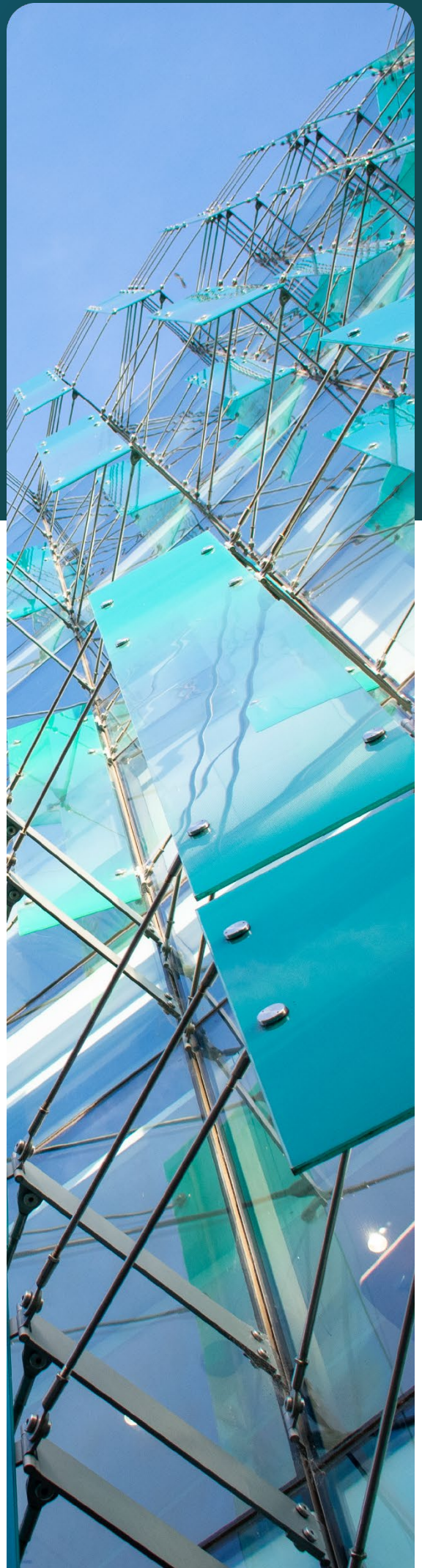


deciphər

Kūmānu | Health,
Safety, Environment &
Quality (HSEQ) Leader

Position Description and
Additional Information

July 2026



Position Description

Position Title: Health, Safety, Environment and Quality Leader
Location: Bullen Street, Nelson
Date: June 2026
Reporting to: Chief Executive
Service Line: HSEQ

Position Purpose

To provide strategic leadership contributing as a key member of the senior leadership team on all matters relating to Health, Safety, Environment, and Quality (HSEQ).

Overseeing, directing, and personally delivering HSEQ operations in a manner that supports the strategic intent of the business and key stakeholders.

Providing professional advice to the leadership team and business divisions across Kūmānu ensuring compliance with legislation, business policies and procedures, leading investigations, and ensuring emergency/ crisis preparedness.

Take the lead role in developing and implementing the HSEQ and sustainability strategic plan with a focus on evolving safety culture and continual improvement of Kūmānu's HSEQ performance.

Kūmānu's Values

Core values are the principles that continue to define the company culture and guide daily interaction and decision making. Each employee has a personal responsibility to recognise the behaviours that support these principles and put them into daily practice.





Important Working Relationships

Internal

- Chief Executive
- Board of Directors
- Senior Leadership Team (SLT)
- Contract managers and team leaders
- Kūmānu Workers

External

- Clients and customers
- Regulatory bodies and agencies
- Third party audit organisations
- Contractors, subcontractors and suppliers
- Industry partners and organisations

Key Competencies

Duties and Responsibilities

Technical

- Advising on interpretation and application of relevant legislations in the context of Kūmānu operations.
- Ensure Kūmānu meet ISO requirements, Toitū Enviromark requirements, legal requirements, client requirements, and industry best practice.
- Carry out internal audits to ensure Kūmānu is meeting regulatory requirements, client requirements and all expected requirements for ISO and Toitū certifications.
- Provide support through external audits, certifications and inspections.
- Maintain a legal register for all legislation, regulation, resource consents, and other relevant permits Kūmānu operate under.
- Oversee the Annual Carbon Footprint data collection following ISO Carbon Accounting standard, liaising with External Provider(s) supporting the measurement and verification of the footprint.
- Interpret and report HSEQ information and system effectiveness as required and provide insights into improvements and best practice.
- Ensure relevant stakeholders receive monthly, quarterly, and annually HSEQ metrics, compliance, prevention, and improvement information, including reporting with commentary to the Board, Chief Executive and Senior Leadership Team.
- Ensure notifiable events are reported to WorkSafe (or other regulatory bodies) in accordance with legislation.

