and ownership.
- Develop SHE training plans for employees.
- Oversee the process for investigation and reporting of all incidents (such as minor injuries, reportable injuries, damage to plant, near miss events, and any environmental breaches), ensuring appropriate details are captured, effective root cause analysis completed, and risk mitigated and reviewed.
- Develop and maintain Safety, Health and Environmental policies.
- Provide advice to NIS Board of Directors and Senior Leadership Team regarding the successes, risks and opportunities associated with SHE activities (including, but not limited to, legislation, regulation and appropriate ISO requirements).
- Complete required reports and manage the SHE budget.