

Health and Safety Specialist



Working better together
for our residents

Health and Safety Team

What's it all about

Working closely with the Head of Health & Safety, the Health & Safety Specialist will provide strategic leadership, professional assurance and expert advice to ensure NHG meets its legal, regulatory and governance obligations in relation to health, safety and wellbeing.

The role supports the development and implementation of NHG's Health and Safety Policy and Management System, embedding a strong safety and wellbeing culture across the organisation. This includes oversight of policy, procedures, risk assessment, incident management and performance reporting, ensuring alignment with NHG's wider governance, risk and assurance frameworks.

The postholder will support the Health & Safety Advisers, build organisational capability, and provide senior leaders with clear insight to support informed decision-making and continuous improvement in health and safety performance, culture and compliance.

How you'll make a difference

The postholder will provide senior professional leadership on health and safety, shaping how NHG identifies, manages and improves health and safety performance across the organisation.

They will support leaders and teams to understand their health and safety responsibilities, provide expert advice on complex or high-risk issues, and ensure that incidents, risks and emerging issues are addressed effectively. Through oversight of inspections, investigations, performance data and statutory reporting, the role will drive learning, improvement and sustained compliance, strengthening NHG's health and safety culture.

How you'll do it

- Provide strategic leadership on health, safety and wellbeing across NHG, promoting a proactive, positive and learning-oriented safety culture.

- Work closely with the Health & Safety Advisers, ensuring consistent professional standards, clear objectives and ongoing development.
- Lead the design, review and continuous improvement of NHG health & safety policies, procedures and management systems, ensuring they remain effective, compliant and aligned to governance and risk structures.
- Oversee the delivery and continuous improvement of health & safety inspections and assurance activity, ensuring compliance, learning and improvement.
- Provide expert advice and assurance to senior leaders, operational managers and the Health & Safety Leadership Group on strategic and technical health and safety matters.
- Lead on high-risk and significant incident investigations, ensuring incidents are reported, investigated appropriately and lessons learned are embedded.
- Lead on statutory and regulatory reporting requirements including RIDDOR and Mandatory Occurrence Reporting, acting as the competent lead where required.
- Support in the collation, analysis and reporting of health and safety performance data, producing insight-driven reports for senior leadership, the Health & Safety Leadership Group and Board.
- Work collaboratively with HR, Business Services to embed wellbeing, training and reasonable adjustments across NHG.
- Maintain effective engagement with regulators, enforcing authorities and external stakeholders as required.
- Deputise for the Head of Health & Safety as required, representing NHG internally and externally.
- Hybrid arrangements - **at least two days a week in an office**. On other days, working from home may be possible, depending on the work and the interaction required.

All about you

Behaviours for success

Our values set out what we stand for. You'll need to show us how you match them and how you'll behave to ensure those are visible when carrying out your work.

- Compassionate
- Progressive
- Dependable
- Inclusive
- Empowered

For each value, we've created example behaviours to help you understand our expectations in more detail. Please [refer to the framework](#). This role is at **manager** level

Essential knowledge, experience and skills including qualifications and professional membership

- Strong analytical and report-writing skills, producing clear, evidence-based insight.
 - Ability to work to tight timescales and manage competing priorities.
 - Sound professional judgement in high-risk or high-profile situations.
- NEBOSH Diploma (Level 6) or equivalent.
 - IOSH membership.
 - At least 5 years' experience of working in a health and safety team within the housing or real-estate sector.
 - Experience of leading or managing health and safety professionals.
 - Experience of providing expert advice and assurance to senior leaders and operational teams.
 - Experience of incident investigation, regulatory engagement and performance reporting.
 - Extensive working knowledge of health and safety legislation, statutory and regulatory requirements relevant to the role.
 - Strong understanding of risk assessment, assurance and incident investigation methodologies.
 - Excellent communication skills with the ability to advise, influence, challenge and build effective working relationships at all levels.
 - Ability to convey complex or sensitive information clearly to a range of internal and external stakeholders.