

Job Specification: QHSE Manager (Including ESG Leadership)

Role Summary

A senior leadership role accountable for the integrity of our Safety, Health, Environmental & Quality systems and for shaping PP Control & Automation's ESG agenda across operations.

Role Details

Job Title	Quality, Health, Safety, Environmental (QHSE) Manager
Reports To	Chief Operating Officer
Location	Manufacturing Site (with multi-site responsibility if applicable)
Document Date	05 th June 2026

Job Purpose

QHSE. To develop, implement, and continuously improve PP Control & Automation's Quality, Health, Safety, and Environmental management systems, ensuring full compliance with regulatory requirements and industry standards.

ESG. To lead and drive the organisation's Environmental, Social, and Governance strategy, embedding sustainable practices across operations, supporting corporate responsibility goals, and enhancing business performance and reputation.

Key Responsibilities

1. QHSE Management Systems

- Develop, implement, and maintain integrated SHEQ management systems aligned to standards such as:
 - ISO 9001 (Quality)
 - ISO 14001 (Environmental)
 - ISO 45001 (Health & Safety)
- Ensure systems are effective, audited regularly, and continuously improved.
- Lead external certification audits and regulatory inspections.

2. Health & Safety Leadership

- Promote a strong safety culture across all levels of the organisation.



- Ensure compliance with all relevant health & safety legislation.
- Lead risk assessments, hazard identification, and mitigation strategies.
- Investigate incidents, accidents, and near misses, ensuring root cause analysis and corrective actions.
- Deliver training and awareness programmes.

3. Quality Management

- Oversee product and process quality standards across the manufacturing operation.
- Lead root cause analysis, corrective and preventive actions (CAPA).
- Monitor key quality KPIs (e.g., defects, scrap, partner complaints).
- Drive continuous improvement initiatives (Lean, Six Sigma, etc.).
- Ensure partner quality requirements are met.

4. Environmental Management

- Ensure compliance with environmental regulations and permits.
- Manage waste, emissions, resource consumption, and pollution control.
- Lead initiatives to reduce environmental impact (energy, water, materials).
- Monitor environmental performance and reporting.

5. ESG Strategy & Implementation

- Develop and implement a comprehensive ESG strategy aligned with corporate goals.
- Define ESG objectives, targets, and KPIs across:
 - Environmental sustainability (carbon footprint, energy use, waste reduction)
 - Social responsibility (employee wellbeing, diversity, community engagement)
 - Governance (ethics, compliance, risk management)
- Lead carbon reduction and net-zero initiatives.
- Ensure ESG considerations are embedded into operational decision-making.
- Prepare ESG reports and disclosures aligned to recognised frameworks (e.g., GRI, TCFD, CSRD where applicable).
- Work with senior leadership to align ESG with business strategy.
- Monitor emerging ESG regulations and ensure compliance.

6. Compliance & Governance

- Ensure compliance with all applicable legal, regulatory, and company requirements.
- Maintain up-to-date knowledge of QHSE and ESG legislation.
- Develop and manage policies, procedures, and documentation.
- Conduct internal audits and lead corrective actions.

7. Continuous Improvement

- Champion a culture of continuous improvement across the organisation.
- Analyse KPIs and performance data to drive improvements.
- Lead cross-functional improvement projects.
- Implement best practices and innovation in QHSE and ESG.

8. Stakeholder Engagement

- Act as the primary contact for regulatory bodies and external auditors.
- Engage with partners on quality and sustainability expectations.
- Collaborate with internal teams (Operations, HR, Procurement, Engineering).
- Provide leadership and training across the organisation.

9. Team Leadership

- Manage and develop the QHSE team.
- Set objectives, conduct performance reviews, and support professional development.
- Promote accountability and high performance within the team.

Key Performance Indicators (KPIs)

- Lost Time Injury Frequency Rate (LTIFR)
- Audit results and certification status
- Partner complaints and defect rates
- Environmental impact metrics (e.g., waste, emissions)
- ESG targets achievement (e.g., carbon reduction, sustainability goals)
- Regulatory compliance breaches
- Continuous improvement outcomes

Qualifications & Experience

Essential

- Degree (or equivalent experience) in Engineering, Environmental Science, Health & Safety, or related field
- Professional certification (e.g., NEBOSH, IOSH, CQI, IRCA)
- Proven experience in a SHEQ management role within manufacturing
- Experience implementing ISO management systems
- Strong knowledge of UK/EU HSE and environmental legislation

Desirable

- ESG or sustainability-related qualifications or experience
- Experience in carbon management or sustainability reporting
- Lean / Six Sigma certification
- Experience in multi-site operations

Skills & Competencies

- Strong leadership and influencing skills
- Strategic thinking with the ability to implement at operational level
- Excellent analytical and problem-solving ability
- Strong communication and stakeholder engagement skills
- Ability to drive cultural change
- High level of organisation and attention to detail
- Data-driven decision making

Personal Attributes

- Proactive and results-driven
- High integrity and ethical standards
- Resilient and adaptable in a dynamic environment
- Passionate about sustainability and continuous improvement
- Strong commitment to safety and employee wellbeing

Working Conditions

- Manufacturing environment with regular shop floor presence
- Occasional travel (for multi-site roles or external audits)
- Requirement to respond to urgent HSE issues when needed

Summary

This role is critical in ensuring operational excellence, regulatory compliance, and long-term sustainability. The QHSE Manager will not only safeguard the organisation's people and products but also play a key role in continuous improvement, drive for excellence, and shape the ESG agenda and future resilience of PP Control & Automation.