

Position Description

Position title:	Field HSE Advisor - New Zealand
Reports to:	Head of Health, Safety and 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 role is a site-based, front-line advisory position supporting field operations and project delivery in New Zealand.

This includes coordinating, developing, implementing and maintaining project-specific HSE systems to support the safe, healthy and environmentally responsible delivery of construction work across New Zealand project locations.

The role provides practical leadership, coaching and advice to project workers and contractors so that Beon, client and legislative HSE requirements are consistently implemented and opportunities for continual improvement are identified and actioned.

The HSE Advisor also contributes to team development and improvement, builds effective relationships with internal and external stakeholders, and helps embed a proactive HSE culture based on leadership, worker engagement and effective risk management.

Your key responsibilities

HSE Delivery

- Positively influence, coach and educate workers and contractors in HSE practices and processes
- Monitor HSE performance, identify trends and recommend practical actions to improve project outcomes
- Support worker engagement and participation, including Health and Safety Representatives and site HSE committees
- Lead and coordinate site inspections, project audits, risk assessments, incident investigations and corrective-action close-out
- Implement and monitor the Project HSE Management Plan , Site specific Safety Plans and site-specific procedures.
- Review task risk assessments, task analysis , permits and controls for high-risk construction activities.
- Monitor contractor HSE compliance and provide practical advice to site supervision and project leadership.
- Coordinate emergency preparedness, drills, environmental controls and HSE reporting.

Gaining Ownership

- Communicate HSE information clearly and confidently through inductions, pre-starts, toolbox talks, safety briefings and day-to-day site interactions
- Communicate technical information in a way that is easily understood by others
- Explain decisions using facts and figures in a confident and coherent manner

Innovation and Problem Solving

- Break down problems and situations into manageable components
- Use a logical and methodical approach to identify the causes of problems
- Use a logical and methodical approach to identify and implement options and solutions

Negotiation

- Describe and apply sound negotiating strategies
- Negotiate effectively with parties in line with organisational processes and requirement

What you'll bring to the business

Education / Qualifications:

- New Zealand Certificate in Workplace Health and Safety Practice (Level 4), or an equivalent recognised health, safety and/or environmental qualification
- Adult education, training and assessment qualification or relevant facilitation experience (desirable)
- Formal incident investigation training, with ICAM or equivalent preferred

Knowledge:

- Detailed knowledge of all HSE management aspects associated with construction work and associated activities
- Detailed knowledge of contemporary construction practices, particularly the practical application of HSE systems in these environments
- Working knowledge of the Health and Safety at Work Act 2015, applicable regulations, WorkSafe New Zealand guidance, environmental obligations, consent conditions, and relevant New Zealand and international standards and codes
- Ability to interpret and apply New Zealand health and safety legislation, regulations, approved codes of practice, standards and guidance when advising project management, workers, contractors and clients
- Strong verbal and written communication skills to influence change
- Sound computer skills in the standard Microsoft product suite
- Understanding of PCBU duties, overlapping duties, worker engagement and participation requirements in New Zealand.
- Knowledge of critical construction risks including mobile plant, electrical work, lifting operations, excavation, work at height, hazardous substances and occupational health exposures.

Experience:

- A minimum of three years' experience in site-based HSE roles on construction projects
- Experience in renewable energy, electrical infrastructure, civil construction or utilities would be an advantage
- Experience interpreting and applying New Zealand health and safety and environmental requirements in a construction environment
- Demonstrated influencing and relationship building skills to drive core values and behaviours into operations
- Demonstrated strong public speaking and presentation ability
- Demonstrated ability to persuade or convince others to gain ownership or buy-in to a concept or idea, and generate excitement in individuals or groups about an idea without merely relying on formal authority to obtain support

The skills and competencies you'll have

'Thought' competencies

1. Balances stakeholders: Anticipating and balancing the needs of multiple stakeholders
2. Business insight: Applying knowledge of business and the marketplace to advance the organisation's goals
3. Decision Quality: Considers various points and uses good judgement to make decisions and recommendations, knowing when to act or escalate

'Result' competencies

1. Action oriented: Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm
2. Ensures accountability: Holding self and others accountable to meet commitments
3. Being resilient: Rebounding from setbacks and adversity when facing difficult situations

'People' competencies

1. Builds networks: Effectively building formal and informal relationship networks inside and outside the organisation
2. Collaborates: Building partnerships and working collaboratively with others to meet shared objectives
3. Persuades: Using compelling arguments to gain the support and commitment of others

'Self' competencies

1. Courage: Stepping up to address difficult issues, saying what needs to be said
2. Instils trust: Gaining the confidence and trust of others through honesty, integrity, and authenticity
3. Self-development: Actively seeking new ways to grow and be challenged using both formal and informal development channels

Other relevant information

- A pre-employment medical and/or physical assessment may be required
- Regular travel to project sites and other work locations across New Zealand may be required
- A current full driver licence and the legal right to work in New Zealand are required.
- A current Site Safe Building Construction Passport, or willingness to obtain one before site access, is required.
- Direct reports: 0
- Budget: Nil