

JOIN THE ULTRAFAST LANE...

Safety and Compliance Manager

Business Function:	Operations
Reports to:	HR Business Partner
Location:	Kings Hill, Kent
Salary:	Competitive, plus the opportunity to study and gain a formal recognised Health & Safety qualification
Terms:	Full time, permanent

A BIT ABOUT US

Here at Trooli, we're on a mission to banish buffering, vanish video call embarrassment and clear up those "up to" speed claims that give broadband a bad name.

How? By providing our **new, guaranteed, ultrafast, full fibre broadband speeds** to as many communities as possible across Kent, East Sussex and beyond.

We've already got the great network, now we need more **great people** to take us even further.

Think you can help? Here's why you should get in touch ...

- **We're passionate about growth**
We've come a long way in 2 years, from nothing to 70,000+ premises passed, 10 staff to over 100 and are now one of the most respected altnets in the industry – and that's just the start. But it's not just our network, we're passionate about ensuring our employees grow with us too.
- **We're passionate about our people**
At the heart of our culture is a belief that a company should be much more than politics and processes. That doesn't mean these don't exist, but it does mean that our people are the most important part of our business, that life here is that bit more fun and our high staff retention rates are something we're rightly proud of.
- **We're passionate about our customers** – wouldn't it be nice for a broadband network to be independent of Openreach and have complete control of where it builds and the experience our customers receive? Well, that's exactly what Trooli is and with an Excellent Trustpilot rating from our customers, it's clear we're doing something right!

Still interested? Read on...

THE ROLE

- To proactively promote best practice and provide professional health and safety advice within the business ensuring compliance at all times
- Ensures compliance with regulations and safe working practices and keeps up to date with changes
- To undertake implementation of safety platform and be responsible for maintaining compliance
- To co-ordinate with all relevant stakeholders concerning Health Safety and Compliance, including running regular H&S meetings and providing valuable reports
- To produce and maintain effective procedures and processes for role specific company activities
- To monitor and audit company Health, Safety & Compliance procedures and worksite activities ensuring 100% compliance to industry and legal requirements
- To undertake accident, incident and near miss Investigations and to coordinate where required meetings with employees and contractors, 3rd parties, implementing where necessary prevention strategies
- Identify health and safety competency and training needs which are in line with the business policies and procedures, and establish and implement a robust process based on these requirements
- Undertake relevant safety campaigns / raising awareness of specific issues
- Conduct pre-work briefings, health & safety inductions for employees
- Conduct relevant risk assessments & to review contractors risk assessments prior to work commencing

THE DAY JOB

- Develop and implement company policies and regulations
- Oversee all business operations relating to compliance including policies, investments, and procedures
- Lead employee training sessions on legal and compliance issues
- Perform periodic audits on company procedures and processes
- Review and evaluate company procedures and reports to identify hidden risks or common issues
- Coordinate with different department managers to review all departmental compliance policies.
- Design and monitor control systems to deal with violations of legal rules and internal policies.
- Regularly assess the efficiency of control systems and recommend effective improvements

WE'D LIKE TO SPEAK TO YOU IF...

- Minimum 3 years as a successful Health & Safety or Compliance Manager
- A relevant health and safety qualification or degree or working towards one, **don't have a recognised qualification? For the right person this could be provided through the Company**
- Strong knowledge of industry processes and regulations
- Well organised, professional and able to work without continual guidance
- Outstanding communication and interpersonal abilities
- An analytical mindset with excellent organisation skills
- Deep understanding of legal health and safety guidelines
- Ability in producing reports and developing relevant policies

WE'LL LOVE YOU IF...

- You hold a Diploma in Occupational Health and Safety from NEBOSH
- You hold an ISOH qualification
- The [National Compliance and Risk Qualifications \(NCRQ\)](#) level 6 Diploma in Applied Health and Safety
- Effective Leadership and communication skills
- Self-motivated, and able to motivate others effectively
- Proactive and organised
- BTEC, HND or HNC

AND IN RETURN, YOU'LL GET...

- An official, recognised Health & Safety qualification if required
- 25 days paid holiday, plus bank holidays
- Generous life insurance policy
- Company sick pay after qualifying period
- Pension
- Career progression
- Free parking
- Friendly working environment
- Company laptop
- Employee referral scheme
- Cycle to work scheme
- COVID secure and risk assessed employer

OUR VALUES

- **Integrity:** be transparent and honest with our customers and with each other.
- **Passion:** be excited about what we do.
- **Develop:** invest in each individual.
- **Continual improvement:** work smarter, not harder.
- **Proactive:** take responsibility.
- **Teamwork:** support and collaboration.
- **Quality:** we do what we do well.

If you think you are the person we are looking for, please send your CV to alicerose.pitchley@trooli.com prior to the closing date