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| **Position Title:**  | Senior Health, Safety & Environment (HSE) Business Partner  |
| **Reports To:**  | Health, Safety & Environment Manager |
| **Direct Reports:**  | Nil |
| **Key Relationships:** | HSE Team membersTechnical Manager Technical Capability ManagerQuality, Risk & Assurance ManagerConnetics Employees Customers, Contractors, HSE Auditors, General Industry Contacts, area of accountability related local authorities and WorkSafe |
| **Primary Location:**  | Christchurch  |
| **Status:**  | Full Time – Permanent  |
| **Version Date:**  | March 2023  |

# **1.0 Our Organisational Profile**

Connetics is a multi-disciplined, multi-regional electrical distribution construction, and maintenance business. We maintain and develop electrical and utilities infrastructure assets for power networks, councils and private entities operating in a highly competitive contracting market. Connetics is a wholly owned subsidiary of Orion NZ Ltd (a Christchurch City Holdings Limited company) which operates within an Orion group ecosystem as the electricity distribution services unit, with an Integrated Leadership Team representing the wider Group context.

Connetics has a current turnover of around $100 million, employing approximately 400 people across branches in Wellington, Central Otago, Westport, Paraparaumu as well as our head office and depots in Christchurch.

# **2.0 Our Strategic Context**

Our Orion Group Purpose of **Powering a cleaner and brighter future** captures the contribution we want to make to the wellbeing and prosperity of our communities. Recognising we are in the midst of radical disruption in the energy sector and due to the climate change crisis, we challenged ourselves to consider how we need to adapt, remain relevant and proactively harness opportunities in the fast-evolving energy landscape. We developed our new Group Strategy to respond to the challenges facing our industry and New Zealand, and to position the Orion Group for a new, purpose-led future.

As Orion’s contracting subsidiary, Connetics’ core business is the design, construction and maintenance of overhead and underground power lines and associated equipment. Specialists in electrical distribution, we support Orion with the design and build expertise to maintain and develop their network. We also provide these services to other electricity distribution businesses around New Zealand and are focused on innovating, designing and delivering energy products and services for our customers. Our Purpose ***Delivering energy solutions that enable others to power a cleaner and brighter future for Aotearoa*** encapsulates our role within the Orion Group Strategy.

**Connetics’ strategic focus areas:**

**Growth:** To focus on growth through new customers or new products and services to current customers

**Optimisation:** To deliver smart and efficient processes to make us faster and improve our Operating Model

**Digital:** Deliver the digital services to our stakeholders (customers/employees) that they need to be successful

**Culture:** Deliver an engaged, welcoming, supportive, inclusive high-performance culture

# **3.0 Your Position Purpose**

The Health, Safety & Environment Senior Business Partner supports innovation and implementation in the health, safety, and environment (HSE) Team through a business partnering and integrated solutions methodology by improving processes, systems and technology for our people. This position provides business partner support and cover to the HSE BP Team as and when required.

**4.0 Key Accountabilities**

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| **HSE Innovation and Change Implementation** | * Supports the HSE team by ensuring that systems and processes are developed collaboratively with operational subject matter experts to achieve fail safe outcomes and successful implementation
* Supports the HSE Manager to build the team’s trusted reputation as an integrated solutions partner for Leaders across Connetics
* In conjunction with the business, successfully implements the Organisational Key Result initiatives designed to improve Connetics processes, systems and technology
* Works consultatively and collaboratively with key stakeholders within the business
* Facilitates the delivery of HSE change initiatives with key stakeholders across the business
* Supports the ongoing review of the critical risk and control programme to achieve fail safe outcomes through good practice in critical controls design and implementation
* Supports the development and delivery of new and ongoing review of HSE training material and/or presentations for subcontractors and employees
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| **HSE Business Partner Functions** | * Undertakes operational HSE Business Partner responsibilities for Enterprise Business Units, in particular Supply and Logistics, and Design and Engineering
* Develops effective HSE communication to share positive stories across Connetics in support of the wider Connetics Communication programme
* Supports the successful maintenance of Connetics ISO 45001 certification
* Monitors and influences worker consultation and participation practices to ensure they are highly effective
* Stays visible and approachable to employees and stakeholders
* Supports a performance driven culture across the team, recognising and celebrating positive delivery
* Keeps abreast of all HSE legislative changes and review these for potential impact for Connetics
* Supports the wider operational HSE function across Connetics as required
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| **Strategic Planning**  | * Contributes to the development, implementation, and communication of HSE Organisational Key Results to achieve the Connetics HSE strategic goals
* Consults and collaborates with key stakeholders regarding strategic direction, initiative benefits, and change plans
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| Leading Practice  | * Maintains an up-to-date knowledge of regulatory requirements including the Health and Safety at Work Act and ensure integration into the Connetics HSE management system
* Monitors industry developments in HSE practices, advising leaders and their teams of opportunities to improve performance
* Represents Connetics at industry forums on matters related to health, safety, and environment
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| Health & Safety | * Models the expected Health, Safety and Environment behaviours for Connetics
* Models compliance with Health and Safety legislation at all times for yourself and your team
* Proactively identifies and eliminates hazards and contributes to the work environment to ensure safety measures are effective, compliant and operational
* Follows all processes in the Connetics H&S system, providing feedback on any improvements that can be made
* Supports Connetics to provide an emergency response in emergencies and adverse events including weather events. In most situations this will be normal work but may include secondment to different teams and/or different tasks and potentially different locations suited to the individual’s ability and circumstances to enable the provision of comprehensive support to customers and communities
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| Continuous improvement | * Strong focus on identifying and suggesting ways to improve safe work practices and processes that are hampering the smooth operation of the day to day running of the business
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| Teamwork and Support | * Demonstrates collaborative and inclusive personal leadership, leading as a host and empowering others to perform by providing advice, support and assistance as needed
* Role models expected behaviours and lead by example, proactively championing our values, mission and company/business unit initiatives
* Be seen as a positive role model for the Southern Regional Team at Connetics, acting with professionalism and
	+ Keep your manager informed of all concerns in a timely manner
	+ Ensure required documentation is available
	+ Provide back up to other team members as required.
* Always acts for the good of Connetics and in full support of the Connetics goals
* Fosters and develops effective relationships with team members and all other internal and external customers
* Fosters and supports a learning environment within the wider Connetics team by:
	+ sharing technical knowledge and expertise
	+ providing training to staff as required
	+ sharing relevant customer knowledge to enhance customer service
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**5.0 Your Qualification and Experience**

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| **Qualifications / Experience**  | **Essential** | **Desirable** | **Beneficial** |
| At least 3-5 years’ experience in health, safety and environment roles preferably within the construction or utilities industries, with a focus on building positive safety culture.  |  |  |  |
| Proficiency in delivering Risk Management, Contractor Management, and developing HSE Management Systems. |    |  |  |
| Demonstrable experience in leading and/or facilitating change management strategies and plans to maximise employee adoption and realising the change benefits.  |  |  |  |
| Relevant HSE and/or change management qualifications.  |  |  |  |
| Proven experience in developing cultural change - working with others and tailoring learning, development, advice, support and coaching solutions to achieve lasting change.  |  |  |  |
| Skilled in effective communication and stakeholder engagement |  |  |  |
| Competent in information management and systems including proficient Microsoft professional  |  |  |  |
| Skilled internal trainer and facilitation skills with e-learning software literacy. |  |  |  |
| Experience in electrical industry and related regulations. |  |  |  |
| Knowledge of the electrical industry and affiliated industries that Connetics operates within. |  |  |  |
| Current and valid driver’s license  |  |  |  |

**Orion Group Purpose**

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