Dairy Health, Safety and Environment (HSE) Manager

Health and safety

Job title	Dairy Health, Safety and Environment (HSE) Manager
Department	Health and safety
Reports to	Operations Director or Head of Health, Safety and Environment
Direct reports	Site health and safety advisers, environmental officers and HSE coordinators
Location	*[To be confirmed by the employer]*
Contract type	*[Permanent / fixed-term / other]*
Salary and benefits	*[To be confirmed by the employer]*

Job purpose

Leads health, safety and environmental performance across dairy processing sites and farms. Makes sure risks are controlled, environmental permits are met, and incidents are prevented and learned from, building a culture where everyone goes home safe.

Key responsibilities

HSE management system

- Maintain the HSE management system and policies across sites and farms
- Align systems with ISO 45001 and ISO 14001 and lead certification audits
- Set HSE objectives and improvement plans with site and farm managers
- Maintain a register of legal requirements and track compliance
- Report HSE performance to the leadership team and Board

Risk assessment and process safety

- Make sure risk assessments and safe systems of work cover every task and site
- Control ammonia refrigeration risks through leak detection, inspection, competence and emergency plans
- Manage the safe storage and handling of cleaning chemicals, acids, caustic and laboratory reagents
- Control high-risk work such as confined spaces, work at height, hot work and isolation
- Manage farm risks such as livestock handling, machinery, slurry and vehicles
- Set and enforce safety standards for contractors

Environment

- Make sure sites meet environmental permits, consents and reporting deadlines
- Oversee effluent treatment and discharge quality with site engineering teams
- Manage waste, by-products, odour, noise and spill prevention
- Support water and energy reduction and emissions reporting

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- Oversee manure and nutrient plans on farms to protect soil and water

Incidents and emergencies

- Make sure incidents and near misses are reported, investigated and learned from
- Lead investigations into serious incidents and environmental releases
- Report notifiable incidents to regulators on time
- Maintain emergency plans and run drills for ammonia leaks, fires and chemical spills

Audits, training and culture

- Run HSE audits and inspections across sites and farms and track actions to closure
- Plan HSE training and inductions and keep competence records
- Coach managers to lead safety on the shop floor and on farm
- Consult workers through safety committees and representatives

Qualifications and experience

Essential

- Recognised health and safety qualification at diploma level or above
- Substantial HSE experience in food, dairy, chemical or process manufacturing
- Experience of managing ammonia refrigeration or other process safety risks
- Knowledge of environmental permits, effluent and waste management
- Experience of leading incident investigations and root cause analysis
- Experience of ISO 45001 and ISO 14001 or similar management systems

Desirable

- Environmental management qualification
- Experience of HSE in agriculture or on livestock farms
- Chartered or professional membership of a health and safety body
- Lead auditor qualification

Skills and attributes

- Influence at all levels, from shop floor to Board
- Risk assessment and practical problem solving
- Investigation and report writing
- Coaching and training
- Calm handling of emergencies
- Data analysis and reporting
- Firm, fair enforcement of standards

Measures of success

- Lost-time and total recordable injury rates
- Process safety and environmental incidents
- Permit compliance and environmental exceedances
- Audit and inspection actions closed on time
- Near-miss reporting rate
- HSE training completed against plan

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Working conditions and safety

Split between offices, production areas and farms, with PPE and hygiene rules in force. Regular travel between sites and on-call cover for serious incidents.

- Follow health and safety rules and safe systems of work, and wear the correct PPE
- Follow food safety, hygiene, HACCP and quality procedures at all times
- Report hazards, accidents, near misses and concerns promptly

This job description outlines the main duties of the role. It is not a complete list, and the employer may update it as the business changes, in consultation with the jobholder.

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