

LEAD - HSE

Date Posted: 03 August 2026
Closing Date: 10 August 2026

Location: Site Based

EDUCATION & EXPERIENCE:

- ^ Degree or National Diploma in Environmental Management, Occupational Health and Safety, Engineering, or a related discipline.
- ^ Recognised Health, Safety and Environmental (HSE) qualification such as SAMTRAC, NEBOSH, or equivalent.
- ^ Registered with SACPCMP as a Construction Health and Safety Manager (CHSM), Construction Health and Safety Officer (CHSO), or equivalent relevant category, or eligible for registration.
- ^ Minimum of 8-10 years' HSE experience, preferably within renewable energy, construction, infrastructure, EPC, or industrial environments.
- ^ Demonstrated experience on renewable energy projects (Solar PV, Wind, BESS, Transmission & Distribution, or Substations).
- ^ Sound knowledge and practical application of South African occupational health and safety legislation, including the Occupational Health and Safety Act (Act 85 of 1993), Construction Regulations, 2014, and applicable environmental legislation and permitting requirements.
- ^ Demonstrated experience in the implementation, maintenance, and auditing of ISO 45001 Occupational Health and Safety Management Systems and ISO 14001 Environmental Management Systems.
- ^ Experience in contractor management, incident investigation, risk management, compliance auditing, and stakeholder engagement.
- ^ Valid South African driver's licence and willingness to travel to project sites as required.

COMPETENCIES:

- ^ Leadership and influence
- ^ Risk assessment and incident investigation
- ^ Health and safety management
- ^ Environmental compliance
- ^ Audit and inspection management
- ^ Contractor management
- ^ Training and coaching
- ^ Stakeholder engagement
- ^ Report writing and data analysis
- ^ Strong communication and interpersonal skills

MAIN OBJECTIVES AND ACCOUNTABILITIES:

HSE Leadership

- ^ Lead the implementation of Aurex's HSE strategy across all renewable energy projects.
- ^ Promote a proactive safety culture and ensure compliance with company HSE standards.
- ^ Provide specialist HSE guidance to project teams and management.

To apply please forward your CV to renewables@aurex.com

MAIN OBJECTIVES AND ACCOUNTABILITIES:

Compliance & Governance

- ^ Ensure compliance with all applicable HSE legislation, regulations, permits, and industry standards.
- ^ Maintain compliance with ISO 45001 and ISO 14001 management systems.
- ^ Conduct regular compliance audits and inspections across project sites.
- ^ Monitor contractor compliance with HSE requirements and contractual obligations.

Risk Management

- ^ Facilitate project risk assessments, hazard identification, and mitigation processes.
- ^ Lead incident investigations and ensure effective corrective actions are implemented.
- ^ Monitor project risk registers and HSE performance indicators.

Environmental Management

- ^ Ensure compliance with environmental permits, approvals, and project-specific requirements.
- ^ Support environmental monitoring, reporting, and sustainability initiatives.
- ^ Promote responsible environmental practices and resource management.

Training & Development

- ^ Develop and deliver HSE awareness and training programmes.
- ^ Conduct site inductions and competency assessments.
- ^ Coach and mentor project teams on HSE best practices.

Reporting & Performance Management

- ^ Prepare HSE performance reports for management and clients.
- ^ Monitor HSE KPIs and identify improvement opportunities.
- ^ Support management reviews and continuous improvement initiatives.

Stakeholder Engagement

- ^ Engage with clients, contractors, regulatory authorities, and project stakeholders on HSE matters.
- ^ Participate in project meetings and contribute to operational decision-making from an HSE perspective.

Company Information

At Aurex we value the dynamic element of diversity and embrace the different perspectives everyone brings to the business. We appreciate the authenticity that each individual contributes as we create an inclusive working environment where everyone brings their whole selves to work every day. As we strive to be an employer of choice, we ensure that our employees are fairly treated. We promote physical and mental health for everyone. At Aurex, our people matter.

In terms of our Employment Equity policy, preference will be given to applicants who are disabled or from a previously disadvantaged background. If you have not heard from us within 30 days of your application, please regard your application as having been unsuccessful.

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