



## Job Description – Health & Safety Manager

**Company:** Empower Technical Services

**Salary:** £50,000 - £60,000 per annum depending on experience

**Employment:** Full Time

**Location:** This is a multi-site role requiring regular travel, working between offices currently located in Castleford and Blackburn. Additional locations may be added as the business grows.

### About the Company:

Empower Technical Services is the UK's fastest-growing technical services group, bringing together complementary expertise in Mechanical, Electrical, HVAC, Renewables, and Fire & Security to deliver end-to-end solutions for commercial and industrial clients. Founded in 2025, Empower's mission is to build a market leader by combining technical excellence, innovation, and sustainability. We partner with specialist businesses to provide integrated services that improve building performance, reduce environmental impact, and ensure compliance with the latest standards. Our client-first approach and commitment to growth create exciting opportunities for employees to develop their careers within a dynamic and expanding organisation.

### Job Profile

Empower Technical Services is growing and we're looking for a proactive **Health & Safety Manager** to drive standards, ensure compliance, and strengthen safety culture across our engineering and project delivery teams. This is a key group position, reporting directly to the Group COO and supporting multiple operational businesses across the UK.

The ideal candidate is field-based, pragmatic, and confident leading safety on complex projects—someone who can balance compliance with practical delivery and enjoys building strong relationships with engineers, supervisors, and clients alike.

### Key Duties and Responsibilities

- Lead day-to-day H&S management across multiple live projects and operational sites.
- Develop, review, and approve RAMS, CPPs, and permit-to-work documentation in line with CDM 2015.
- Plan and complete site inspections and audits, ensuring corrective actions are identified and closed out.
- Investigate incidents, lead root-cause analysis, and implement preventative measures.
- Maintain and improve policies, procedures, and risk assessments in line with ISO 45001 and ISO 14001.
- Manage and update training and competency matrices (EUSR, Confined Space, Electrical Safety, etc.).
- Deliver toolbox talks, inductions, and refresher sessions to site teams and supervisors.
- Promote a proactive, coaching-led approach to safety and wellbeing across all levels.
- Support external accreditations (CHAS, Constructionline, Achilles UVDB) and manage audits.
- Drive consistency and digital record-keeping across Empower's H&S systems.
- Support with internal audits ISO 9001 compliance.



## **Qualifications and Experience**

### **Essential**

- NEBOSH General Certificate (or equivalent).
- Significant site-based H&S experience within construction or M&E sectors.
- Strong knowledge of CDM 2015, permit-to-work systems, and confined space regulations.
- Proven multi-site audit and incident investigation experience.
- Excellent communication and influencing skills at all levels.
- Full UK driving licence.

### **Desirable**

- Experience within utilities or MEICA environments (water, wastewater, or energy).
- ISO 45001/14001 internal auditor qualification and/or TechIOSH/GradIOSH membership.
- Experience implementing H&S management systems and digital reporting tools.

### **What We Offer**

- Company vehicle or car allowance + mileage and expenses.
- Pension scheme and 22 days holiday + bank holidays.
- Professional development and funded H&S memberships/training.
- The opportunity to shape safety standards across a fast-growing technical services group.