



# GOODWOOD

## The Role

The Group Head of Health & Safety, Risk and Compliance will lead the Group's Risk Management strategy and H&S department and will report to the CEO

## About us

At Goodwood, we celebrate our 300-year history as a quintessentially English Estate, in modern and authentic ways delivering extraordinary and engaging experiences. Our setting, 12,000 acres of West Sussex countryside, and our story both play significant roles in Goodwood's success. What really sets us apart is our people. It is their passion, enthusiasm and belief in the many things we do that makes us a unique, luxury brand.

## Passionate People

It takes a certain sort of person with the right positive attitude to flourish in such a fast-paced, multi-dimensional environment like Goodwood. We look for talented, self-motivated and enthusiastic individuals who will be able to share our passion for providing the “**world's leading luxury experience.**”

## Our Values

### The Real Thing

Always inspired by Goodwood's heritage

### Derring-Do

Daring to surprise and delight

### Obsession for Perfection

Striving to do things *even* better

### Sheer Love of Life

Sharing our infectious enthusiasm

## Purpose of the role

Working with the Directors' Risk Committee, this role will develop and implement a Group-wide risk management process. Alongside this, you will lead the H&S team which will be responsible for advising, monitoring and assisting the organisation in achieving H&S compliance and best practice.

## Key responsibilities

Be the Competent Person for Health, Safety and Risk Management within the Group and lead adviser on all matters relating to health, safety, welfare and statutory compliance in relation to its activities.

## H&S

- Develop, communicate and deliver Group wide Health and Safety strategy, plans and practices and ensure consistent implementation of these
- Act as the point of contact for all regulatory and certification bodies and implement regular compliance checks to ensure continued adherence to new HSE legislation.
- Develop an exemplary H&S culture and provide the directors and leadership teams with accurate metrics on a regular basis, identify themes and areas of concern and support and challenge businesses accordingly. As part of this, develop and manage a clear internal and external audit programme that is appropriately focused on key risk areas.

- Proactively monitor all H&S matters within Goodwood's operational businesses and support and advise line managers in carrying out risk assessments and production of safe systems of work, identifying strategies on how risks may be reduced
- Provide regular updates on health, safety and fire legislation, associated guidance, government advice notes, event and hospitality industry guidance, best practice and proposed developments to enable the Group to be a leader in safety culture
- Identify and coordinate H&S training needs and arrange training sessions as appropriate
- Take responsibility for all aspects of fire safety management across the Group
- Conduct RIDDOR accident investigations on site and produce management reports and recommendations, in addition to supporting managers with non-RIDDOR investigations
- Liaise with the Group's insurers to deal with personal injury claims

### **Risk and compliance**

- Take ownership of the Group risk register and ensure this is updated regularly and appropriately in line with the changing external environment
- Plan, design and implement an overall risk management process for the Group
- Work with the Group leadership teams to ensure that appropriate departmental risk registers are built and maintained and the output of these is fed into the Group risk register
- Carry out processes such as advising on insurance, implementing H&S measures and making business continuity plans to limit risks and prepare for if things go wrong
- Communicate risk policies and processes and provide hands-on development of risk models involving strategic and operational risk, ensure controls are identified and operating effectively and provide support to the business managers to achieve this
- Report risk in an appropriate way for different audiences: provide the directors and leadership teams with accurate metrics on a regular basis, identify themes and areas of concern; to business heads to ensure they are aware of relevant risks and can support and challenge their businesses accordingly; and to individuals to understand their accountability for individual risks
- Conduct audits of policy and compliance, including liaison with internal and external auditors
- Undertake external risk reporting to stakeholders, including insurers
- Maintain and updated the Group's legislation schedule and support implementation of ISO systems as appropriate
- Lead the co-ordination and delivery of mandatory and essential training across the Group

<b>Qualities you will possess</b>
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| <ul style="list-style-type: none"> <li>• Effective leadership skills and a collaborative personality, able to build relationships with key stakeholders</li> <li>• Excellent attention to detail</li> <li>• Passion for what you do</li> <li>• Enthusiastic and self-motivated</li> </ul> | <ul style="list-style-type: none"> <li>• Highly organised and calm under pressure</li> <li>• Confident to make decisions</li> </ul> |
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<b>What do you need to be successful?</b>
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- Proven and highly developed leadership and strategic thinking skills, with the gravitas to lead the board in Risk and H&S matters
- Proven ability to work constructively and proactively alongside teams at all levels to deliver the H&S and risk metrics
- Down to earth, roll your sleeves up attitude that builds relationships effectively
- Extensive experience in strategic Health and Safety, Risk Management and Regulatory Compliance
- A qualification in occupational health and safety i.e. NEBOSH, NVQ5, NCRQ (Diploma level)
- Superb communication and influencing skills