Commercial

- In consultation with the Board, CE and Senior Leadership Team, develop appropriate health, safety, environment, and quality improvement strategies; ensuring wellbeing and sustainability are included within.
- Lead the implementation of Kūmānu's HSEQ strategy, objectives and key priorities to provide optimum outcomes for the organisation.
- Develop sustainability strategy and initiatives to reduce our emissions, usage, impacts, and meet our sustainability objectives and targets.
- Adopt a strategic leadership oversight for all functions within the HSEQ team of Kūmānu.
- Adopt a strong partnership approach between the People and Culture and the Health and Safety function; supporting each other's success and working collaboratively to best manage risk, engage staff and continually improve.
- Develop productive and positive relationships with the business leadership groups - becoming an active member of Kūmānu SLT.
- Develop positive relationships with external parties.
- Review and approve capex requests.



	• Effectively plan and manage the HSEQ annual budget and quarterly reforecasting. • Assume overall responsibility for HSEQ Department financial performance and monitoring in order to meet defined targets. • Lead by example always, exemplifying professional standards, ethical behavior, values, and commitment to obligations consistent with members of SLT. • Provide regular updates to the Board, the Senior Leadership Team, and Contract Managers on Sustainability actions and progress towards commitments and targets. • Assist with the interpretation, application and compliance with relevant legislations in operations. • Provide expert advice on health, safety, environment and quality best practice in operations. • Ensure Kūmānu's critical risk processes are achieving the intended outcomes and promoted throughout the organisation. • Ensure the control of hazards and critical risks is as low as reasonably practicable, and processes are in place for the monitoring and verification of control effectiveness. • Ensure accident and incident reporting and investigation is undertaken in a timely manner. • Participate in projects as required in order to improve 's overall business practice. • Actively sponsor and participate in the Sustainability Committee, Health and Safety Committee and Wellbeing Committee, representing the Senior Leadership Team and ensuring two-way communication between committee representatives and SLT. • Facilitate the Quarterly Leaders Forum meetings. • Be available when required to assist with Civil Defense or emergency situations. • Deliver to or exceed customer expectations. Be a good advocate and representative of our business. • Ensure Kūmānu has effective change management processes in place for the management of significant changes in the organisation, including the introduction of new equipment, systems, procedures, etc.
People	• Provide leadership, coaching, professional and personal development to HSEQ team members to maximise their potential and inspire team members to achieve great results. • Promote an effective and productive working environment, recognising and rewarding individual and team achievement. • Create clear performance expectations ensuring all team members understand the standards of performance our customers/clients and key stakeholders expect, and they have a clear sense of purpose. • Regularly review work performance and provide regular and constructive feedback. Pro-actively manage circumstances in the team where performance (either results or behaviours) is not aligned to Kūmānu's values or expectations. • Encourage your team to speak up and bring solutions to the problems they identify. • Provide your team with the necessary resources to succeed. • Remain accessible, open, and responsive to staff, always maintaining effective two-way communication.



	• Maintain active, positive, and clear communication with your team and others. Be a team player and participate fully in meetings. • Participate in performance discussions with your manager. Undertake relevant training and development. • Ensure that you regularly actively demonstrate the Kūmānu Values of Respect, Responsibility, and Guardianship, and you recognise and acknowledge these values in others. • Working alongside Divisional Leaders and People and Culture Leader to ensure workers are competent to perform tasks, duties and activities for their role including the ability to identify hazards based on education, training, and experience. • Communicate and celebrate successes in HSEQ and sustainability.
Health, Safety, Environmental and Quality	• Ensure the ongoing implementation, maintenance, and continuous improvement of the HSEQ Integrated Management System and supporting systems and processes. • Act as a champion for ensuring continues to improve HSEQ performance and meets strategic goals. • Maintain HSEQ and Sustainability SharePoint sites along with available resources. • Be the key HSEQ representative at Divisional Leader tailgate meetings and provide regular updates on HSEQ performance. • Comply with all Kūmānu Health and Safety and Environmental policies at all times.
Technology	• Be proactive and lead the team in the use of new technology and systems to deliver, and record work activities. • Ensure staff record daily work activities utilising the appropriate platform.
Other Duties	• Be available when required to assist with Civil Defence or emergency situations. • Carry out other tasks as requested from time to time by the CE

