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We are delighted to be partnering with **Painhas Energy Ltd** on a retained basis, in the search for two roles **SHEQ Manager** and **HSEQ Advisor**

The **HSEQ Advisor** You will play a key role in promoting a strong safety culture, ensuring compliance with legislation, client and company requirements, and supporting operational teams to deliver work safely and efficiently.

The **SHEQ Manager** will be reporting directly to the Lead SHEQ Manager, you will be responsible for supporting and developing all aspects of Safety, Health, Environment and Quality across our operations. This position requires a highly motivated individual who can work independently, build positive relationships with operational teams, and drive continuous improvement while supporting the company's growth ambitions.

Jim Gormley - Technical Division
Jim@andersonknight.co.uk
0141 348 7751

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01

About the organisation:

PAINHAS, S.A. was established in Portugal, 1980 and soon began to consolidate highly skilled teams in management and operational services, with proficiency in technology and equipments. Over the last decades, the **ever increasing activity** in the areas of production, transport, distribution and maintenance of energy and telecommunication networks and infrastructures was paralleled by the growth of the company and its supply of global solutions.

The group is present in the **UK since 2021**, helping to achive the carbon emissions targets, whilst reinforcing the available power delivered to the grid

PAINHAS SA main objective is to provide its clients with integrated and customised solutions that cover their entire value chain. They seek to manage needs and opportunities with Knowledge and innovation, favouring strategic partnerships and new markets, based on a culture of excellence and sustainability.

PAINHAS SA have developed **highly skilled management** and operational teams, with extensive know-how, equipment and technology that meet our clients' needs for a quality, professional and educated service. They always strive for continuous improvement with there Quality Management System.

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02

Position: HSEQ Advisor

We are seeking an experienced and proactive Health & Safety Advisor to join our Integrated Health, Safety, Environment & Quality (HSEQ) Team. The role will be site-based and will support the rapidly expanding business deliver projects across Scotland within the power transmission and distribution sector.

Experience working in power transmission and distribution environments, as well as SPEN authorisations is highly desirable however, support will be given to the successful candidate who demonstrates strong HSEQ knowledge, skills and experience.

Key Responsibilities

- Deliver H&S support, compliance and audits.
- Conduct inspections, investigations and risk assessments.
- Review H&S documentation and maintain records.
- Support training, emergency preparedness and drills.
- Promote safety culture and continuous improvement.

Skills & Experience

Essential

- H&S qualification with 2+ years' experience.
- Strong knowledge of UK H&S legislation.
- Excellent communication, reporting and organisational skills.
- Proactive, solutions-focused and able to work independently.
- Full UK driving licence, CSCS/CCNSG and IOSH membership.

Desirable

- HSEQ experience in high-risk sectors.
- Knowledge of ISO 9001, 14001 and 45001.

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Position: SHEQ Manager

We are a rapidly growing business operating within the Power Distribution and EV Infrastructure sectors, delivering high-quality projects across the UK. With an expanding portfolio of work and ambitious growth plans, we are looking to strengthen our SHEQ function by appointing a proactive and driven SHEQ Manager.

This is an exciting opportunity for either an experienced SHEQ Advisor looking to take the next step in their career or an established SHEQ Manager. You will play a key role in shaping and developing the company's SHEQ culture while supporting operational teams to deliver projects safely, efficiently, and compliantly.

Key Responsibilities

- Lead SHEQ compliance, audits and inspections.
- Develop and review RAMS, policies and management systems.
- Investigate incidents and implement corrective actions.
- Deliver SHEQ training, guidance and stakeholder support.
- Maintain ISO standards and drive continuous improvement.
- Support tenders, subcontractor compliance and SHEQ reporting.

Skills & Experience

Essential

- NEBOSH Diploma (or equivalent) and GradIOSH.
- 3+ years' SHEQ/H&S experience.
- Strong RAMS, audit and compliance experience.
- Excellent knowledge of H&S legislation and best practice.
- Strong communication, stakeholder management and organisational skills.
- CSCS card (or equivalent).

Desirable

- Experience in utilities, power, EV infrastructure or civil engineering.
- Knowledge of ISO 9001, 14001 and 45001.
- Experience supporting business growth and development.

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Recruitment Process:

04

HSEQ Advisor

1st stage screening call - Teams call with Jim at Anderson Knight Recruitment

2nd stage interview - Interview with Tommy Taylor Lead SHEQ Manager on site.

SHEQ Manager

1st stage screening - Teams call with Jim at Anderson Knight Recruitment

2nd stage interview - Interview with Tommy Taylor Lead SHEQ Manager on site.

To Apply or Enquire:

- Email: Jim@andersonknight.co.uk
- Website: www.andersonknight.co.uk

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05

Full Packages:

HSEQ Advisor

- *£42,000.00-£46,000.00*
- *£5000 Car Allowance per annum*
- *Company pension scheme*
- *30 days annual leave*
- *Career progression opportunities within a growing business*

SHEQ Manager

- *£50,000 - £55,000 basic salary*
- *£5,000 car allowance*
- *Company pension scheme*
- *Private healthcare after 6 months' service*
- *30 days annual leave*
- *Career progression opportunities within a growing business*

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