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| **Business Unit** | Health and Safety |
| **Job Title** | Health, Safety and Environment Advisor |
| **Reporting to** | HSE Manager |
| **Location** | Monkstown |
| **Date** | November 2026 |

## WE ARE CDE.

## HERE TO CREATE OUR BEST WORLD, A TON AT A TIME.

Sand is a finite resource, and it's running out. Today, population growth and the pace of progress means the world is devouring sand like never before – 50 billion tonnes a year globally. This demand is unsustainable. Together with our customers we have already diverted over 100 million tonnes of waste material from landfill and put it back into the materials market for use in construction; protecting sand & aggregates in areas where natural material reserves are in decline and enabling production to happen closer to markets. We are minimising environmental impact and laying the foundations for the circular economy.

At CDE we work across the natural processing and waste recycling sectors, in five regions, to pioneer industry-leading, world-changing engineering solutions. Our headquarters are in Northern Ireland, and we have offices in the USA, Australia, Austria, and Brazil. For over 30 years we have relentlessly innovated and co-created wet processing solutions – completing over 2,000 global projects – and we're only getting started. Our purpose is to create our best world, a ton at a time; empowering our customers to transform their materials into valuable resources for the betterment of people, planet, and their bottom lines.

Discover more about life at CDE **www.cdegroup.com**

## Job Purpose

At CDE, health, safety and wellbeing are fundamental to our success. This role plays a key part in promoting a positive and proactive safety culture across our manufacturing, assembly and global site operations, ensuring that safe working remains a shared priority throughout the organisation.

The successful candidate will champion employee engagement and empowerment, embed best practice and foster a culture where individuals take ownership of their own safety and the safety of those around them.

Working in partnership with operational teams, the role will contribute to the ongoing enhancement of CDE's Health, Safety and Environmental (HSE) management systems, driving compliance, operational excellence and continuous improvement across all business activities.

Sustainability is also a key focus at CDE, and this role will support our commitment to responsible environmental management by promoting sustainable practices and contributing to the achievement of our environmental objectives.

Reporting directly to the HSE Manager, this position will be primarily based at the Monkstown campus. The role requires a willingness to travel internationally to support CDE operations and project sites globally.

## Responsibilities

- **Support proactive HSE culture development.** Act as a visible HSE champion and coach under the direction of the HSE Manager. Promote a 'safety first' mindset by modelling behaviours, facilitating open dialogue, recognising positive interventions and helping teams take genuine ownership of HSE outcomes.
- **HSE management system support and continuous improvement.** Support the HSE Team in owning and continuously improving CDE's HSE management system across manufacturing, assembly and installation activities. Help ensure the system remains practical, risk-based, aligned with ISO standards and actively used by operational teams.
- **Risk management and prevention.** Assist in proactive risk identification and control across manufacturing, assembly and installation environments. Support the development and review of risk assessments, method statements, construction phase plans and HSE files. Help drive the near-miss, hazard and positive observation reporting process through monitoring and administration of our custom-built safety reporting tool.
- **Operational support and presence**. Provide practical advice and support to manufacturing, assembly and installation teams. Regularly spend time in our Monkstown and Cookstown facilities, alongside project sites to observe work, coach supervisors and teams and verify that controls are effective.
- **Audit and performance monitoring.** Plan and conduct risk-based HSE audits and inspections across facilities and installation projects under the guidance of the HSE Manager. Convert findings into clear, prioritised actions and performance insights. Track leading and lagging indicators and use data to highlight trends and target interventions.
- **Incident learning and investigation.** Lead or support thorough incident and near-miss investigations with a focus on systemic root causes and human factors. Ensure corrective and preventive actions are practical, owned and verified effective and that organisational learning is captured and shared with the HSE Manager and wider teams.
- **Competence and training.** Identify HSE competence needs and deliver or coordinate targeted training, toolbox talks and inductions.
- **Legal, regulatory and standard compliance.** Maintain up-to-date knowledge of relevant HSE legislation (including CDM), standards and best practice. Provide clear advice to managers, in support of the HSE Manager, so that CDE

consistently meets and where possible, exceeds legal and customer expectations.

- **Campaigns, communication and engagement.** Be a key member in the design and delivery of engaging HSE campaigns, communications and activities.
- **Emergency preparedness and response.** Support emergency planning and response arrangements. Be prepared to attend and assist during HSE-related incidents outside normal hours when required, under the direction of the HSE Manager.

*NB. this job description is not exhaustive as other duties may be required to fulfil the requirements of the role.*

## Skills, Knowledge, Attributes and Experience, the successful candidate will:

| Criteria | Essential | Desirable |
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| **Relevant Experience** | • At least 3 years' relevant experience, or a NEBOSH certificate.<br>• Understanding of legal health and safety guidelines as well as CDM requirements.<br>• Fully aware of all applicable ISO standards.<br>• Experience in leading and performing HSE audits.<br>• Competent in use of core Microsoft software packages (Excel, Word, PowerPoint). | • NEBOSH certificate or equivalent<br>• Construction experience<br>• A recognised Health and Safety auditing qualification.<br>• Experience in training delivery. |
| **Special Aptitudes** | • Flexible and willing to travel to CDE installation projects (global).<br>• Strong written and spoken communications skills.<br>• Good planning & organisation skills.<br>• The ability to work as part of a team.<br>• Willingness to learn and ability to bring people along with you. | |
| **Disposition** | • Confident.<br>• Organised, efficient and precise. | |
| **Circumstances** | • Current driving licence and vehicle that can be used for business use.<br>• Willing to respond promptly to emergencies or any crisis that may arise regarding Health and Safety. | |

*General:*
*Applicants are expected to be flexible and to undertake other appropriate duties and occasional work at weekends, evenings and public holidays. Applicants must have access to an appropriate method of transport to enable them to fulfil the needs of the post. CDE is an equal opportunities employer and welcome applicants from all countries and backgrounds. Desirable criteria may be used for shortlisting. The Company reserves the right to vary criteria at the shortlisting stage.*