Person Specification

Education and Experience

- A minimum of five years' experience in industry/area of profession with previous experience in a Senior HSEQ position
- Preferably hold a Diploma in Leadership and Management (or higher)
- Completed training specific to Health, Safety, Environment, and Quality Management Systems (ISO 45001, ISO 14001 and ISO 9001 preferred).
- Previous experience in leading and developing teams
- Proven strategic leadership experience/ability with experience in developing and executing strategic plans, setting priorities, and meeting deadlines



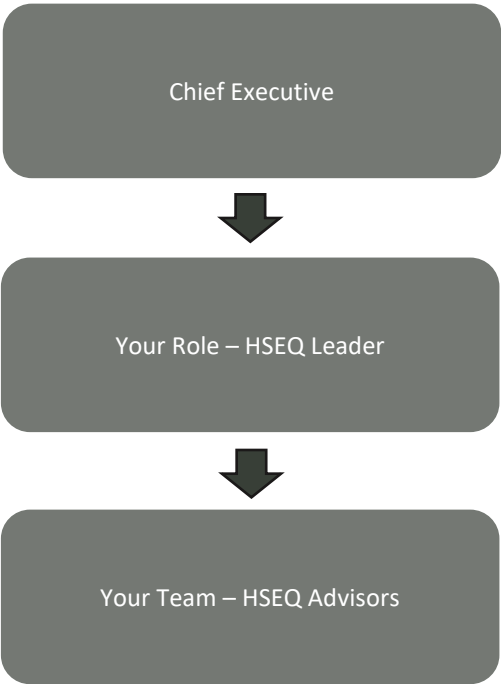
- Demonstrated ability to effectively direct and guide HSEQ performance and facilitate continuous improvement within a medium to large business

Knowledge, Skills, and Abilities

- Knowledgeable in implementing risk-based approaches and methodology for HSEQ Integrated Management Systems
- Excellent communication and relationships building skills with an ability to actively engage, negotiate, and influence a variety of internal and external stakeholders
- A strong commitment to the customer (both internal and external)
- High attention to detail and excellent organisation and time management skills
- Ability to work autonomously while also being a good team player with the courage and resilience to make astute recommendations and decisions when required
- Buy in and commitment to the Kūmānu values



Organisation Chart



Our Process



OUTREACH AND ADVERTISING | Applications close 15 July 2026

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



APPLICANT SCREENING | Early July

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 | Mid July

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 | Mid July

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 | Late July

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 July

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.

Health, Safety, Environment & Quality (HSEQ) Leader

- Drive a pragmatic, risk-based approach to HSEQ
- Join a business with a strong HSEQ foundation
- Influence at a strategic level

About the company

Kūmānu is a proudly New Zealand-owned business delivering a diverse range of environmental, infrastructure and community services that help create thriving places and healthy environments. Guided by its values of Respect, Responsibility and Guardianship, the organisation has built a strong reputation for delivering quality outcomes while genuinely caring for its people, customers and communities.

Health, Safety, Environment and Quality are already deeply embedded within the culture, with strong engagement across the business and leadership committed to doing the right thing. As the organisation continues to evolve, the opportunity is to now build on these strong foundations by refining systems, simplifying processes and ensuring effort is focused on the risks that matter most.

Do you have the capability to lead this business-critical function?

About the opportunity

Reporting directly to the Chief Executive and sitting on the Senior Leadership Team, the HSEQ Leader will provide strategic and operational leadership across health, safety, environment, quality and sustainability.

This is an opportunity to influence the future direction of HSEQ within a high performing organisation. Working closely with leaders across the business, you'll help drive a practical, risk-based approach that prioritises critical risks, empowers ownership, and ensures systems genuinely support operational excellence.

You'll provide strategic advice to the Executive and Board, lead a capable HSEQ team, oversee compliance and certification frameworks, champion sustainability initiatives and ensure governance and reporting continue to support informed decision making.

About you

You're an experienced leader who understands that outstanding HSEQ performance is built through people, relationships and practical leadership.

You've built credibility in operational environments, perhaps leading HSEQ in the trades, construction, contracting, infrastructure, or utilities industry before. You understand the realities of operational businesses and know how to engage leaders and frontline teams to create lasting behavioural change.

You'll bring:

- Proven success leading Health and Safety within a medium to large operational business, and a skill set supplemented by expertise in Environmental and Sustainability processes.
- Strong leadership capability with the ability to coach, influence and build capability across all levels of an organisation.
- Experience developing and improving integrated management systems while ensuring they remain practical and fit for purpose.
- The confidence to challenge existing thinking, simplify where appropriate and lead positive organisational change.
- Excellent communication and stakeholder engagement skills.
- A genuine passion for creating safer, healthier and more sustainable workplaces.

Success in this role will come from balancing strategic leadership with operational credibility.

If you're looking for a leadership role where you can influence strategy, simplify systems, build capability and create lasting change across a progressive business, we'd love to hear from you.

