



Job Title: Health & Safety Manager
Contract Type: Permanent
Salary: Negotiable based on experience
Working Hours: Full Time
Working Pattern: Monday to Friday
Location: Manchester
Start Date: Immediate

About the Role

We are seeking an experienced Health & Safety Manager to lead and manage all health, safety, and compliance activities across our projects and operations. This role is key to ensuring a positive safety culture and maintaining full compliance with UK health and safety legislation within a construction environment.

You will work closely with senior management, project teams, and site personnel to implement, monitor, and continuously improve health and safety standards across the business.

Key Responsibilities

- Develop, implement, and maintain the company's Health & Safety policies, procedures, and management systems
- Ensure compliance with relevant UK health & safety legislation, regulations, and industry best practice
- Carry out site inspections, audits, and risk assessments, ensuring corrective actions are implemented
- Investigate accidents, incidents, and near misses, producing reports and recommending preventative measures
- Advise management and project teams on health & safety matters, safe systems of work, and risk control
- Deliver and coordinate health & safety training, toolbox talks, and inductions
- Monitor subcontractor compliance and conduct competency assessments
- Liaise with external bodies, clients, and enforcing authorities where required
- Promote a proactive and positive health & safety culture across all levels of the business

Skills & Experience

- Proven experience in a Health & Safety Manager or Senior H&S role, ideally within construction
- Strong knowledge of UK health & safety legislation and CDM Regulations
- Experience conducting audits, inspections, risk assessments, and investigations
- Confident communicator, able to influence and engage at all levels
- Strong organisational skills with a methodical and proactive approach
- Ability to manage multiple projects and priorities effectively

Starfish 9 Limited, 10 Jerviston Street, New Stevenston, Motherwell, ML1 4LY

Tel: 01698 833556 Fax: 01698 833558 Email: info@starfishltd.com

Registered in Scotland: SC358097 VAT Number: 992 8256 69



Qualifications & Experience

- NEBOSH National General Certificate (essential)
- NEBOSH Construction Certificate (highly desirable)
- Membership of IOSH (TechIOSH / GradIOSH / CMIOSH – desirable)
- Relevant health & safety or construction qualification

About You

We're looking for someone who:

- Is passionate about health, safety, and wellbeing in the workplace
- Leads by example, promoting best practice and a positive safety culture
- Is confident challenging unsafe behaviours in a constructive and professional manner
- Works well with site teams, management, and external stakeholders
- Is proactive, organised, and solutions-focused
- Can balance compliance with practical, workable site solutions
- Is committed to continuous improvement and professional development

Why Join Us?

At Starfish Construction, we're committed to your success and growth. Here's what you can expect:

- Work on exciting and diverse projects with a respected and growing company.
- Competitive salary and benefits package.
- Opportunities for career progression and professional development.
- A supportive and inclusive working environment.

Salary:

The salary for this position is competitive and negotiable based on experience and qualifications. We are committed to offering a compensation package that reflects the value you bring to our team.

Equality & Inclusion

Starfish 9 Ltd values diversity and promotes equality. We welcome applications from all sections of society and are happy to discuss reasonable adjustments or additional arrangements to support your application.

Please note: Candidates must be eligible to live and work in the UK.