

come and work with us

The Barhale logo consists of a white square with a yellow circle inside, followed by the word "Barhale" in a bold, white, sans-serif font. The background of the top section of the page is a photograph of two construction workers in orange high-visibility gear and white hard hats, standing on a metal structure against a blue sky with white clouds.

About Barhale

Who are Barhale?

Barhale is a business founded on family values having been established by our Chairman, Dennis Curran in 1980. We are one of the largest privately owned civil engineering and infrastructure specialists in the UK, with over 40 years of experience in providing design, civil engineering and maintenance services working across multiple sectors including:

- Water
- Transport
- Built environment
- Energy

We operate as a tier one partner for blue chip, regulated and private clients, working as part of large frameworks, joint ventures and alliances, as well as on individual standalone projects developing long-term relationships based on delivering to the Barhale values which have been integral to our business since their inception in 1985.

Our direct delivery model is at the core of everything we do as we believe that people are our greatest asset. Therefore, we robustly source, train and retain all our own frontline delivery teams as well as management and support services. We employ over 1,200 employees nationwide.

We possess a range of specialist skills to support our civil engineering and infrastructure activities including:

- Tunnelling
- MEICA
- Temporary and permanent design
- Steel-fabrication
- Signs (design and fabrication)
- Health & safety equipment and products including PPE

Company Website:

<https://www.barhale.co.uk/>

Company Showcase Video:

<https://www.youtube.com/watch?v=XFqsociCUZA>

Why join Barhale?

- As Gold Investors in People, we are committed to a high standard of people practices, creating an inclusive environment and ensuring cultural alignment to our business strategy, ethos and philosophies.
- Job security, long-term secured work through various frameworks and large infrastructure schemes
- Broad range of civil engineering and mechanical and electrical schemes across some of the UK's largest infrastructure projects and clients

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- Strong career progression as demonstrated by our track record in promoting from within as we believe this is a key driver to our success
- Skills Development and Training

Head of HSEQ – Eastern

The Role

As Head of HSEQ, you will manage and support the HSEQ Managers & HSEQ Advisory Team within the area of your control to meet the requirements of the Health, Safety, Environment & Quality Management systems.

Lead and champion HSEQ initiatives such as Be Healthy & Be Safe Plan, Be Sustainable Be Green Plan & Front Foot Safety within areas of your control whilst ensuring that legislation is adhered to.

Assist the HSEQ Director to work on further developing and embedding HSEQ Management Systems and strategic actions at a Corporate level to enable continual business improvement.

Review our Health & Safety and Environmental Training Strategy for the Region and maintain its structure and content to meet the ongoing business needs.

Barhale's civil engineering and infrastructure projects are varied in value, complexity, and duration, from established frameworks to individual bespoke projects and unplanned emergency works. With projects varying from £200k to £10m+, you will be essential in driving efficiencies within the scope of work, driving HSEQ efficiency.

Key Responsibilities

Occupational Health:

- Support the provision of Occupational Health within the regions of control, under the direction of the HSEQ Director
- Support the communication and promotion of the monthly themes.
- Promote the value of Occupational Health & Wellbeing at a local level.

Manage and Lead HSEQ Team Members for allocated areas of control:

- Provide consistent and accurate HSEQ Leadership, support and advice to HSEQ Team members.
- Provide HSEQ Leadership support to regions on HSEQ initiatives.
- Provide HSEQ Leadership to issues/problems.
- Ensure regional HSEQ statistics are maintained and reported corporately to identify trends and determine proactive initiatives.
- Provide Leadership, support and focus to the HSEQ Team on our Be Right First-Time initiatives and monitor our Quality Control as defined by the HSEQ Systems & Audit Manager

Collaboration and Client Support:

- Be our Lead HSEQ representative for Client support for the regions under your control.



- Ensure Client-led HSEQ Forums are represented by the HSEQ Team at the appropriate level and support lessons learned feedback and sharing of best practices.
- Form collaborative relationships with Client senior HSEQ representatives

HSEQ Communications and HSE Statistics:

- Contribute to general communications at a company level.
- Ensure the HSEQ Team create lessons learnt
- Communications and communicates HSEQ alerts following incidents and poor-quality standards to promote learning and prevention and continual improvement.
- Prepare Weekly HSEQ Flash Reports for cascade within the Region.
- Provide HSEQ leadership within the Region – leading and highlighting best practice and areas of opportunity within the Regional Management Team.
- Support the HSEQ Director in maintaining HSEQ performance statistics monthly as requested.

Accident/Incident Investigations:

- Lead HSEQ Team investigation reviews for HSE investigations to ensure root cause(s) are properly defined and appropriate as well as ensuring actions support future prevention.
- Keep local and corporate senior management informed on status.
- Ensure the identification of root causes.
- Lead, support and review HSE alerts / Flash reports as above
- Act as an independent Lead Investigator in other areas of the business under the direction of the HSEQ Director

HSEQ Monitoring:

- Conduct regular leadership visits to support and lead by example within the areas of your control.
- Conduct 2No HSEQ Inspections every month in the area of your control
- Act as a role model for HSEQ in the area under your control

Facilities Management at Company Premises:

- Satisfy yourself with HSEQ management support for Facilities Managers at company premises on HSE-related issues and provisions.
- Check HSEQ Team monitoring of HSE standards at company premises and ensure legal obligations are being upheld

Key Measures and Targets

- Support the completion of weekly Escalation Reports
- HSEQ Flash Reports
- Monthly HSEQ Team Meetings
- Monthly HSEQ Statistics
- Monitor and upkeep HSE Management Systems

Key Relationships

- HSEQ Director
- Regional Director

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- HSEQ Managers & Advisors & Auditors
- Lead Environmental Advisor
- Contracts Managers & Operations Manager
- Regional Managers
- Engineering Director

About you

Essential	Desirable
<ul style="list-style-type: none">• NEBOSH Diploma or equivalent as a minimum but ideally IOSH• CEnv or equivalent as a minimum but ideally associate IEMA• Sound knowledge of quality controls associated with company work .• Analytical skills to interpret detailed information and regulations.• High standard of written English• People skills – ability to liaise with staff/operatives of all levels within Barhale.• Excellent use of MS Office – Word, Excel and PowerPoint• CSCS Safety Professional card• Mentoring skills to develop HSEQ Team members activities• Able to provide strong leadership skills for the HSEQ Team and capable of encouraging team members to work alone to tight deadlines as appropriate	<ul style="list-style-type: none">• Extensive SHE experience within a civil engineering environment or similar would be beneficial but not essential

Caring and investing in you

Our values have been embedded at Barhale for over 40 years and they are our guiding principle regarding how we care and invest in people. Our values are our commitment to being a people-centric company.

As a Gold Investors in People company and a Sunday Times 100 Best Company to Work For, we are committed to investing in people. We are passionate about creating a working environment where people are supported throughout their careers, where people can enjoy security and be part of a company that cares about them.

From the moment you join us, your wellbeing and career aspirations will be supported by;

- Competitive salary
- Company Pension
- Life Assurance
- Private Medical

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- Profit share scheme
- 25 days annual leave in addition to 8 public bank holidays and loyalty days
- 8 hours leave of absence for volunteering
- Employee Assistance Programme to support your mental, physiological and financial wellbeing
- Flexible benefits via salary sacrifice (after successful probation)
- Company car/green car scheme/car allowance/Van (dependent on position)
- Leadership & management training and coaching
- Line management engagement and appraisal to support your career progression
- Development supported by internal and externally delivered training
- Annual salary review
- Continuous service awards

Would you like to know more?

Please contact our Recruitment team via careers@barhale.co.uk