How to apply

To discover more about Kūmānu, visit <https://www.kumanu.co.nz/>

For a confidential discussion about the role; contact Lisa Edwards, lisa@deciphergroup.co.nz, 021 240 4410.

Applications close: Wednesday 15th July.

We encourage you to apply early as we will be screening upon application.

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



Lisa Edwards
Senior Business Partner
Decipher Group

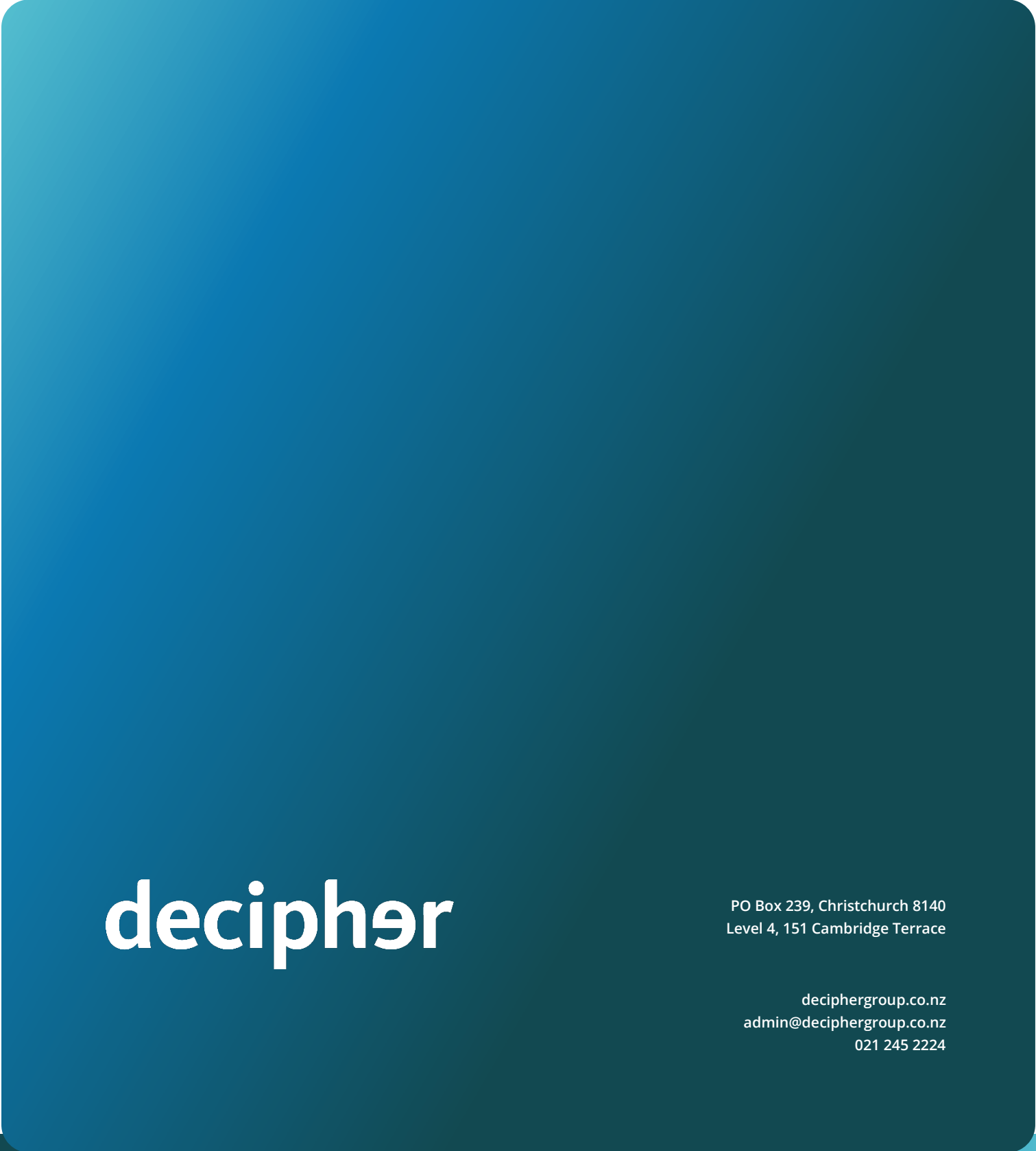
Relationship focused
Evaluative
Interested
Driven

decipher

Our Diversity, Equity and Inclusion Statement

Decipher Group cares 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.



deciphər

PO Box 239, Christchurch 8140
Level 4, 151 Cambridge Terrace

deciphergroup.co.nz
admin@deciphergroup.co.nz
021 245 2224