

## **Health, Security, Safety and Environment (HSSE) Officer - Pharo Ventures Somaliland**

### **Company Overview**

Pharo Ventures is the commercial, for-profit arm of The Pharo Foundation that has been set up to harness the power of a vibrant private sector by investing in ventures across a variety of sectors within the Eastern Africa region. The objective is to build and grow commercially and environmentally sustainable businesses with a focus on maximising creation of economic value and jobs for local communities.

Pharo Construction Ltd is a subsidiary of Pharo Ventures and is a social venture that has been set up to address the needs for quality construction and design services in Somaliland across large infrastructure, commercial, residential and community projects.

Our ambition is to create a portfolio of sustainable business ventures by the end of 2025 that will deliver more than five thousand direct jobs across the region. We believe we can achieve our vision and ambitions by investing in the human and physical capital of Africa. For each target country in the region, Pharo Ventures will innovatively build a portfolio of businesses that will be financially sustainable and eco-friendly while creating value to the local communities.

Headquartered in London, the organisation has an operational Head office in Kenya (Nairobi) with country offices in Ethiopia (Addis Ababa and Assosa), Somaliland (Hargeisa) and most recently Rwanda (Kigali).

### **Position Summary**

We are looking for a responsible HSSE Officer to facilitate compliance with occupational health and safety (OHS) guidelines in our construction sites. The candidate will provide advice on measures to minimise hazards or unhealthy situations while minimising violations of OHS guidelines and government health and safety regulations and company standards for safety in the workplace.

The ideal candidate is a professional who is passionate about Health and Safety and is committed to the OSH regulations. S/he will be largely focused on prevention so there will be a need to be conscientious, farsighted and have a keen eye for detail and quick responses in emergencies.

The goal is to establish a safe workplace in our construction sites and workplace going beyond the set standards and foster a culture of health and safety.

**Direct Reporting:** General Manager –Pharo Construction

### **Functional Relationships:**

- Pharo Ventures Team in Somaliland
- Pharo Construction Logistics Assistant & Site Supervisors

### **Key Duties and Responsibilities**

- Ensure a safe workplace environment without risk to health.

- Ensure that all health & safety policies, procedures, rules and regulations are adhered to and are regularly reviewed, updated and communicated.
- Ensure the company meets its statutory obligations in all areas pertaining to health, safety and welfare at work, including statutory training and reporting.
- Conduct daily site patrols to check and inspect safe working conditions. Look for potential hazards; examine tools, equipment and machinery to ensure proper usage.
- Prepare safety inspection reports for the management team, highlighting areas of concern and mitigation plans.
- Coordinate, support and advise the company on all aspects concerning health and safety.
- Ensure that all accidents are documented; investigated and recommended improvements are implemented.
- Train employees on the importance of health and safety at work.
- Ensure that safety inspections, fire drills and fire alarms are correctly carried out and reported, safety inspections, risk assessments and lone working procedures are managed and employees are aware of their responsibilities.
- Suspend or terminate activities that may pose a danger to the workers' health and safety. Exercise authority to stop unsafe acts.
- Investigate work related injuries, following trends, conducting thorough investigations, and recommending various solutions, including better communications, training, and modifications to work methods or equipment.
- Co-ordinate the development of health & safety policies, systems of work and procedures.
- Ensure full and accurate health and safety and training records are maintained.
- Establish a full programme of documented health & safety inspections, audits and checks.
- Establish a structured programme of health & safety training throughout the company.
- Liaise with external health & safety consultants in the provision of training programmes and health and safety services.
- Ensure that all agreed action points are completed within deadlines.
- Keep up to date with all aspects of relevant health, safety & welfare at work legislation and communicate relevant changes to the business.
- Participate in monthly meetings when required to report on relevant health & safety matters.
- Liaise with suppliers i.e. insurers, solicitors etc.
- Any other tasks assigned by the line manager.

### **Qualification Requirements**

- Bachelor's Degree or Diploma in Engineering or a safety-related discipline with at least 3 years of relevant experience
- 5 years of experience as a Safety Officer or similar role.
- Certificate in occupational health and safety
- Must have full understanding of local safety laws and regulations.
- Excellent knowledge of potentially hazardous materials or practices.
- Experience of writing policies and procedures for health and safety.
- Familiarity with conducting data analysis and reporting statistics.
- Proficient in MS Office.
- Working knowledge of safety management information system.
- Outstanding organisational skills.
- Team player.
- Good time-management skills.
- Must be an excellent communicator in written and spoken English.

### **Behavioural Competencies**

- Self-assured, internally motivated and passionate individual with outstanding communication and interpersonal skills driven to succeed and make a difference.
- Confident and has courage to stand up for what he/she believes on safety and doing the right thing.
- Risk assessment skills
- Problem solving and conflict resolution skills.
- Can work under pressure.
- Ability to influence site staff, contractors and site workers on safe work practices.
- Must possess high levels of integrity, resilience, accountability, commitment and determination.

### **Application Procedure**

This position is open to both female and male nationals from Somaliland.

Review of applications will begin as soon as they are received, and only complete applications will be reviewed. In the event that an outstanding applicant is identified early in the search process, we reserve the right to appoint before the deadline. For this reason, we encourage interested and suitably qualified candidates to apply at the earliest possible time. Due to the high volume of applications, we regret that we will only be able to contact short-listed candidates.

Please send the information listed below, as a single PDF file, to the following email address:

[applications.SL@pharovenures.com](mailto:applications.SL@pharovenures.com). Please indicate **Application for HSE Officer Pharo Construction Limited** in the subject line.

1. A detailed CV and Covering Letter,
2. A 1,000-word essay on both:
  - ✦ What are the HSE experiences you have gained that make you the most qualified candidate for this role?
3. A one-page list of five references with current addresses, phone numbers, and email contacts.