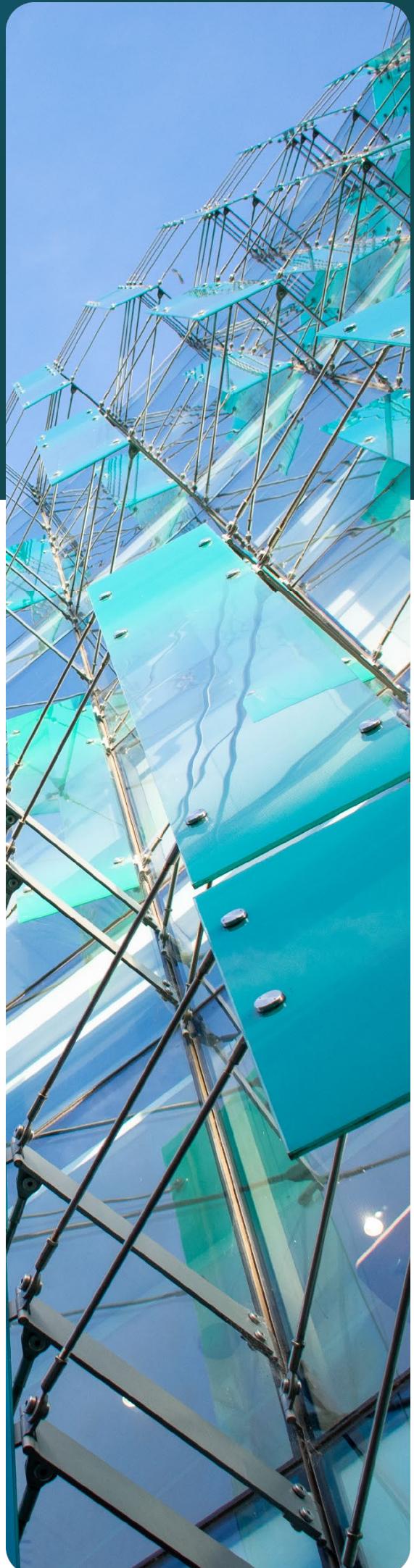


decipher

MHM Automation – Group Safety & Quality Manager

Position Description and
Additional Information

16 February 2026



Position Description

Title:	Group Safety & Quality Manager
Location:	Christchurch
Reporting to:	Chief Operations Officer
Business Unit:	Corporate
Direct Reports:	[TBC Safety Advisor and Quality Advisor]
Indirect Reports:	Nil
Key Relationships:	Senior Leadership Team (SLT), Fortifi executives, the Chief Operating Officer (COO), Chief People Officer (CPO), General Managers, and functional managers, auditors, tax advisors, consultants, suppliers, and service providers, banking partners and legal counsel

MHM Automation Group

MHM Automation (MHM) designs and delivers automated systems for the food processing and logistics industries. Our solutions enhance efficiency, yield, and worker safety by integrating advanced technologies with innovative engineering. With deep roots in New Zealand, we are proud to be a long-standing New Zealand business with a global reach and customer base.

MHM was founded in Christchurch, New Zealand in 1884. Over the past 140 years, the company has evolved from a regional engineering business into a provider of automated processing and handling systems for the global food industry.

The company's development has closely followed New Zealand's export-focused primary sector growth, with a strong focus on food production, engineering, and automation technologies.

MHM has expanded through a series of acquisitions, consolidating multiple legacy businesses into a single organisation, focused on materials handling, chilling and freezing, packaging, and processing solutions across dairy, meat, cheese, fruit, and vegetable segments.

It has a long-standing presence in the New Zealand and Australian manufacturing sectors and supplies equipment and systems to a broad range of domestic and international food processors.

In Quarter 1 of 2024, MHM became part of Fortifi Food Processing Solutions (Fortifi), supporting Fortifi's strategic expansion into non-protein food sectors and strengthening its presence in the Asia-Pacific region.

Today, as part of Fortifi, MHM operates across five continents and contributes to the wider Fortifi group's capability to deliver full-line, automated solutions to food processing facilities worldwide.

MHM is currently comprised of 4 business units, Wyma NZ, Wyma EU, Fabrication and Materials Handling (recently merged with Chilling & Freezing).

