



JOB OPENING AT NAWEC

The **National Water and Electricity Company (NAWEC)** is pleased to invite suitably qualified and experienced individuals to submit applications for the vacant position of Health, Safety & Environment (HSE) Manager

The Health, Safety & Environment (HSE) Manager will be responsible for developing, implementing, and monitoring NAWEC's health, safety, and environmental management systems to ensure compliance with applicable laws, regulations, industry standards, and company policies. The successful candidate will promote a strong safety culture across the organization and support the achievement of NAWEC's operational objectives through effective risk management and environmental stewardship.

Job Description

Position	Health, Safety & Environment (HSE) Manager
Salary Grade	Grade C of the NAWEC integrated Pay Scale
Role Summary	Responsible for developing documents and systems on health, safety and environmental management for NAWEC and ensuring a proper and effective HSE Management System is in place at all times.
Reporting Relationships	HSE Manager

Duties and Responsibilities	• Lead the development of health, safety, and environmental policies and procedures. • Regularly assessing workspaces to identify hazards and establishing preventive control measures. • Organizing safety training programs for employees, such as proper equipment handling and emergency protocols. • Advise on the adoption of appropriate and relevant local and international HSE standards for the company. • Provide guidelines on health and safety inspections in various workplaces within the company facilities and sites. • Conducting routine facility walk-throughs and performance reviews to ensure adherence to safety rules. • Provide materials to aid HSE inductions and HSE awareness amongst staff and contractors. • Adopt HSE documents such as reporting forms and tools to aid HSE work. • Lead in accident reporting and investigation activities. • Coordinate the implementation of safety awareness activities such as Tool Box Talks and staff briefings. • Coordinate emergency response exercises, including evacuation procedures, fire safety protocols, and first aid simulations. • Lead the evaluation of all safety equipment for purchase by the company. • Lead activities on Environmental Impact Assessment of company activities and ensure reports are generated for implementation. • Act on any other directives from senior management relevant to the job.
	• BSc in Occupational Health and Safety (OHS) Management or a related science field such as Public and Environmental Health or Engineering. • Master's degree in OHS or a related science field would be an added advantage. • 5 years' experience in Workplace Health, Safety & Environment Management. • Certificate in Industrial Safety Management • NEBOSH Certificate in Health and Safety Management or equivalent.
Competancy	Detail
Interpersonal	• Demonstrated ability to take initiatives and lead HSE implementation by example. • Demonstrated ability to build and maintain effective working relationships staff and various shareholders.

Conceptual	• Have an analytical mind and be able to think through issues to bring more productivity in the overall management of HSE in the organisation
Communication	• Demonstrates good communication skills and can report clearly and logically both verbally and in writing. • Demonstrated ability to prepare executive summary reports that clearly present critical issues, risks, while recommending effective mitigation strategies • Has the ability to deliver customized presentations to diverse audiences, including Senior Management and the Board of Directors. • Proven ability to conduct safety inductions, trainings and toolbox talks.
Confidentiality	• Proven capability to manage sensitive and confidential matters with professionalism, discretion, and sound judgment.
Ethics	• Demonstrate a high sense of discipline, integrity and professionalism when performing duties.
Management Skills	• Demonstrated ability to lead and work collaboratively with different teams to achieve department's objectives and company goals. • The ability to equip the team with the necessary skills, tools, and resources to deliver effectively • Ability team management and ability to work under pressure
Results oriented	• Ability to consistently deliver high-quality work within established deadlines, effectively prioritizing tasks and resources to achieve objectives. • Ability to Establish and monitor key performance indicators (KPIs) for the department to measure its effectiveness and efficiency • Keeps a sound interest in general health and safety enforcement. • Maintain up-to-date knowledge of changing regulations that may affect NAWEC's HSE performance.

The Rewards. NAWEC has a structured rewards package and offers highly attractive Salary and Allowances.

How to Apply. Please send an e-mail to recruitment@nawec.gm with the subject "Job Application; Health, Safety & Environment (HSE) Manager attaching a curriculum vitae and a cover letter in a Portable Document Format (**PDF**).

The deadline for applications is **25th September 2026**, by close of business.

