



HEALTH & SAFETY MANAGER

Reports to Operations Director

Hours Full time (40 hours per week / 5 days)

Location SWG3 Office, Glasgow

Salary Circa £45K

About SWG3

SWG3 is one of Scotland's leading independent venues – a place where creativity, community and commerce collide. What began as a group of artists' studios in a derelict warehouse has now evolved into one of Europe's most credible and loved multi-discipline arts venues; a collection of atmospheric spaces alive with art, design, music, fashion, food, shopping and nightlife.

Everyone knows SWG3 for a different reason, in a slightly different way. Sweaty gigs, pulsing club nights, experimental arts performances, global brand activations, fashion shows, a studio space – the variety of what goes on here is unparalleled in the city. And, through our exciting and ambitious Masterplan, the company is continuing to grow and evolve in even more ways, becoming a major cultural destination and tourist attraction for Scotland.

About this role

We're looking for an experienced Health & Safety Manager to join the team, adding value, experience and professionalism to a bustling, creative environment.

From the site facilities and infrastructure to lively late night events; a full variety of projects will keep the right candidate busy across the campus.

This key role will take responsibility for overseeing and implementing health and safety policies and procedures to ensure a safe working environment for all employees and contractors. Working closely with other departments, the Health & Safety Manager will be integral in maintaining and enhancing standards, whilst offering expert guidance and leadership across the organisation.



HEALTH & SAFETY MANAGER

Key responsibilities

Compliance Management

- Interpret and enforce all relevant health and safety legislation
- Develop and implement robust H&S policies, procedures, and protocols in accordance with legal requirements and industry best practices
- Monitor and evaluate compliance with H&S standards, providing guidance and support to ensure adherence
- Conduct regular audits, inspections, and risk assessments to identify potential hazards and ensure corrective actions are taken

Risk Assessment and Management

- Support, develop and monitor comprehensive risk assessments
- Collaborate with various teams to develop and implement effective risk management strategies
- Conduct regular reviews of risk assessments, updating as necessary with changing project conditions or scope

Project Coordination

- Collaborate with various project teams to identify and assess H&S risks
- Advise on H&S considerations and ensure they are integrated into project planning
- Review and approve contractors' H&S documentation
- Participate in project meetings to provide H&S expertise and guidance to stakeholders

Training & Education

- Provide H&S training/inductions to staff, contractors, and relevant stakeholders
- Promote awareness of H&S policies and procedures, fostering a culture of safety
- Stay informed about new developments in H&S regulations and best practices and share relevant information with the team



HEALTH & SAFETY MANAGER

Approach and abilities

With it being a role that requires sound knowledge, creative thinking and a critical eye, you'll be a well rounded, ever alert professional who has a realistic approach and a strong desire to see tasks through to completion.

This role would be particularly suitable to an individual who:

- has a personal interest in culture, live music and the arts
- is extremely organised, with the ability to plan, track and monitor tasks and schedules
- is able to share and communicate information and requirements in a clear and engaging manner
- thrives in a quick-paced, deadline-based role
- is able to stay calm, positive, focused and flexible under pressure
- is open-minded and tolerant in terms of cultural tastes and attitudes

Skills, knowledge and experience

Essential

- 3 Years proven experience as a Health and Safety Manager
- In-depth knowledge of H&S legislation, and industry best practices
- Strong analytical and problem-solving abilities with a proactive approach to risk management
- NEBOSH General Certificate or equivalent

Desirable

- Experience of managing Health & Safety in an events environment
- Experience of managing Health & Safety in a multi use facility
- NEBOSH Diploma, equivalent or greater
- NVQ Level 4 Spectator Safety Management or greater
- Any other relevant qualifications



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Hours and location

This is a full-time role of 40 hours per week. Whilst our office hours are 10am - 6pm, Monday to Friday, we're happy to discuss a working pattern which suits both sides. As a live events venue, some additional evening and weekend work may be required.

How to apply

Please submit the following to hr@swg3.tv by **Tuesday 29th October**:

- covering letter (no more than one side of A4)
- CV

If you have any questions regarding this position, please email hr@swg3.tv.