Position Description: Group Safety & Quality Manager

The Group Safety & Quality Manager plays a critical role in driving a culture of safety and quality excellence across the MHM Group. The role is primarily focused on Health & Safety, with additional responsibilities across Quality Assurance and Environmental Compliance.

Reporting to the COO, the role is responsible for developing, implementing, and continuously improving the Group's Safety and Quality management systems to ensure compliance with legal and regulatory obligations, alignment to relevant standards (e.g., HSWA 2015, ISO 45001, ISO 9001 and ISO 14001 where applicable), and delivery of customer and operational expectations.

Working closely with senior leaders, site managers, frontline teams, and cross-functional functions, the Group Safety & Quality Manager ensures consistent application of safety procedures and quality standards across operations. The role leads incident prevention and investigation practices, training and engagement programs, audit schedules, governance reporting, and continuous improvement initiatives that drive measurable progress in reduced harm, improved quality outcomes, and stronger operational discipline.

Key Accountabilities

Safety Leadership

- Lead and embed a proactive, risk-based health and safety culture across the Group aligned with HSWA 2015 and ISO 45001 requirements.
- Develop, implement, and maintain Group safety policies, standards, and safe systems of work to ensure consistent application across sites.
- Drive critical risk management, ensuring high-risk activities are identified, controlled, and routinely verified for effectiveness.
- Provide visible, practical safety leadership through regular site engagement, coaching, and support of leaders and frontline teams.

Incident Management & Prevention

- Lead or oversee investigations of incidents, near misses, and hazards using structured methodologies (e.g., ICAM, Root Cause Analysis), ensuring robust findings and learnings.
- Ensure timely reporting, corrective action implementation, verification of effectiveness, and communication of learnings across the Group.
- Analyse incident trends and risk signals to identify systemic issues and implement preventative initiatives.
- Support leaders to strengthen hazard identification, reporting quality, and action closure discipline.

Training & Employee Engagement

- Design and oversee health, safety, quality (and relevant environmental) training programs for employees, contractors, and visitors.
- Deliver or coordinate inductions, toolbox talks, and refresher training that build practical capability and consistent standards.
- Drive engagement through campaigns, communications, and leadership routines that increase participation and ownership of HSQ outcomes.
- Coach leaders to embed accountability, consistent supervision practices, and positive reinforcement of safe and quality behaviours.

Operational Excellence & Continuous Improvement

- Monitor HSQ performance trends (leading and lagging indicators) and prioritise improvement initiatives that reduce harm, defects, and waste.

- Apply continuous improvement methods (e.g., Lean/Six Sigma tools) to improve safety and quality processes and controls.
- Standardise HSQ processes, tools, templates, and routines to improve consistency and maturity across sites.
- Support operational leaders to integrate HSQ into day-to-day management, planning, and change initiatives.

Quality Assurance & Compliance

- Ensure operational and manufacturing processes meet regulatory, customer, and internal quality standards aligned to ISO 9001.
- Lead internal quality audits and support external audits, managing non-conformances and corrective actions through disciplined CAPA processes.
- Partner with Operations and Engineering to reduce defects, rework, and customer complaints through “quality at source” practices.
- Strengthen quality governance across sites through standardised procedures, inspections, and consistent product/process controls.

Environmental Compliance & Sustainability (Supporting Focus)

- Ensure compliance with relevant environmental obligations and support alignment with ISO 14001 expectations where applicable.
- Maintain oversight of environmental risk controls relating to waste, emissions, spill prevention, and resource efficiency.
- Support practical sustainability initiatives that reduce environmental impact and improve operational discipline.
- Maintain environmental documentation, training requirements, and reporting routines to support compliance and audits.

Systems, Controls & Certifications

- Develop, implement, and continuously improve integrated management systems (SMS/QMS/EMS) aligned to best practice and regulatory requirements.
- Maintain effective document control, change management, risk registers, and management review practices.
- Lead audit readiness and certification activity, including external audits and surveillance assessments where applicable.
- Ensure controls are in place to mitigate operational risk and that system effectiveness is periodically tested and strengthened.

