

HSEQ Manager - Balance of Plant

Deadline:

11-10-2026

Are you an experienced HSEQ professional with a passion for renewable energy and safe project delivery? Do you want to help shape safe, compliant and efficient Balance of Plant projects? Join us and become an energy pioneer in the industry!

Contact data:

Stephen Buchan

Your position

Location:

DK - Esbjerg, UK - Grimsby

In your new position as HSEQ Manager BoP, you will be a key member of our Renewables HSEQ function, supporting safe and compliant Balance of Plant project delivery across offshore wind projects. You will provide first-line HSEQ leadership, guide and support HSEQ Advisors, and work closely with Project Managers, the Head of BoP and operational teams to ensure HSEQ requirements are embedded from tender and pre-project preparation through to execution, reporting and lessons learned.

We are not just looking for someone who is technically qualified and experienced; we are looking for someone who shares our view of safety.

As part of the recruitment process, we will discuss how you see New View safety concepts, including Safety I and Safety II, HOP, and Safety Differently, working together to deliver safe outcomes. We will also explore how you believe the right information can be provided to the right people, whether that is controls for frontline workers, data for support teams, or due diligence information for leadership teams. In addition, we will discuss your perspective on the role of the HSEQ team in enabling learning, supporting operations and strengthening safe delivery.

Your tasks & responsibilities

As HSEQ Manager BoP, you will be responsible for supporting safe, compliant and efficient project delivery from sales and pre-project kick-off preparation through to project execution, operational learning, customer support and knowledge sharing.

- Preparing and managing project-specific HSEQ documentation, including Project HSEQ Plans, Construction Phase Plans, emergency response plans, bridging documents, RAMS, LOTO input and supporting reference documents.
- Supporting sales, tenders and project planning by reviewing contracts, identifying HSEQ deliverables and ensuring adequate costs and resources are planned for required HSEQ activities.
- Preparing and contributing to kick-off meetings, project meetings and HSEQ presentations, ensuring relevant safety rules, evacuation arrangements, reporting requirements, initiatives, safety alerts and lessons learned are communicated.
- Monitoring project execution, including completion of emergency response drill plans, weather day training plans, site visit quality, Synergy use, EFA kit compliance, action follow-up and investigation quality.
- Leading or supporting significant investigations, ensuring clear descriptions, root causes, contributing factors, control measures and corrective and preventative actions are identified, tracked and closed effectively.
- Maintaining professional relationships with client representatives, supporting positive safety culture, encouraging reporting and learning, and facilitating end-of-project lessons learned.

Your profile & qualifications

We are looking for a structured, proactive and collaborative HSEQ professional who is passionate about offshore renewable energy and wants to leave their mark on safe project execution. You take ownership of HSEQ standards, are confident engaging with operational and project stakeholders, and can balance operational essentials with learning-focused activities that improve safety outcomes.

To succeed in this position, we imagine that you have:

- Solid HSEQ experience within offshore wind, marine, construction, renewables or other project-based operational environments.
- Experience preparing, reviewing and maintaining HSEQ documentation such as RAMS, HSEQ plans, emergency response plans, drill plans, investigation reports and lessons learned material.
- Confidence supporting tenders, contract reviews, project kick-off activities and HSEQ input to operational planning.
- Experience guiding, supporting or leading HSEQ Advisors or site-based HSEQ personnel.
- Strong investigation, reporting and follow-up skills, with the ability to identify trends, communicate areas of concern and drive actions through to completion.
- Excellent stakeholder management and communication skills, including the ability to work closely with Project Managers, clients, offshore teams and senior HSEQ leadership.

Welcome to Semco Maritime

At Semco Maritime, we are energy pioneers - working together to create a sustainable energy future through our innovative solutions and services. With us, you will be part of a community of over 2,000 dedicated people who are driving change and making a real difference in meeting the world's growing energy demand.

You will experience an international, inclusive and inspiring workplace where diversity, collaboration and a healthy work-life balance are not just buzzwords but integrated values that drive our success. We offer flexible working arrangements, on-site fitness facilities, and tasty, organic food in our canteen that will have your taste buds singing. Plus, we like to have fun along the way with lots of fun social activities!

Your place of work can be based either in the UK or Denmark, with regular collaboration across our international teams. The position is full-time, and you can expect travel to project and offshore locations as required, including site visits in line with project needs.

Become an energy pioneer

We conduct our interviews on an ongoing basis, so if you are interested, please submit your application as soon as possible via the link on the page.

Let's drive change together. Apply today to leave your mark on the global energy industry.

We cannot wait to hear from you!