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| **Job Title** | **SHE Advisor** |

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| **Reporting to** | SHE Manager |
| **Business Unit** | Operations |
| **Department** | Safety, Health, and Environment |
| **Job Grade (if applicable)** | N/A |
| **Location** | Wellpark Brewery, Glasgow |
| **Travel Requirements (if applicable)** | N/A |

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| **Role Summary** |
| Responsible for the Safety, Health, and Environmental compliance for the site by playing a pivotal role to ensure the adherence to safety regulations, conduct risk assessments, and foster a safety conscious culture. Manage environmental standards, oversee waste disposal, and monitor the plants environmental impact. Assist in preventing accidents and maintaining a healthy work environment by contributing significantly to the site efficiency and sustainability. Liaise with regulatory bodies and providing safety training to staff. Contribute to the site’s operations and its commitment to environmental sustainability. |

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| **Key Accountabilities** |
| * Development of the EHS Management system. * Reporting to management on the performance of the management systems and any need for improvement. * To support the delivery of the SHE strategy and to assist in achieving continuous improvement in SHE performance across all parts of the site. * To provide assurance to the SHE Manager by means of appropriate monitoring and intervention, that operations fulfil its obligations under SHE legislation. * To support the development of the company culture. * Oversee, monitor and evaluate the operation of SHE performance across the departments, working with senior management as appropriate. * Offer competent advice on SHE matters to colleagues. * To ensure that the site is fully compliant with legal SHE obligations. * Develop and instigate SHE initiatives. * Ensure continual improvement and develop, in conjunction with the SHE Manager, SHE targets, objectives and KPI’s. * Approval, monitoring and reviewing of all sub-contractor works. * Writing risk assessments and standard operative procedures. * Site audits & inspections including external audits. * Assisting with Occupational Health issues. * Training – undertaking internal training including inductions, toolbox talks etc. * Ensuring records of incidents are maintained and investigations undertaken to establish the root causes and that controls are in place to avoid a reoccurrence. * Monitor working hours to avoid exceeding the relevant legislation and internal policy. * Driving continuous improvement and implementing initiatives to always promote best practice. * Developing and updating site SHE policies, procedures, and safe systems of work. * Providing advice and support with regards to planning and delivery of health and safety training and maintenance of training records. |

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| **Key Stakeholders** |
| **Internal –** SLT Team, Brewing Dept, Filtration Dept, Packaging Dept, Warehouse and Logistics Team, Quality Dept, Engineering Dept, Planning Team, Innovation and NPD Team. |
| **External –** Liaise with 3rd party contact partners. |

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| **Skills and Experience** |
| * Achieved Level 3 qualification in a relevant discipline as a minimum. * Working towards Level 6 qualification in a relevant discipline desirable. * Achieved/working towards accreditation to IOSH Technician desirable. * Experience of implementing and monitoring safe systems of work in a manufacturing sector essential. * Knowledge of SHE legislation and management systems. * Ability to analyse situations and issues, identify patterns, and make logical connections. * A high degree of motivation and the ability to integrate and work effectively with others. * Sound knowledge of Microsoft office packages, excel, word, and PowerPoint. * Flexible to the needs of the business. * Charismatic and dynamic, someone who will walk the floor and talk openly to staff, able to motivate and inspire. * Leads by example and lives the company’s values. |

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| **Behaviours** | |
| **Quality**   * We are rigorous, logical, and creative. * We deliver results and create a culture of winning together. | **Joy**   * We win hearts and inspire others. * We build confidence and foster the courage to act. |
| **Respect**   * We support and develop all our people top do their best. * We build trust. |  |