Reporting, Data & Governance

- Provide accurate, timely and transparent reporting on HSQ performance to SLT and relevant governance forums.
- Maintain dashboards, registers, and performance metrics to support decision-making, accountability, and prioritisation.
- Ensure compliance with internal and external reporting requirements including incident reporting, audit outputs, and regulatory submissions.
- Deliver insights and recommendations that support leadership focus on critical risks and quality improvement priorities.

Communication & Stakeholder Engagement

- Establish clear and proactive communication channels across all levels of the organisation on HSQ initiatives, expectations, and learnings.
- Build constructive relationships with regulators, auditors, certification bodies, and key customers and suppliers on HSQ matters.
- Coordinate external visits, reviews, and audit engagements to ensure professional, consistent outcomes.
- Promote best practice sharing and consistent messaging across sites to strengthen awareness and alignment.

People Leadership & Capability Building

- Lead, coach, and develop HSQ team members and site champions to build capability and consistency across the Group.
- Support leaders to strengthen risk ownership, investigation quality, and audit/action closure discipline.
- Foster a proactive, accountable and high-performance culture through coaching, visible leadership, and practical support.
- Contribute to succession planning and development pathways within HSQ capability roles.

Organisational Commitment

- Champion the integration of safety, quality, and environmental standards into day-to-day business operations and decision-making.
- Act as a visible role model of MHM Group values, expected behaviours, and continuous improvement mindset.
- Ensure compliance with all company policies, procedures, and governance requirements.

Qualifications and Experience

- Bachelor's degree in Occupational Health & Safety, Environmental Science, Engineering, Quality Management, or a related field (or equivalent experience).
- Demonstrated experience in a senior safety, quality, or compliance role within manufacturing, industrial, or operational environments.
- Strong knowledge of HSWA 2015, ISO 45001, ISO 9001; ISO 14001 knowledge desirable.
- Proven capability leading safety culture transformation, risk management programs, and quality assurance improvements.
- Experience conducting incident investigations (e.g., ICAM/RCA) and implementing effective corrective actions.
- Experience delivering training, coaching leaders, and engaging teams on HSQ best practices.
- Strong systems capability (SMS/QMS/EMS), incident reporting platforms, and data analysis tools; high proficiency in Microsoft Office.

Competencies and Attributes

- Demonstrates strong capability in risk assessment, hazard identification, and the design and implementation of effective controls.
- Confidently manages audits, regulatory obligations, reporting requirements, and governance routines with discipline and attention to detail.
- Analyses trends and performance data to identify issues and drive targeted, measurable improvements.
- Builds credibility at all levels of the organisation and is able to coach, challenge, and align leaders and teams toward shared outcomes.
- Adopts a practical, hands-on approach and is comfortable operating in complex, operational, and shop-floor environments.
- Applies structured problem-solving and continuous improvement methodologies to improve safety, quality, and operational outcomes.
- Communicates clearly and proactively, translating requirements and expectations into practical, actionable guidance.
- Role models integrity and accountability through ethical leadership, transparency, and consistent follow-through.

Our Core Values

Safety First	Everyone returns home safely to their family
Teamwork	Everyone gives their best to win, together as owners
Customer Focus	We create long term value by exceeding our customers' expectations
Continuous Improvement	We always strive to find a better way, learning continuously to improve performance
Integrity	We do the right thing, everywhere all the time

Our process



OUTREACH AND ADVERTISING | Applications close 11 March 2026

Potential candidates identified through targeted search; applications reviewed and responded to.



APPLICANT SCREENING | Mid March

Initial screening of applications as they are received. This may include a discussion with candidates about their motivations for applying. We aim to run a timely and efficient process.



SELECTING AND SHORTLISTING | Early April

Once the role has closed our team will present the most qualified candidates to the client. Within this period, all applicants will receive notification of the status of their application.



CANDIDATE INTERVIEWS | Early to Mid April

Decipher Group prioritises a robust and consistent interview framework, based on a behavioural and competency-based assessment. Candidates will be advised of the interview structure and who will be present on the panel. All interviewed candidates will receive prompt feedback and will be advised of next steps once we have debriefed with the interview panel.



VETTING AND DUE DILIGENCE | Mid April

We conduct thorough background checks and referencing to further assess competencies of preferred candidate/s. Decipher Group utilises a third-party provider for pre-employment and probity checks such as criminal history, qualification, employment history and bankruptcy. Our team will notify you in advance prior to us contacting your referees. Throughout the entire process, candidate confidentiality and privacy remain an absolute priority.



