

## Job Specification

### Health and Safety Manager



#### Location

Warrington (occasional travel and overnight stays)  
(Hybrid working – minimum 40% in office)

#### Job Type

Full-time, Permanent (flexible working available)

#### Salary

£40,000 - £50,000 pa dependent on experience

#### Benefits

Click [here](#) to see some of our employee benefits

### About Us

We are experts in the natural and historic environment, creative landscape designers and resourceful planners. We help shape and manage sustainable, successful places in both urban and rural environments.

Since its establishment in 1997, TEP's focus has been on supporting sustainable development by conserving and enhancing the natural and built environment.

We deliver valuable environmental advice through our core specialisms: Arboriculture, Ecology, Environmental Planning, Green and Blue Infrastructure, GeoSpatial Analysis, Historic Environment and Archaeology, Landscape Design and Landscape Management.

We have great clients in many sectors, including private developers, government agencies, local authorities and charitable trusts.

With over 150 staff dedicated to providing a high-quality and personal service across our five offices, we are ideally placed to support projects nationwide.

Our company values are Forward-Looking, Responsible, Enterprising, Supportive, Honest and Passionate. They are not only applicable to our projects but also underpin how we approach professional development.

For more information on the type of work we do, visit: [www.tep.uk.com/projects](http://www.tep.uk.com/projects)

### To Apply

Please apply via the [TEP website](#) or send your CV and cover letter to [recruitment@tep.uk.com](mailto:recruitment@tep.uk.com)

Please note that we will always acknowledge each application. If you have not received an email response within 3 working days, please contact [recruitment@tep.uk.com](mailto:recruitment@tep.uk.com)

Following review of the applications, a short list of candidates will be contacted for interview.

We are only able to consider candidates already eligible to work in the UK.

If you would like to discuss the position, or support with the application process please do not hesitate to contact [recruitment@tep.uk.com](mailto:recruitment@tep.uk.com) and we will arrange for an appropriate manager to call you.

To keep up to date with news from TEP, follow us on our social media:

 [LinkedIn](#)  [X](#)  [Facebook](#)  [Instagram](#)

## The Opportunity

### About the Role

The Health and Safety Manager will provide strategic leadership and ensure compliance with all relevant legislation, industry standards, and accreditation requirements. You will champion a positive safety culture, embedding best practice into every project and ensuring the wellbeing of our staff in the office, on site, and in the community.

Reporting directly to the Board of Directors and working closely with our SHEQ team, you will be the company's subject matter expert, providing guidance, training, audits, and risk management support.

### What you'll be doing

- Lead the development, implementation, and continuous improvement of health and safety systems and policies.
- Manage audits to maintain ISO 45001, Achilles, and other accreditations.
- Oversee company-wide risk assessments and provide input into project-specific RAMS and contractor documents.
- Ensure compliance with workplace safety measures across our five offices.
- Investigate incidents, lead root cause analysis, and implement corrective/preventative actions.
- Produce clear, regular performance reports for senior leadership.
- Conduct proportionate site monitoring and inspections to verify compliance and promote safe working practices.
- Design and deliver engaging health and safety training programmes.
- Actively promote a strong, open, and positive safety culture.

### What we are looking for

- Strong communicator with influencing skills.
- Analytical and detail-oriented with sound problem-solving ability.
- Proactive, organised, and able to manage multiple priorities.
- A positive role model with a commitment to equality, diversity, and sustainability

### Why join us?

At TEP, you'll be part of a team dedicated to making places more sustainable, resilient, and inspiring. We offer:

- A collaborative and supportive working environment.
- Opportunities for professional growth and development.
- Involvement in a wide range of diverse and meaningful projects.

If you're passionate about making a difference and want to be part of a forward-thinking team, we'd love to hear from you!

### Qualifications and Experience

- ❖ Proven experience in a health and safety position in a multi-site environment (5+ years).
- ❖ Civils or construction experience is an advantage but not essential.
- ❖ A NEBOSH General Certificate is required, ideally TechIOSH status or above.
- ❖ Experience with leading audits and ISO standards.
- ❖ Strong knowledge of UK Health and Safety legislation.
- ❖ Proven ability to design and deliver engaging training.
- ❖ Awareness of Construction (Design and Management) Regulations (CDM) 2015.

### Skills and Attributes

- ❖ Strong communication and influencing skills at all levels.
- ❖ Analytical and detail-oriented with problem-solving ability.
- ❖ Ability to manage multiple priorities and meet deadlines.
- ❖ Confidence to represent the company in audits and external forums.
- ❖ Proactive, self-motivated, and able to work independently as well as collaboratively.
- ❖ Full Driving Licence.