

Position Description

Position title:	Health, Safety and Sustainability Systems and Assurance Manager
Reports to:	Head of Health, Safety & Sustainability
Employment category:	Contract (Employment Agreement)

About Beon

We deploy large-scale renewable energy and infrastructure projects, with expertise in design, construction and maintenance. Our clients include some of the largest electricity utilities, infrastructure and renewable developers, commercial and industrial companies and transport network operators across Australia.

Our core values



Live safely

Safety is our first priority. We never compromise health and safety, either at work or at home. We are constantly aware of the risks to ourselves and others and actively manage them. We share our experiences so that we all learn.



Improve our business

We drive and lead change to be more efficient and effective for the benefit of our workmates, shareholders and other stakeholders.



Be customer and community minded

We listen to our customer, strive to meet their needs and keep them informed. We make a positive contribution to our communities. We deliver on our promises.



Be the best you can be

We strive for excellence in everything we do and are always accountable for our own performance. We give our best at all times and help our workmates do their best as well.



Succeed together

We work together as a team and value the diversity and contribution of our peers. We act fairly, responsibly and with respect. We strive for success as a business while upholding the values that underpin everything we do.

Purpose of the position

The Health, Safety and Sustainability (HSS) Systems and Assurance Manager leads the development of the tactical plans for delivery of the Beon overarching HSS strategy in alignment with the broader group's programs, initiatives and frameworks. This role is critical in identifying key HSS initiatives in consultation with the Beon HSS team to improve HSS performance and support the Beon HSS team to achieve the goal of being a high performing team. The HSS Systems and Assurance Manager will continually assess our HSS systems and processes to ensure they support the aim of meeting our stakeholder and compliance requirements, whilst simplifying the use for the end users of these systems.

Your key responsibilities

HSS Strategy Implementation

- Support the implementation of Beon's overarching HSS Strategy and plans in consultation with the HSS Team Leads and key business stakeholders.
- Develop the tactical plans for HSS strategic initiatives aimed at improved business HSS performance.
- Integrate environmental sustainability into operational, health, and safety policies.
- Provide subject matter expertise on sustainability principles to internal stakeholders.

HSS Management Systems

- Lead the ongoing review and improvement of Beon's HSS Management Systems to ensure they are fit for purpose and support Beon's evolving business needs.
- Develop systems to drive compliance with all applicable HSS regulations, industry standards and policies, including through completion of regular reviews, audits, interactions and inspections.
- Support project HSS team members by developing HSS systems that are designed with the end user in mind.
- Collaborate with the VPN HSS team to represent Beon in the broader HSS systems development.

HSS Assurance

- Develop a Beon HSS assurance program that meets requirements set out in HSS management system, as well as client and external stakeholder requirements across all health, safety and sustainability disciplines.
- In consultation with HSS peers, develop mitigation programs and action plans to address issues identified in HSS assurance activities.
- Develop systems that provide assurance over all environmental, planning, cultural heritage and other planning compliance conditions for Beon's projects.
- Perform, direct, or facilitate regular internal and external audit and inspection schedules to monitor compliance and identify areas for improvement.

HSS Risk Management

- Lead ongoing identification, assessment, review and control of Beon's HSS risk management processes to ensure that the risk processes support all facets of the business.
- In collaboration with HSS peers, drive the embedment of Beon's critical risk program through the critical risk assurance program.

- Stay up to date with changing legislation, regulations, and industry standards.

Continuous Improvement and Best Practice

- Conduct benchmarking with other industries in the HSS space to identify HSS initiatives.
- Develop initiatives for Beon's HSS strategy that take a more contemporary approach to HSS using principles such as human and organisational performance and learning teams.

Performance and Reporting

- Develop and improve the systems that support the effective reporting of HSS data to inform performance, identify areas of risk and opportunity and satisfy regular company reporting requirements.
- Prepare monthly reporting on HSS performance, compliance and initiatives as required.
- Support the HSS Team Leads in analysis of HSS performance and trends to identify potential courses of action to improve HSS performance.

Leadership and Stakeholder Management

- Influence and coach Beon team members to shift from reactive to proactive safety and sustainability mindsets.
- Coordinate with external stakeholders, regulators, and certification bodies.

What you'll bring to the business

Education / Qualifications:

- Tertiary qualification in Occupation Health & Safety, Environmental Science or Engineering, Sustainability or related field
- Lead HSS auditor qualifications
- Formal investigation training (ICAM is preferred).

Knowledge:

- Detailed knowledge of HSS legislation, codes of practice and Australian Standards that relate to the management of HSS and the prevention of workplace injury, illness, disease and impacts on the environment, cultural heritage and sustainability principles as applicable to the Electricity Supply Industry.
- Detailed knowledge of incident reporting and investigation, HSS management systems, system audits and compliance programs.
- Strong understanding of hazard identification, risk management and risk controls.
- In depth understanding of process management, process improvement and project management principles.
- Excellent relationship building skills with both internal and external stakeholders.
- Excellent communication skills across multiple mediums.

Experience:

- Experience in high-risk construction preferable, or other operational industry such as manufacturing, maintenance, oil and gas.
- Experience in developing and implementing work policies and procedures that have direct impact on HSS work performance and compliance to regulatory and statutory requirements.
- Demonstrated experience in developing HSS systems
- Experience in environmental and planning compliance with knowledge of ESG reporting requirements is desirable.

The skills and competencies you'll have

'Thought' competencies (select 1-3 most important)

1. Customer focus: Building strong customer relationships and delivering customer-centric solutions
2. Decision Quality: Considers various points and uses good judgement to make decisions and recommendations, knowing when to act or escalate
3. Balances stakeholders: Anticipating and balancing the needs of multiple stakeholders

'Result' competencies (select 1-3 most important)

1. Ensures accountability: Holding self and others accountable to meet commitments
2. Directs work: Providing direction, delegating, and removing obstacles to get work done
3. Optimises work processes: Knowing the most effective and efficient processes to get things done, with a focus on continuous improvement

'People' competencies (select 1-3 most important)

1. Collaborates: Building partnerships and working collaboratively with others to meet shared objectives
2. Communicates effectively: Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences
3. Persuades: Using compelling arguments to gain the support and commitment of others

'Self' competencies (select 1-3 most important)

1. Instils trust: Gaining the confidence and trust of others through honesty, integrity, and authenticity
2. Situational adaptability: Adapting approach and demeanour in real time to match the shifting demands of different situations
3. Being resilient: Rebounding from setbacks and adversity when facing difficult situations

'Leadership' competencies (only applicable for people leaders)

1. Manage Self: Willing and able to assess and apply own skills, abilities and experience. Being aware of own behaviour and how it impacts on others.
2. Take the Lead: Taking the lead and pushing for performance. Take charge, declaring, decisive. Push, hold people accountable.
3. Enable Others: Creates conditions for others to lead and contribute. Empowers others. Listens, open to influence. Supports, treats people well.
4. Strategic Focus: Position your team for the future. Set direction, drive improvements and growth, embrace innovation.
5. Execution and Results: Position your team for the future. Set direction, drive improvements and growth.

Other relevant information

- Travel to Beon's work locations and project locations will be required.
- Direct reports - FTE direct reports: 1+ Contractor direct reports: TBC