

Position Description

National Health & Safety Lead

Reports to: Human Resources Manager

Direct Reports: 0

POWER
FARMING



WHAT YOU'RE HERE TO ACHIEVE

You will lead the national health and safety function across Power Farming New Zealand, setting the direction, standards and priorities for the business while providing practical support to operational teams. You will own and continually improve the Health and Safety Management System, critical risk framework, assurance programme, Safe Work Procedures and leadership capability to help create a safe, compliant and consistently managed workplace.

Working closely with the Executive Leadership Team, managers and teams across our dealership network and wholesale business, you will set health and safety priorities, lead key improvement initiatives and provide clear assurance and reporting to senior leadership and the Board. You will influence leaders, escalate significant risks and gaps, and drive effective worker engagement through Health and Safety Representatives and Committees. This role requires regular travel throughout New Zealand and a strong understanding of agricultural, transport, workshop, warehouse and field service operations.

Success in this role will be demonstrated through delivery of the agreed national health and safety plan, effective management of critical risks and controls, timely closure of corrective actions, improved quality and consistency of incident reporting, reliable assurance information for senior leadership and the Board, and increased leadership and worker participation in health and safety.

WHAT YOU'LL DELIVER

KEY ACCOUNTABILITY	OUTCOMES & EXPECTATIONS
National Health & Safety Strategy, Governance & Management System	Develop and lead the national health and safety strategy, annual plan and improvement roadmap.

	• Own and continually improve the Health & Safety Management System, ensuring it remains practical, current and fit for purpose. • Provide clear governance reporting, insights and recommendations to the Executive Leadership Team and Board. • Set national standards, priorities and measures, and monitor delivery across branches and the wholesale business.
Safe Work Procedures (SWPs) & Documentation	• Review, update and standardise Safe Work Procedures across the business. • Ensure procedures reflect operational requirements, hazards and critical risks. • Develop practical tools, templates and guidance material to support consistent application. • Maintain document control and version management processes.
Legislative Compliance & Risk Management	• Lead the organisation's approach to compliance with current and emerging health and safety legislation, regulations and approved codes of practice. • Own the national critical risk framework and oversee risk registers and verification of critical controls across the business. • Set the national approach to hazard identification and risk assessment, and assure the quality and consistency of its application. • Direct and oversee branch implementation of practical risk controls and improvement initiatives.
Leadership Capability & Training	• Build manager and supervisor capability to understand and fulfil their health and safety responsibilities. • Deliver coaching, education and practical guidance to leaders and teams. • Lead organisation-wide initiatives that strengthen safety leadership, culture and accountability. • Set expectations for and oversee effective Health and Safety Representative and Committee capability.
Audit, Assurance & Continuous Improvement	• Develop and lead the national assurance programme, including site inspections, audits, critical control verification and compliance reviews. • Oversee corrective actions and hold owners accountable for timely and effective closure. • Analyse performance, assurance findings and trends, and escalate material gaps with clear recommendations. • Coordinate internal and external audit programmes and monitor completion of agreed improvements.

Incident Management & Reporting	• Lead or oversee serious incident and near miss investigations, including notifiable event response and engagement with regulators where required. • Set investigation standards and oversee root cause analysis and corrective action quality. • Ensure lessons learned are communicated, implemented and verified across relevant operations. • Own incident reporting standards and ensure records are accurate, timely and suitable for trend analysis and assurance.
Health & Safety Committee Leadership & Engagement	• Lead and coordinate the Power Farming Health & Safety Committee programme. • Set meeting agendas, facilitate effective discussion and hold action owners accountable for completion. • Strengthen worker participation and monitor the effectiveness of engagement arrangements across the business. • Identify and escalate emerging risks, trends and improvement opportunities. • Provide regular reporting and recommendations to senior leadership. • Promote meaningful consultation and collaboration between management, Health & Safety Representatives and employees.
Contractor & Supply Chain Risk	• Lead the national approach to contractor and supplier health and safety, including prequalification, onboarding, coordination, monitoring and assurance. • Ensure effective consultation, cooperation and coordination with other businesses where duties overlap.
Emergency Preparedness & Occupational Health	• Oversee the national emergency preparedness framework, including emergency plans, exercises and readiness reviews. • Lead the occupational health framework, including exposure monitoring, health surveillance where required, fatigue and wellbeing-related risk controls, and coordination with specialist providers.
Systems, Data & Reporting	• Own the functional requirements, data quality and reporting framework for health and safety systems. • Ensure health and safety information is accurate, accessible and used to identify trends, priorities and emerging risks. • Provide timely and reliable performance and assurance reporting to senior leadership and the Board.

HOW YOU'LL DO IT

TECHNICAL SKILLS & EXPERIENCE

- Relevant tertiary qualification in Occupational Health & Safety or a related discipline.
- Substantial health and safety experience in a complex, geographically dispersed operational business, including experience influencing senior leaders and leading organisation-wide change.
- Proven experience in a senior Health & Safety Lead, Manager or similar national role, with responsibility for strategy, governance, assurance and operational delivery.
- Strong working knowledge of the Health and Safety at Work Act and associated regulations.
- Demonstrated experience in high-risk operational environments such as agriculture, heavy transport, construction, manufacturing, engineering, forestry, mining or similar industries.
- Experience reviewing and improving Health & Safety Management Systems.
- Experience developing and reviewing Safe Work Procedures, risk assessments and critical risk controls.
- Sound knowledge of incident investigation methodologies and root cause analysis.
- Experience conducting site audits, workplace inspections and compliance reviews.
- Proven ability to coach and influence managers and frontline teams.
- Strong written and verbal communication skills, including executive and Board reporting and the ability to translate complex requirements into practical action.
- Professional membership with a recognised health and safety body, or the ability to obtain it, would be advantageous.
- Full New Zealand driver's licence.
- Willingness and ability to travel regularly throughout New Zealand to support Power Farming branches and dealerships.

MINDSETS, HABITS & BEHAVIOURS

- Comfortable working in operational environments and engaging with frontline teams.
- Able to challenge unsafe practices constructively while maintaining positive relationships.
- Confident facilitating discussions with managers, technicians and operational leaders.
- Resilient and adaptable, with the ability to work independently while supporting a geographically dispersed business.

Accountability boundary: The National Health and Safety Lead provides expert direction, assurance and challenge but does not replace the responsibility of operational leaders to manage health and safety in their areas. Managers remain accountable for implementing controls, addressing identified gaps and completing agreed actions within required timeframes.

WHO YOU'LL WORK WITH

INTERNAL	EXTERNAL
- Human Resources Manager - Executive Leadership Team - Branch Managers - Team Leaders and Supervisors - Health & Safety Representatives - Employees across the business	- WorkSafe NZ - Health & Safety Consultants - Training Providers - Industry Bodies - Suppliers and Contractors

Our values:

At Power Farming New Zealand we have some core values that underpin all we do and we believe these are what help us to succeed and what makes PFNZ unique, a great place to work and do business with.



We start with the customer

We strive to understand what our customers really need and give them the best.



We work together

We are stronger when we work together, working openly and cross functionally.



Do the right thing

Whether anyone is watching or not

We deliver results

We constantly push ourselves to be our best, go the extra mile and be accountable.



We thrive together

We want our people to grow and succeed.



We find a better way

We are continually looking for ways to simplify and improve our systems and processes.

