Deputy Health and Safety Manager

£41,177 to £44,253 per annum + benefits

Please note: The Service is currently undertaking a job evaluation review across all corporate roles and as a result, the grade and salary associated with this post may be subject to change following completion of the process which is anticipated to be concluded by 31st March 2027.

About the role

We are seeking to fill an upcoming vacancy for the role of Health and Safety Deputy Manager.

This is a unique opportunity to apply and expand your professional expertise within a diverse and dynamic organisation. Few Health and Safety roles offer the breadth of experience available within a Fire and Rescue Service. From supporting operational firefighters and specialist rescue activities to advising corporate departments, estates, workshops, training environments and strategic projects.

Reporting directly to the Health and Safety Manager, you will play a key role in helping shape and continuously improve our Health and Safety Management System, providing expert advice and support that enables the Service to deliver its objectives safely, effectively and ethically.

The successful candidate will be able to demonstrate a strong commitment to the TWFRS Values of *Safety, Integrity, Inclusivity* and *Learning*, AND champion these in their day-to-day work. They will also demonstrate and the highest standards of ethical behaviours and champion these in their day-to-day work in compliance with our ethical code of conduct.

We welcome applications from all sections of society with the necessary skills, qualifications and experience and encourage applications from underrepresented groups in our workforce or society.

About Tyne and Wear Fire and Rescue Service

Tyne and Wear Fire and Rescue Service are one of the UK's leading Fire and Rescue Services for responding and innovation. We pride ourselves in striving to 'Create the Safest Community' and our dedicated, and diverse workforce are committed to delivering this.

Tyne and Wear Fire and Rescue Service Headquarters are located in purpose-built premises based in Washington, within easy reach of the A1 and A19. On site facilities include a staff gym, ample free parking and canteen facilities.

Tyne and Wear Fire and Rescue Service
Creating the Safest Community

As the Deputy Health and Safety Manager you will:

- Support the development, implementation and continual improvement of the Service's Health and Safety Management System.
- Provide competent and pragmatic Health and Safety advice to managers and employees across all areas of the Service.
- Conduct audits, inspections and assurance activities to evaluate compliance and drive improvement.
- Support the development and review of risk assessments, policies, procedures and guidance.
- Undertake accident, incident and near-miss investigations and produce high-quality reports with meaningful recommendations.
- Analyse performance data and identify trends to support evidence-based decision making.
- Develop and deliver Health and Safety training, briefings and awareness sessions.
- Build positive working relationships with managers, employee representatives and key stakeholders.
- Support the Health and Safety Manager in strategic projects and organisational initiatives.

We are seeking a candidate who has demonstrable experience of:

- At least two years' experience within a dedicated Health and Safety practitioner role.
- National General Certificate in Occupational Health and Safety or equivalent Level 3 Health and Safety qualification.
- Minimum of IOSH Technical level membership or above with evidence of active Continuing Professional Development.
- A recognised adult teaching or training qualification or actively working towards and with significant experience of H&S related training delivery.
- Strong working knowledge of health and safety legislation, Approved Codes of Practice and associated guidance.
- Experience of developing and reviewing risk assessments across a varied working environment.
- Experience conducting audits, inspections and compliance reviews.
- Experience investigating accidents and incidents and identifying practical improvements.
- Strong analytical skills and the ability to interpret complex information and produce clear reports.
- Excellent communication and interpersonal skills with the ability to influence positively and build strong working relationships.
- Strong IT skills and experience using Microsoft Office applications.

About our Health and Safety Team

Based at Service Headquarters in Washington, the Risk, Resilience and Health & Safety Department provides strategic leadership, professional advice and assurance across Health and Safety, Risk Management and Organisational Resilience. The department works closely with operational and support functions to help ensure the Service can deliver its objectives safely, effectively and efficiently.

The Health and Safety Team supports a diverse range of activities, from frontline emergency response and specialist operational training to fleet, estates, workshops and corporate functions.

This provides a unique and rewarding environment for Health and Safety professionals, offering exposure to a wide variety of risks, challenges and development opportunities rarely found within a single organisation.

The Service also recognises the importance of investing in the professional development of employees and as such the successful candidate should be prepared to work towards the NEBOSH Level 6 National Diploma for Occupational Health and Safety Management as part of their development, as they progress within the role.

The Selection Process

Set out below are the key dates relating to this selection process:

Stage	Timeline*
Advert closes	Friday 13th November 2026
Notification of shortlist	W/C 16th November 2026
Interview	W/C 23rd November 2026

Please note the dates and stages detailed may be subject to change

Interested in applying?

Further details can be found in the accompanying job description and person specification. You are required to submit a supporting statement of no more than 1000 words which should demonstrate how you meet the criteria stated on the person specification and job description.

Further information about our Service can be found by visiting www.twfire.gov.uk and our various social media channels.

For further information about the role, please contact Health and Safety Manager, Andrew Drummond via Andrew.drummond@twfire.gov.uk

Reasonable Adjustments

We are a Disability Confident Leader. If you require any reasonable adjustments to the recruitment process, please email: recruitment@twfire.gov.uk

Safer Recruitment

We are committed to safeguarding and promoting the welfare of Adults, Children and Young People. Our recruitment and selection procedures reflect this, and all staff are expected to share this commitment. All posts will be subject to a satisfactory DBS check, medical and references.

Pre-employment checks

The successful applicant will be subject to our pre-employment screening process which includes a Standard DBS check relevant to the role, completion of an occupational health medical and a substance abuse test. We will also conduct right to work and reference checks.

Please submit your application form by no later than 12 noon on Friday 13th November 2026.