

Recruitment person specification

Post being recruited for: Health and Safety Adviser

Council core competencies

Being customer / client focused

Working effectively with others

Managing change

Taking ownership and responsibility

Communicating effectively

Planning and decision making

Person specification

Category	Essential	Desirable
Experience	• At least 5 year's experience working in a full time H&S role • Experience of implementing safety management systems including development of policies and guidance • Experience of H&S auditing • Experience of delivering H&S training	Experience working in local government

Knowledge, skills and understanding	Subject matter expert of H&S legislation and regulation Excellent relationship management skills across all levels Excellent influencing skills Excellent written and communication skills Ability to drive change through others	Programme and Change Management, Coaching
Qualifications and training	Professional H&S qualification (NEBOSH Diploma or equivalent)	Chartered Member of Institute of Occupational Safety and Health (CMIOSH)
Job specific requirements	Provide professional health and safety advice covering a wide range of subject areas. Provide support to colleagues within the health and Safety Team. Delivering Health and Safety training in support of policy approaches and in the pursuance of regulatory compliance. Working constructively with recognised trades unions.	Leading health and safety projects, engage key stakeholder. Creative thinker Contribute to the development of an effective Health and Safety Management System.

