

Role: Occupational Health and Safety (OHS) Specialist
Area: People & Safety
Sub-Area: Health, Safety, Quality and Environment (HSQE)
Location: South-West Region
Duration: Permanent
Salary: Grade D (€55,937 – €83,905)*
Ref: 72PS23



Uisce Éireann is Ireland's national regulated water utility and is responsible for providing water and wastewater services throughout Ireland. Our mission is to ensure all of our customers receive a clean, safe and reliable supply of drinking water and have their wastewater collected and safely returned to the environment. We will protect the health and well-being of the people of Ireland, protect the environment in all our activities and support Ireland's social and economic growth through appropriate investment in water services.

The Role:

The HSQE area is responsible for ensuring & supporting compliance with company, national & European level health, safety, quality & environmental standards for Uisce Éireann. The team provides governance and specialist advice across the business areas and manages the maintenance and assurance of the quality, environment and energy management systems to ensure appropriate HSQE compliance with regulatory requirements.

The Occupational Health and Safety area is responsible for the development and implementation of a three-dimensional approach to the management of occupational health, safety and well-being at Uisce Éireann. This group is also responsible for the co-ordination and planning of strategies for each of its peer areas and supporting the HSQE manager in the overall development of the HSQE strategy. This group will gather, co-ordinate, analyse and trend key HSQE performance reports for the HSQE manager and other key stakeholders. In addition, this area will support the governance of the Work Safe Home Safe action plans across Uisce Éireann and drive the implementation of the Leadership and Safety Culture Pillar under our Work Safe Home Safe Framework.

The OHS Specialists will report into one of the OHS Managers and will be responsible for supporting the rolling up of the HSQE strategy and supporting its delivery nationally. They will be responsible for developing action plans and delivery of company wide health and safety initiatives, projects and programmes to deal with continuous improvement of our Safety Management System, HSQE non-compliances raised across other teams, coordinating with the relevant OHS managers and advisors, as appropriate.

Main Duties and Responsibilities:

- Support the rolling up of the HSQE strategy and the roll out of our Safety Management System nationally.
- Deliver company wide health and safety initiatives, projects and programs as required for the continuous improvement of our Safety Management System
- Act as an employee safety support function to support the continuous improvement of our safety management system
- Deliver safety programmes, initiatives, and continuous improvement projects to ensure ongoing risk reduction for personnel and assets coordinating with the relevant OHS managers, as appropriate.

- Develop action plans to deal with OHS non-compliances raised across other teams, coordinating with the relevant OHS managers, as appropriate.
- Gather, co-ordinate, analyse and trend key HSQE performance reports for the OHS manager/s and other key stakeholders
- Support in the overall co-ordination and governance of the Work Safe Home Safe framework and associated safety action plans across Uisce Éireann
- Responsible for supporting the HSQE teams by facilitating compliance with company, national and European level health, safety, quality and environmental standards for Uisce Éireann by advising on Uisce Éireann's HSQE training requirements.
- Support in the implementation of the Leadership and Safety Culture Pillar under our Work Safe Home Safe Framework
- Support the implementation of the safety coach forum and process across Uisce Éireann
- Responsible for providing specialist health and safety advice across the business areas to ensure strategy and organisational compliance are embedded in HSQE Policies/Procedures/Work Practices.
- Identify the appropriate Occupational Health and Safety requirements for functional areas, and work with the business to scope the organisational needs for HSQE at a role/team/functional level.
- Liaise and collaborate with key stakeholders to understand the needs and key activities of the business to inform the HSQE needs of the relevant teams/roles. Also responsible for understanding how future needs will impact on HSQE needs.
- Responsible for coordinating the health and safety needs of employees including rolling out of induction, policies, accident recording, reporting and investigating, as required by the OHS Manager/s.
- Encourage and support a culture of continuous improvement by looking at HSQE needs to ensure relevance for both organisational and legislative requirements.
- Work with the business to track and audit HSQE compliance with our Safety Management System, safety legislation, company standards and best practice.
- Liaise and collaborate with the business team to ensure HSQE training needs are met and compliance is achieved across the various business functions and field based teams.
- Improve Uisce Éireann's culture and quality across HSQE by supporting HSQE programmes/projects working with the business to ensure that all HSQE Mandatory requirements are identified and complied with accordingly. i.e. training, operational controls etc.
- Partner with the business Functions to deliver a safe and excellent service to internal and external stakeholders, ensure Uisce Éireann employees and contractors are operating in compliance with our safety management to deliver service to our customers.
- Responsible for having knowledge and keeping up to date with HSQE best practices and legislative requirements to understand relevant documentation, guidelines and processes for use by teams in order to ensure consistency in HSQE across Uisce Éireann.
- Responsible for leading, managing, motivating, coaching and developing the OHS Advisors/ Analysts/ Administrators to maximise their performance. Responsible for setting objectives, reviewing and monitoring the performance and development of all team members using key performance measures
- Working closely with OHS Occupational Health and Safety team to understand key activities and issues at a national, regional and local level, also responsible for assessing what HSQE needs are required to support these activities.
- Responsible for carrying out any other duties deemed necessary and/or required, which the Occupational Health and Safety Manager/s may reasonably request.
- Providing guidance and expertise on Occupational Health and Safety requirements to, functional areas, managers, team leads and the Heads of functions as required.
- Monitor and report KPIs for processes over which they have ownership.

- Responsible for supporting the OHS Managers in ensuring that statutory reporting of accidents is undertaken in accordance with current legislation.
- Other duties from time to time as directed by business need or OHS Manager/s.

Knowledge, Skills and Experience:

- Third Level Qualification in Occupational Health and Safety or equivalent
- 5+ years' experience in a similar role
- Ability to collaborate with key internal and external partners
- Ability to make decisions based on analysis of information within a fast-paced environment.
- Experience of engaging key stakeholders to achieve positive outcomes
- An understanding of HSQE legislative requirements and the required performance against these measures.
- Understanding of the legislative and regulatory environment within which Uisce Éireann operates.
- Working knowledge of OHS management systems, aspects and controls
- Proven ability to manage confidential and sensitive information.
- Excellent interpersonal skills
- Very strong written and verbal communication skills
- Experience working within HSQE in Water Services and/or other Utilities preferred
- Operational experience and understanding of Uisce Éireann processes, systems and practices preferred
- Understanding of systems and processes and their use in delivering excellent service.

Applications, including current Curriculum Vitae, should be emailed to the following address stating the job title and reference number in the subject line of your email:

careers@water.ie.

The closing date for receipt of applications for this vacancy is **9th June 2023**
Please note that applications submitted after this closing date will not be accepted.

**Please be advised that if successful you will be placed on the salary range based on your skills and experience. Please note the Market reference point (midpoint) of the range is generally the upper end of the offer where someone is deemed to be fully competent to take on the duties of the role, and leaves room for the employee to progress through the pay range as their experience develops further.*

Uisce Éireann is an equal opportunities employer.

We are committed to providing a diverse and inclusive place of work and have a robust strategy and framework called ibelong to enable this. We are an equal opportunity employer and through our recruitment process we welcome and encourage applications from interested and suitably qualified individuals regardless of gender, age, racial or ethnic origin, membership of the traveller community, religion or beliefs, family or civil status, sexual orientation/gender identity or disability