Senior Health and Safety Advisor






Purpose

This position acts as a trusted business partner, working closely with leaders and laboratory teams to embed a proactive health, safety and wellbeing culture across the organisation. The role is responsible for ensuring critical laboratory risks are effectively identified, managed and continuously reviewed, while supporting leaders to take ownership of safety outcomes. Through coaching, influence and practical guidance, the position helps create a workplace where safe behaviours, risk management and wellbeing are integral to everyday decision-making.

Look forward to a brighter future

Education

- A diploma or degree in occupational health and safety, or related field

Work experience

- 5-6 years' experience in a dedicated safety role, ideally within a business partnering or advisory model
- Deep understanding of relevant local workplace health and safety legislation

Skills

- Gains and maintains confidence of others; builds positive partnerships with internal stakeholders across all organisational levels
- Strong decision and problem solving abilities
- Focuses on early risk intervention and culture rather than reactive policing
- Able to translate complex legal or technical safety jargon into simple, everyday language

Behavioural competencies

- Demonstrates self-awareness
- Effective collaboration
- Results-focused

Key focus

- Act as the primary health and safety contact and trusted advisor for the organisation.
- Partner with operational teams to implement, monitor and continuously improve laboratory risk management plans, ensuring controls remain effective and fit for purpose.
- Provide practical health and safety leadership, helping teams manage risk effectively, learn from incidents and continuously improve safety performance. Embed health, safety and wellbeing practices into everyday activities, and drive initiatives that promote a safety culture.
- Lead and support the Health and Safety Representatives, building capability and knowledge to identify risks, promote a strong safety culture in their teams and contribute to safety initiatives.
- Build a strong safety culture through influencing and coaching leaders to develop safety priorities aligned with business objectives, facilitate meaningful safety conversations, and take ownership of team health, safety and wellbeing outcomes.
- Monitor the effectiveness of health and safety systems, analyse H&S data and incident trends to provide actionable insights, support informed decision-making, and ensure compliance with current legislation.
- Take responsibility for personal compliance with Health and Safety Legislation, Regulations, Policies and Procedures.
- Adhere to quality standards and environmental / sustainability principles. Participate constructively in all continuous improvement initiatives.

Disclaimer: The purpose of this document is to provide an insight into the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultations with the job holder in response to the changing needs of the organisation and the nature of our work. Employees may be asked to perform other duties as reasonably required by the employer in accordance with the role environment.