

Job Description: HSW Advisor

Job Title: HSW Advisor

Location: London Office – with travel to assigned projects

Contract Type: PAYE

Start Date: ASAP

About the Role

The HSW Advisor is responsible for providing expert guidance and support to the organisation on all aspects of occupational health, safety, and wellbeing. The role involves working closely with employees, subcontractors, staff representatives, and directors to ensure safe systems of work are in place and adhered to across all projects.

The advisor will lead initiatives to control occupational risks, investigate incidents, maintain legal compliance, and contribute to a positive health and safety culture within the company. This position requires proactive engagement with project teams and Principal Contractors to ensure safety expectations are consistently met and exceeded.

Key Responsibilities

- Develop and maintain ESG's Safety, Health & Wellbeing (HSW) policies, procedures, and training programmes.
- Provide competent and professional HSW advice to ESG staff and managers across offices and project sites.
- Work collaboratively with employees, subcontractors, and directors to promote a positive HSW culture.
- Conduct site inspections and audits to assess safety practices and procedures; support the development of KPIs to improve performance.
- Liaise with Principal Contractors to ensure ESG's site teams meet contractual and HSW obligations.
- Monitor ESG subcontractor compliance with HSW policies, ensuring high standards of safe working practices.
- Ensure adherence to up-to-date safety legislation and regulations, conducting reviews and updates as needed.
- Lead or support investigations into incidents or accidents, identifying root causes and implementing corrective actions.
- Maintain Continual Professional Development (CPD) by attending relevant training, seminars, and industry events.
- Utilise ESG's IT systems for managing project templates, documents, and safety folders.

- Support quality assurance standards and ensure compliance with ESG's document control protocols.
- Perform any other relevant duties as required to support ESG's HSW objectives.

Candidate Requirements

- Proven experience in a similar Health, Safety & Wellbeing advisory role, ideally within construction.
- Strong knowledge of current health and safety legislation and best practices.
- Excellent communication and interpersonal skills with the ability to influence and support teams.
- Experience conducting audits, inspections, and safety investigations.
- Strong organisational and IT skills, including familiarity with safety management systems.
- Commitment to continual professional development and personal learning.
- Ability to work both independently and collaboratively across multiple sites.

Preferred Qualifications & Skills

- NEBOSH National General Certificate or equivalent (essential).
- Membership or working towards membership of IOSH (e.g. TechIOSH or GradIOSH).
- Experience in construction or related high-risk environments.
- Knowledge of ESG policies and procedures (if internal candidate).

What We Offer

- A collaborative and proactive health and safety team culture.
- Opportunities for professional development and CPD support.
- The chance to make a real impact on organisational wellbeing and safety.
- Engagement with diverse, high-value construction projects.