



WILLIAM GRANT & SONS

ROLE PROFILE

Job Title	Global Health and Safety Lead – Assurance and Systems
Business Unit / Group Function	OBU
BU Team / Sub-Function	Health & Safety
Location	SBP
Team Leader	Health & Safety Director
Team Members	No
Job Level	3A
Role Purpose To ensure that appropriate systems and processes are developed and implemented across the entire WG&S business driving industry sector best practice. To lead the WG&S H&S assurance programme establishing levels of compliance and working with WG&S Leaders to drive improved business and regulatory compliance. Review leading and lagging statistical information, sharing lessons learned and good practice as required. Developing industry health and safety training and Safety-First improvement programmes to drive continual cultural improvement in H&S.	
Accountabilities <ul style="list-style-type: none">• To develop and oversee the H&S Process Universe ensuring that global horizon scanning is undertaken, is adequate and suitable processes and procedures are in place across the entire WG&S business. Ensure that consistent procedures and approaches are developed in conjunction with Business requirements and are effectively rolled out and embedded.• Ensure that the H&S systems are suitable and sufficient and that external H&S digital and technological best practice is understood and proposed to WG&S leaders as appropriate for implementation.• To work with WG&S leaders and Internal Audit to develop a H&S governance model and a sufficient annual H&S audit and inspection program to analyse levels of internal and regulatory compliance. Undertake analysis of findings and work with the H&S function and business leaders to drive improvement plans and ongoing improved compliance as required.• Review global leading and lagging data to ensure as far as practicable WG&S is not exposed to regulatory breaches and significant risks, through the evaluation of statistical data and knowledge of corporate, industry and wider external trends and developments.• As required provide independent support to Team Leaders with significant incident and accident investigations to establish root cause analysis and corrective action.• Establish uniform and consistent reporting mechanisms to evaluate and analyse performance. Analyse, prioritise and communicate this performance at relevant forums including reporting to WGS Senior Leadership Team and Executive and Supervisory Boards.• Establish an engaging communication program for H&S to enable effective learning and sharing throughout WG&S globally appropriate to business requirements and cultural maturity.	



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- Develop and oversee the H&S training requirements working with Operations and Non-Production H&S functional leads to enhance awareness and understanding of H&S standards and requirements developing new training programs as appropriate.
- Oversee tools to understand the H&S cultural maturity of WG&S and develop cultural improvement programmes influencing BULT, team leaders and team members to display correct behaviours through training and engagement to ultimately drive continuous improvement in this area.
- Identify and assess key business safety risks for the Group Risk Register and work with the Internal Audit function to develop effective processes and controls to manage those risks across all sites.
- Demonstrate behaviours in line with our diversity and inclusion aim, which is to create and promote a diverse and inclusive culture at WG&S where ideas, differences and views are respected and where all employees are encouraged to create their own personal legacy.