



ENGINEERING EXCELLENCE BY DESIGN

QHSE Manager

(Quality, Health, Safety & Environment)

Location

- St Ives, Cambridge, United Kingdom or
- Sligo, Ireland

Company Overview

SF Engineering is a manufacturing and engineering business serving the FMCG sector, committed to delivering high-quality products while maintaining the highest standards of quality, health & safety, and environmental performance. We operate in fast-paced manufacturing environments where compliance, continuous improvement, and operational excellence are critical.

Role Purpose

The QHSE Manager will be responsible for developing, implementing, and maintaining the company's Quality, Health, Safety, and Environmental management systems across SF Engineering's operations. The role ensures full compliance with UK and Irish legislation, customer requirements, and relevant ISO standards, while promoting a strong QHSE culture throughout the organisation.

Key Responsibilities

Quality

- Maintain and continuously improve the Quality Management System (QMS) aligned with ISO 9001
- Ensure compliance with FMCG customer standards, specifications, and audits
- Lead internal and external audits (customer, certification, regulatory)
- Manage non-conformances, root cause analysis, and corrective/preventive actions
- Support continuous improvement initiatives, including Lean / CI projects

Health & Safety

- Develop and maintain the Health & Safety Management System in line with ISO 45001
- Ensure compliance with UK HSE and Irish HSA legislation
- Lead risk assessments, method statements, and safe systems of work
- Investigate accidents, incidents, and near misses; implement preventative actions
- Deliver H&S training and promote a positive safety culture on site



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Environmental

- Maintain the Environmental Management System aligned with ISO 14001
- Ensure compliance with environmental legislation in the UK and Ireland
- Monitor environmental performance, including waste, energy, and emissions
- Drive sustainability and environmental improvement initiatives

General / Leadership

- Act as the primary QHSE point of contact for customers, auditors, and regulators
- Provide regular QHSE performance reporting to senior management
- Support manufacturing teams to embed QHSE requirements into daily operations
- Keep QHSE documentation, procedures, and records up to date
- Travel between sites required, at least once every 8 – 10 times per year

Experience & Qualifications

Essential

- Proven QHSE experience in manufacturing and FMCG environments
- Strong knowledge of ISO 9001, ISO 14001, and ISO 45001
- Experience leading audits and managing certification bodies
- Solid understanding of UK and/or Irish health, safety, and environmental legislation
- Experience working in fast-paced, regulated manufacturing settings
- Strong problem-solving and root cause analysis skills

Desirable

- NEBOSH Certificate / Diploma or equivalent
- Lead Auditor qualification (ISO 9001 / 14001 / 45001)
- Experience with Lean Manufacturing or Continuous Improvement
- Degree or equivalent qualification in Engineering, Quality, or HSE-related discipline

Personal Attributes

- Proactive and hands-on approach
- Strong communication and stakeholder management skills
- Ability to influence and challenge at all levels of the organisation

- Well-organised with strong attention to detail
 - Comfortable working across multiple sites and functions
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What SF Engineering Offers

- Competitive salary (dependent on experience)
- Opportunity to shape and lead QHSE strategy in a growing FMCG-focused business
- Exposure to both UK and Irish manufacturing operations
- Supportive, engineering-led working environment