DECISION AND ONBOARDING | Late April

Following a rigorous evaluation, a conditional offer of employment will be made, subject to the completion of the above stage. Our team will communicate regularly with both the client and the successful candidate during this period. At the conclusion of the recruitment process, all remaining candidates will be notified, with the opportunity for feedback.

Group Safety & Quality Manager – Lead Safety. Lift Quality.

- Join this NZ engineering success story with global reach
- Group -level influence - impact across multiple business units
- Christchurch-based, with national and international exposure

About MHM Automation

MHM Automation is a proudly New Zealand-founded engineering business with a 140-year history and a truly global footprint. Designing and delivering advanced automated systems for the food processing and logistics industries, MHM helps customers improve efficiency, yield, and worker safety through innovative engineering and technology.

Headquartered in Christchurch and now part of Fortifi Food Processing Solutions, MHM plays an important role within a global group operating across Europe, the Americas, Asia-Pacific, and beyond. As part of Fortifi, MHM contributes to the delivery of full-line, automated solutions to food producers worldwide, while maintaining its strong local identity, values, and long-standing customer relationships.

We are now seeking a capable Group Safety & Quality Manager to lead health, safety and quality performance and culture across the MHM Group. Sound like you?

The opportunity

Reporting to the Chief Operations Officer, this is a hands-on leadership role is responsible for strengthening health, safety and quality performance across the MHM Group. This role is ideal for someone who enjoys being visible in the business - spending time on-site, working alongside leaders and teams, and turning good systems into everyday practice.

As the Group Safety & Quality Manager you will:

- Lead and support consistent safety and quality standards across sites
- Drive practical risk management and structured incident investigations
- Improve hazard identification, reporting and action follow-through
- Support and guide audit processes and certification requirements
- Strengthen quality practices within manufacturing operations
- Coach and support leaders to embed safer, more disciplined ways of working

Over time, you will also help expand focus into environmental and sustainability practices.

This is not a desk-only governance role. It requires someone comfortable rolling up their sleeves, building relationships, and working across manufacturing environments to lift performance.

What you'll bring

You will be an experienced H&S or HSEQ practitioner who enjoys combining leadership with hands-on involvement. You'll likely bring:

- Solid experience in H&S or HSEQ roles within manufacturing or engineering,
- Working knowledge of ISO frameworks and practical continuous improvement methods
- Experience leading or supporting incident investigations and corrective actions
- Confidence coaching frontline leaders and engaging teams
- A pragmatic, solutions-focused approach

Most importantly, you are practical, approachable and credible - someone who can influence in the executive meetings but is equally comfortable on the manufacturing floor.

Why this role matters

MHM operates in environments where engineering excellence and worker safety must go hand in hand. This role plays a key part in:

- Protecting people
- Improving operational discipline
- Strengthening quality performance
- Supporting customer and regulatory expectations

It's an opportunity to make a genuine difference in a well-established New Zealand business that continues to grow globally.

How to apply

Decipher Group is proud to partner with MHM Automation on this appointment. To discover more about MHM visit www.mhmautomation.com

For a confidential discussion, please contact Leanne Crozier at Decipher Group
E: jeanne@deciphergroup.co.nz or by txt 021 245 2224

Applications close: Wednesday 11th March 2026

Please do not email us your CV and Cover Letter.
Please use the *Apply Now* link on our website.



Leanne Crozier
Director & Co-Founder
Decipher Group

Natural leader
Wordsmith
On point - on task
Connected

decipher

Our Diversity, Equity and Inclusion Statement

Decipher Group care deeply about helping individuals achieve their full potential and supporting organisations to thrive by working toward a more progressive future.

Fostering a culture of inclusion and belonging that truly values individual differences, backgrounds, and perspectives ignites creativity and new ideas – and this is part of what makes our team exceptional. For us, progress is the only goal worth benchmarking.

The logo for Decipher Group, featuring the word "decipher" in a bold, lowercase, sans-serif font. The letter "i" has a vertical bar through it, and the "e" has a horizontal bar through it, creating a visual representation of a key or cipher.

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