

# DIRECTOR

## OCCUPATIONAL HEALTH, SAFETY & ENVIRONMENT (OHSE) & BUSINESS CONTINUITY (BC)

The Director, Occupational Health, Safety & Environment [OHSE] and Business Continuity [BC] supports all functions of the electric utility by leading the overall OHSE and BC programs for the Company. Responsibilities include the oversight of OHSE and BC related strategies to ensure continual improvement of management practices, organisational resilience and compliance with applicable legislation, policies and procedures.

The incumbent contributes to the strategic direction of the Company and is responsible for advising on OHSE and BC decisions. Provides leadership to resources in a team based environment. The incumbent also works with operational counterparts in promoting a learning culture within the Company to reduce OHSE and BC risks and drive optimum performance.

### KEY JOB RESPONSIBILITIES :

- Provides situational and emotionally intelligent leadership, coaching and mentorship to the team
- Delegates functional activities to team; maintains and supervises staff to drive OHSE and BC excellence across the organisation
- Manages multiple budgets, defines priorities and drives operational improvements and efficiencies by identifying opportunities and leading cross-functional initiatives
- Manages individual and team performance through monitoring of KPIs and holding regular collaborative and individual feedback sessions
- Works directly with and supports the leadership team to establish a learning culture that prioritises effective OHSE and BC through teamwork and accountability
- Manages strategic relationships, particularly operational counterparts and regulatory bodies
- Oversees the implementation and maintenance of proactive management systems aligned with applicable international standards for OHSE and BC management
- Works closely with all functions of the electric utility to institute industry best practice OHSE and BC solutions [e.g. benchmarking, behavior-based safety, etc.] that are consistent with Company goals and objectives; partner with leadership across the organisation to bring cohesiveness and synergy to the Company’s approach to OHSE and BC issues throughout business operations
- Oversees all Business Continuity lifecycle activities and initiatives: Business Impact Analysis, Threat Assessments, Business Continuity Plan reviews and updates, and annual tests and validations of Business Continuity Plans and strategies
- Oversees all Safety and Environment lifecycle activities and initiatives: Hazard Identification and Risk Assessment, Environmental Aspects and Impacts, OHSE target and objective setting and reviews, management procedure reviews and updates, management reviews, and routine management system and compliance audits
- Ensures learning reviews for significant events [major injury, environmental pollution, and other crises]
- Monitors and assesses the effectiveness and maturity of the OHSE and BC programs to ensure compliance and continual improvement
- Manages special projects or assignments as directed by Executive to deliver operational excellence and process improvements
- Supports subsidiary businesses as directed by Executive

### KEY JOB REQUIREMENTS

- Bachelor’s degree in Engineering, Environmental Science, Occupational Safety and Health Sciences, Business Continuity or other related industry field
- Recognised Safety Professional Designation; NEBOSH, CSP, CRSP, CHSC or equivalent
- Recognised professional training in Business Continuity from a qualified institution such as Business Continuity Institute
- Recognised leadership and management training from a qualified institution such as The City and Guilds of London Institute
- Minimum of Ten (10) years professional experience in a utility
- Five (5) or more years’ experience in a management role
- Five (5) or more years’ experience in OHSE or BC management
- Experience in leading the development, implementation and maintenance of management systems aligned with applicable international standards
- Experience in project management
- Possesses strategic thinking and problem solving skills
- A self-starter with high attention to detail and accuracy
- Strong organisation, collaboration and project management skills
- Demonstrated excellent leadership and managerial skills with the ability to successfully lead teams and manage shifting priorities with very little direction
- Highly developed interpersonal skills with ability to effectively communicate and influence decision-making with senior management
- Knowledge and experience with budgeting and cost management
- Proficient in Microsoft Office Suite products for report and presentation construction and delivery
- High level of understanding of utility operations in a regulated environment required
- Working knowledge of ISO 14001, 45001 and 22301
- Working knowledge of local safety, environmental, electricity and other legal requirements an asset
- Ability to coach, motivate and mentor personnel in a changing industry

Interested applicants may submit a cover letter and current resume to:

EMAIL: [recruitment@belco.bm](mailto:recruitment@belco.bm)

CLOSING DATE: Friday, April 24, 2020

The Ascendant Group of Companies are drug, alcohol and smoke free environments. The Company requires all successful applicants to pass a pre-employment drug and alcohol screening prior to an offer of employment.

441 295 5111

P.O. BOX HM 1026  
HAMILTON, HM DX  
BERMUDA

27 SERPENTINE RD  
HAMILTON, HM 07  
BERMUDA

BELCO.BM

BELCO