



For Complete Security

Health & Safety Officer

Location – Nationwide. Travel required and overnight stays may be required

Full Time: Monday – Friday. 8am – 5pm (1 hour lunch), 40 hours per week

Salary: (DOE)

Main Job Purpose:

We are seeking an experienced and professional Health & Safety Officer to support our operations across the fire, security, and solar industries. This role is pivotal in ensuring the highest standards of health, safety, and welfare for all employees and contractors working on sites throughout the UK. The successful candidate will be office-based with regular travel to project sites, including occasional overnight stays.

Essential Requirements:

- NEBOSH General Certificate (minimum requirement).
- Proven experience in health and safety site inspections, RAMS production, and compliance monitoring within the fire, security, or construction industries (experience with solar farms advantageous).
- Strong understanding of CDM Regulations, HSE guidance, and industry-specific safety requirements.
- Excellent communication and interpersonal skills with the ability to build professional relationships across all levels.
- Confident attending meetings, presenting findings, and liaising with clients and contractors.
- Proactive approach to problem-solving and continuous improvement.
- Highly organised with strong attention to detail and documentation accuracy.
- Full, clean UK Driving Licence with willingness to travel nationwide and occasionally stay overnight when required.

Desirable Qualifications & Attributes

- Additional safety-related training or qualifications (e.g., IOSH Managing Safely, Fire Safety, First Aid, Working at Height).
- Experience within renewable energy, construction, or technical engineering environments.
- Competence in using Microsoft Office and digital health & safety reporting systems.
- A positive, professional, and approachable manner, with a commitment to promoting a safe working environment for all.

Role accountabilities:

Health & Safety Leadership

- Fully embed Health & Safety into day-to-day business operations across GBSG, Monitoring, and Guarding.
- Provide strategic and hands-on H&S support, including attending and supporting site visits with and overview on Project Delivery.



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Site Safety & Compliance

- Conduct site visits for all major installations (not just solar), including initial project start-up visits and site inductions.
- Carry out welfare visits to engineers on active sites.
- Deliver toolbox talks and ensure H&S messages are consistently communicated across teams.
- Perform dynamic risk assessments and ensure site practices comply with relevant standards and legislation.

Risk Management & Systems

- Oversee creation, review, and approval of all RAMS (Risk Assessment & Method Statements).
- Lead the implementation of a RAMS App across GBSG to streamline access and improve compliance.
- Manage accident and incident investigations, including reporting, root cause analysis, and follow-up actions.
- Oversee COSHH assessments and ensure safe handling and storage of hazardous substances.

Training & Competency

- Organise and manage all training plans, licence renewals, and competency checks (e.g., CSCS).
- Promote advanced driver training and support continual professional development of engineers and site staff.

Asset & Equipment Compliance

- Oversee equipment testing, safety inspections, and GBSG asset compliance.
- Ensure weekly vehicle checks, ladder inspections, and other safety-critical audits are completed and documented.

Accreditations & External Standards

- Manage and maintain accreditations such as SafeContractor, Constructionline, CSCS, and other compliance-related memberships.

Personal Attributes

- Highly proactive with a hands-on, practical approach.
- Strong organisational skills and attention to detail.
- Able to work independently and drive continuous improvement.
- Builds strong relationships and promotes a positive safety culture.
- Support the Managing Director with account management through sales and other development projects



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Benefits:

- MetLife (online GP, bereavement guidance etc)
- Ongoing training and development
- Pension
- 23 days holidays plus bank holidays

If you feel you have the right skills and knowledge to fill the above role, then please complete the application form <https://www.gbsg.co.uk/about-us/vacancies/> and return to HR@gbstp.com