



*Be an  
inspiration.  
Be Bayer*

At Bayer we're visionaries, driven to solve the world's toughest challenges and striving for a world where 'Health for all, Hunger for none' is no longer a dream, but a real possibility. We're doing it with energy, curiosity, and sheer dedication, always learning from unique perspectives of those around us, expanding our thinking, growing our capabilities, and redefining 'impossible'. There are so many reasons to join us. But if you're hungry to build a varied and meaningful career in a community of brilliant and diverse minds to make a real difference, there's only one choice.

## HSE Coordinator (JO-2409-1064)

### Role purpose

// Advise and support the site leadership in all HSE matters, provide reports using appropriate performance indicators and management review processes. Interact daily with supervisors and workers to ensure their full support and understanding to our HSE programs, goals and objectives.

// Ensure continuous Improvement of the Environmental, Safety and Health performance at the site, reducing/eliminating recordable incidents, avoiding fines and reputational issues due to non-compliance with legal requirements, enhancing the Safety culture.

// Work closely with HSE Experts to take action and accomplish objectives articulated in the HSE roadmap for the region.

### Key responsibilities and tasks

// Follow up on Bayer HSE requirements as well as local legal requirements in HSE matters. Implement policies, directives, procedures, guidelines, trainings and other supporting materials that will ensure compliance with both company & legal requirements.

// Organizing and coordinating HSE activities, meetings, trainings etc. at the site to ensure support for and understanding of HSE programs & procedures.

// Assist in the identification of hazards, evaluating the risk, developing and implementing a plan to correct or prevent or minimize exposure and audit the plan to ensure its effectiveness.

// Coordinate and improve the hazard recognition and observations/coaching process at the site.

// Roll-out the actions defined for the business/function master plan to all sites.

// Maintain up to date JSAs and RA for all areas, jobs and equipment.

// Coordinate and improve the hazard recognition and observations/coaching process at the site.

// Perform internal audits, document results and follow-up on action plans.

// Monitor country legal requirements

// Stimulate reporting of safety observations, near misses and first aids. Conduct incident investigations in a qualitative manner. Share relevant incidents with all relevant stakeholders and record incidents (Intelex)

// Periodically report progress to the site leadership, using appropriate performance indicators and management review processes. Interact with site supervisors and workers to get their full support and understanding to our programs, goals and objectives

// Network with the other sites in the region to seek for the best practices available.

// Participate in regional networks and contribute to regional or sub-regional projects.

// Be a solution provider and be able to recognize gaps in early stage to take the proper preventive action.

// Develop, implement and maintain the Site Emergency Preparedness and Response Plans.

// Participate and Coordinate HSE Reviews, Management of Change and the completing of Furas.

- // Assist CMR's that contractor personnel working at the location comply to all legislative and ESH requirement and maintain necessary documents and records related to Contractor management.
- // Perform and contribute to the Site training plans by developing and maintaining training matrix for all job levels, scheduling and monitoring training, conducting employee orientations, conducting emergency response training and coordinating training programs at the location.
- // Schedule and coordinate inspections, Internal audits by qualified personnel, and External audits (ISO45001 and Legal) by certifying bodies.
- // Coordinate with appointed responsible personnel on correction of deficiencies/shortfalls.
- // Maintain records of audits, inspections, reports, certifications, permits etc. Related to ESH.
- // Coordinate with Occupational center for annual and return to work medicals.
- // Maintain Filing system regarding HSE training records and medical fitness certifications.
- // Support Site Management to develop and implement Regional and Site ESH Goals.

### Key Working Relations

- // Site Lead
- // Regional HSE coordinators, experts & Business Partners
- // External auditors
- // HSE material vendors
- // HSE training / communication companies

- // External stakeholders and authorities
- // Engineering & Maintenance Team.
- // Field & Plant Operations Coordinators and Respective Teams
- // Global implementation network.

### Experience, Skills and Qualifications

- // A tertiary qualification in Safety Management (Unisa certificate in Safety Management and Samtrac or similar) or studying towards a National Diploma in Safety.
- // Critical personal competencies: networking, communication and motivational skills, tactical thinking – agility, leading by influencing others, results orientation.
- // Remain abreast with local legislation and applicable SANS Standards.
- // Qualified ISO45001 Implementation and auditor.
- // Bilingual – English and local language.
- // Intermediate Computer skills (MS Office including Word excel and Power point)

**Be part of something bigger:**

Link to apply: [Bayer Careers](#)

**Advertising Period:**  
9 – 23 September 2024

**Position grade:**  
VS1.1

**Employment type:**  
Permanent

**Location:**  
Brits

////////// Health for all, Hunger for none.

Bayer welcomes applications from all individuals, regardless of race, national origin, gender, age, physical characteristics, social origin, disability, union membership, religion, family status, pregnancy, sexual orientation, gender identity, gender expression or any unlawful criterion under applicable law. We are committed to treating all applicants fairly and avoiding discrimination.

