SHEQ MANAGER

Apply now 2/11/2026

About Us

We are the UK network service provider making digital infrastructure simple.

Whether indoors or outdoors, we make sure our customers can always connect their customers. We bring together mobile operators, central and local government, and real estate providers to work together in new ways using: Collaborative commercial models, combined real-estate and telecoms know-how, and global best practice.

We have 6000+ mast site locations, have connected 2000+ buildings and support 200+ outdoor networks. And our managed sites include some of the biggest, most challenging wireless environments in the UK, including railway stations, Canary Wharf, City of London and events like the London Olympics.

The Role

To ensure the company's Quality, Health and Safety compliance to a nationally recognised standard and ensure legal obligations are met and implemented.

The role holder is responsible for ensuring the Quality, Health and Safety compliance practices are embedded into the way we work as a business across all aspects of Freshwave from office safety through design, installation of our services and ongoing maintenance.

The SHEQ manager is also responsible for we are automating and continuously improving in the management of the company's activities to ensure a high level of service is provided to our customers. To ensure the Health and Safety performance of the company meets its legal obligations.

Key responsibilities

Accreditations & Certifications

Manage and maintain the Integrated Management System (IMS) certifications:

- ISO 9001 (Quality)
- ISO 45001 (Occupational Health & Safety)
- ISO 14001 (Environmental)
- And provide input into ISO 27001 (Information Security Management System)

Manage and maintain additional accreditations and memberships including:

- Safe Contractor, RISQS, EcoVadis, and Constructionline

Policy & Process Management

- Develop, review, and evaluate SHEQ policies, processes, and procedures.
- Provide cross-functional support to internal teams to ensure alignment and compliance.

Supplier Due Diligence

- Manage health and safety aspects of supplier onboarding and due diligence.
- Maintain accurate records of approved suppliers.
- Conduct site inspections across UK locations to ensure subcontractor compliance.
- Report findings to relevant internal and external stakeholders.

Auditing & Compliance

- Conduct internal audits in line with ISO standards.
- Lead incident investigations and root cause analyses.
- Implement corrective and preventive actions.
- Support resolution of customer-raised non-conformances and ensure timely closure.

Risk Management

- Ensure an effective risk register is maintained for Company and Operational level
- Provide Risk framework and lead the review of risks

Leadership & Engagement

- Chair the Health & Safety Committee Monthly and Quarterly SHEQ Board.
- Promote a culture of safety, quality, and continuous improvement.
- Automate and continuously improve how we embed SHEQ into the organisation
- Deliver health and safety presentations, workshops, and meetings.

Documentation & Reporting

- Ensure site documentation (e.g., CPPs, RAMS) if audited and provide feedback to Project Managers.
- Maintain internal trackers to meet customer SLAs.
- Monitor and report client health and safety KPIs.
- Compile monthly dashboards for Operational SHEQ review and Quarterly SHEQ Board (with CEO, CFO and COO).

Training Management

- Manage and update the SHEQ intranet page to ensure relevance and accuracy.
- Oversee the company's training platform, ensuring timely completion of mandatory training.

Education and Knowledge

- NEBOSH General or Construction Certificate (minimum requirement)
- Working towards or hold NEBOSH Diploma Level 6
- ISO Internal Auditor qualification with practical experience in internal auditing
- Strong working knowledge of health, safety and environmental legislation, including:
    - Health and Safety at Work Act (HASAWA)

- Management of Health and Safety at Work Regulations (MHSWR)
- Construction Design and Management Regulations (CDM)

- Familiarity with ISO standards and industry accreditations and platforms, e.g. ISO, Safe Contractor

Skills and Experience

- Previous experience in a similar role, ideally within construction or telecommunications
- Proven ability to develop, implement and manage company policies, procedures and processes.
- Experience conducting site inspections, managing supplier onboarding and subcontractor compliance.
- Demonstrable leadership skills, with the ability to work collaboratively as part of a team and positively influence others.
- Experience working effectively in a fast-paced, dynamic environment with the ability to adapt to changing priorities.

Our Values

Our values are what set us apart from the rest. They are what enable us to bring assured connectivity wherever it's needed. We use these values to inform everything we do and the way we act as professionals – think of them as what's important to us collectively, as well as how we prefer to work.

The successful candidate will be aligned with our company commitments:

- **Engineering Excellence** (we're engineering experts and the quality of our output is second to none)
- **Do the right thing** (we're neutral in our position, doing what's best for our people, our partners, our customers, society and the environment)
- **Set the Pace** (we act quickly and work efficiently, setting the pace for our projects and industry standards)

Sustainability and CSR

We implement environmental, social, and corporate governance:

- Innovate for Impact:
  - We pride ourselves on many industry firsts, driven by both technical and commercial innovation. From access to assured connectivity indoors in hospitals to smarter cities, we'll continue to improve access to connectivity where it matters most.
- A thriving workforce:
  - We're nimble and fast-growing and our success relies on diverse talent from a range of backgrounds. From this running start in an industry with known diversity challenges, we're putting structure and focus around our diversity, equity and inclusion efforts.
- Embracing Net Zero:
  - This year we've baselined our carbon footprint. We choose to include key measures for the future like waste management and will be focused on our supply chain.

Diversity, Equity, Inclusion, and Belonging

We value an inclusive environment at Freshwave and commit to celebrating the enriching contributions and perspectives that people from differing backgrounds and experiences bring. Equal opportunities are not only the key to our recruitment and selection strategy, but also to every other aspect of our employment. We'll ensure that a level playing field is provided from which everybody, without exception, can thrive.

Reasonable Adjustments

Here at Freshwave, we're dedicated to making our recruitment process inclusive and comfortable. We recognise that applying for a new job can be daunting for some, so let us know if there is anything we can do to enable you to be yourself. We'll look to provide reasonable adjustments during our process to support all applicants.

To Apply for this role please include a copy of your CV to recruitment@freshwavegroup.com