



Creating great homes together

Role Profile

Position

Safety and Wellbeing Business Partner

Reporting to

What you can expect

We're a magnificent place to work, where talented and ambitious people enjoy rewarding, purposeful and fulfilling careers in an inspirational environment.

- Building close, trusted and influential relationships with Magna colleagues at all levels of the business.
- Directly seeing the impact of your job. Able to drive, influence and shape the direction of health, safety and wellbeing at Magna.
- Continued professional development.
- Opportunity to grow your network and build on your sector knowledge.
- Working as part of a committed and passionate organisational capability team.
- At Magna, we are committed to your growth and professional journey. We offer ample opportunities for further training and development, empowering you to excel in your career. Our comprehensive benefits package underpins our commitment to your wellbeing and includes a generous Pension Scheme, Health Care Cash Plan, Wellbeing Portal and Employee Assistance Program. These resources are designed to support both your mental and physical health, ensuring your success in both personal and professional aspects of life.
- We actively support our local communities and encourage employee involvement by offering one paid day per year for volunteer activities alongside access to Credit Union facilities and Colleague Voice. You will also benefit from Company Sick Pay and a competitive annual leave entitlement, which increases progressively with your length of service over the first five years.

What you are known for

- Highly engaging and compelling communication style with the ability to win hearts and minds at all levels in the organisation.
- Exceptional interpersonal skills with a proven ability to inspire.
- Engaging stakeholders about HSW through delivering organisation wide campaigns.
- Undertaking site visits and working closely with our operational teams and support functions.
- Building engagement in wellbeing and deliver targeted wellbeing campaigns and activities.
- Working with managers to create plans that drive performance improvements and to create an Everyone Safe culture.

What you take care of

- Providing expert advice, guidance, support, training and coaching to the business.
- Providing support and advise on critical risks, such as working at height, using power tools, lone working, office safety Staying abreast of developments in Health, Safety & Wellbeing legislation and industry best practice through an ongoing process of formal continuing professional development.
- Delivering assurance plans so that standards are being met and the business is compliant.
- Delivering management systems and ways of working to ensure accountability for HSW are clear and support d capability build.
- Being a key part of the crisis management team and the continual improvement and implementation of the business continuity plan.
- Ensure investigations of near misses and accidents, and ensuring operational plans reflect lessons learned.
- Supporting incident and accident investigations and ensure that effective preventive actions are implemented through a process of root cause analysis.

What you need to be successful

- Proven Health and Safety industry experience.
- Experience of working with managers to deliver safety processes and policies • Experience in having conversations about stress and mental health.
- Track record of success gained when supporting operational leads to implement cultural and behavioural change programmes.
- Experience in developing and implementing new working methods, technology and initiatives that could improve HS&W performance across the business.
- Takes ownership of complex issues and tasks and empowers others to do the same.
- Collaborates effectively with team members, sharing information and best practice to successfully accomplish individual and collective goals.
- Communicates ideas with confidence, asserting own ideas and inspiring others to take action using creative and innovative approaches.
- Persistence, tenacity, and diplomacy to sell the benefits and overcome obstacles and resistance to change.

Qualifications required

Applicants with transferrable skills are encouraged to apply.

- Health and Safety Diploma level 4 or greater. Having a Diploma in OHS or NEBOSH Equivalent, is advantageous but not essential.

Approved: V1/