

Site Health, Safety, Environment & Sustainability Manager (HSE & S Manager)

Location: Newcastle upon Tyne

Pearson Engineering Ltd is a world leading provider of counter-mine and combat engineering equipment. Our product range is wide and varied, including complex attachments for armoured vehicles and remote-controlled mine clearance systems.

We are seeking an accomplished Site HSE & S Manager to join our team to ensure the company's operations comply with the highest standards of health, safety, environmental, and sustainability management across Armstrong Works for both Pearson Engineering and Responsive Engineering

Contract: Permanent, Full-Time

Remuneration & Benefits: We offer a competitive remuneration package, comprehensive benefits, and opportunities for professional development

Role Overview

Reporting to the Chief Operating Officer, this role is to ensure the company's operations comply with the highest standards of health, safety, environmental, and sustainability management. This role plays a critical role in driving a safety-first culture, HSE mindset and sustainability conscience ensuring that all regulatory and legal requirements are met across Armstrong Works for both Pearson Engineering and Responsive Engineering

Key Responsibilities

- Develop and implement a robust site wide HSE plan in alignment with the company's overall business objectives, ensuring safety, health, environmental, and sustainability standards are integrated into all operations
- Manage, develop and mentor the HSE team, ensuring high levels of performance and accountability across all departments
- Provide expert advice to senior leadership on HSE related matters, regulatory changes, and industry best practices

Safety & Health Management:

- Manage the development, implementation, and maintenance of health and safety programs to protect employees, contractors, and visitors

- Ensure compliance with UK health and safety regulations, as well as Defence specific safety standards and protocols
- Lead investigations into accidents and incidents, identify root causes, and implement corrective actions to prevent reoccurrence

Sustainability:

- Lead the development and ongoing management of a sustainability performance dashboard aligned to customer bids and reporting requirements
- Produce and publish the annual sustainability statement, ensuring clarity, accuracy, and alignment with organisational goals
- Monitor and assess supply chain sustainability maturity, identifying risks and opportunities for improvement
- Create and deliver a strategic roadmap to reduce the environmental impact of business operations

Environmental Management:

- Implement and monitor environmental management systems to ensure compliance with environmental laws and regulations
- Lead initiatives aimed at reducing the environmental impact of the company's manufacturing processes, ensuring sustainable practices are embedded in the operation
- Ensure effective waste management, energy conservation, and resource optimization strategies are in place

Regulatory Compliance:

- Ensure compliance with all relevant UK regulations and defence specific standards (e.g; ISO 14001, ISO 45001, etc.)
- Maintain up-to-date knowledge of legislation affecting HSE practices in the defence sector, including both domestic and international regulation
- Prepare for and manage external audits, inspections, and certifications

Continuous Improvement:

- Drive a culture of continuous improvement through data analysis, performance tracking, and the implementation of innovative practices
- Foster employee engagement in HSE activities and promote proactive risk management across all levels of the organisation
- Lead the investigation and reporting of non-conformances and incidents, ensuring root causes are identified and corrective actions are implemented

Stakeholder Engagement:

- Work closely with internal stakeholders, including senior management, production, HR, and engineering teams to drive safety, health, environmental, and sustainability initiatives

- Represent the company in meetings with external regulatory bodies, clients, and auditors on HSE&S matters

Skills & Experience

Qualifications:

- Chartered status with relevant professional bodies (e.g., IOSH, IEMA) is highly desirable
- IOSH or NEBOSH Diploma or equivalent qualification is essential

Experience:

- A minimum of 10 years' experience in HSE management, preferably within the manufacturing sector
- Proven track record of developing and implementing practical and sustainable HSE tools, systems, and improvements
- Experience in managing teams in a complex, high-risk environment

Skills:

- Strong management skills with the ability to motivate and influence teams across diverse disciplines
- Excellent communication and interpersonal skills, with the ability to engage and build relationships with internal and external stakeholders at all levels
- Analytical mindset with the ability to assess risks and make data-driven decisions
- Strong problem-solving abilities and crisis management experience.

Personal Attributes:

- High attention to detail and a strong commitment to delivering results
- Able to think strategically, operate tactically and have a practical can do approach simultaneously
- Proactive, with a solutions-oriented approach to challenges
- Resilient under pressure, with a strong ability to prioritize and manage competing demands
- Passionate about ensuring a safe, healthy, and sustainable working environment

Do you want to make a difference in a critical and high-stakes sector, ensuring safety, environmental and sustainability responsibility in defence manufacturing. Work with a highly skilled and innovative team and have the chance to develop professionally in a dynamic environment, apply now!

Application Process

Please submit your CV and a cover letter detailing your relevant skills, experience, and interest in this role to angela.foster@pearson-eng.com by 18th March 2026.