

H&S Manager – Krystal Technology UK Ltd

Job Title: Health and Safety Manager

Reporting to: Managing Director

Responsible for: Full Site H&S

Salary: £50-55k

Role Overview

Krystal Technology UK Ltd is a specialist manufacturer of high-purity fused quartz and fused silica components, serving the semiconductor, photonics, industrial and scientific sectors. With over 100 years of expertise in flame fusion technology, we operate a high-risk manufacturing environment involving high-temperature processes and specialist industrial gases.

The H&S Manager is responsible for leading and continuously improving the Company's health, safety and environmental management systems, ensuring legal compliance while embedding a proactive safety culture. Acting as the site's technical expert, the role provides strategic and operational HSE leadership, advising the Managing Director and wider leadership team to support safe, compliant and high-performing operations.

Key Responsibilities

Compliance & Risk Management

- Ensure full compliance with all applicable UK Health, Safety, and Environmental legislation, including COSHH, DSEAR, and other relevant regulations linked to high-temperature and gas-handling operations
- Identify, assess, and mitigate site-wide EHS risks, particularly those associated with flame fusion processes and hazardous materials
- Maintain and continuously improve risk assessment processes, ensuring they remain relevant to operational changes

Systems & Continuous Improvement

- Develop, implement, and maintain effective EHS management systems aligned with business and regulatory requirements
- Drive continuous improvement initiatives to reduce risk, improve environmental performance, and enhance operational safety
- Maintain EHS documentation in line with internal quality management systems

Occupational Health

- Manage the site Occupational Health programme in collaboration with external providers

- Ensure appropriate referral processes, case management, and follow-up actions are in place
- Support health surveillance and wellbeing initiatives relevant to industrial exposure risks

Incident Management & Investigation

- Lead investigations into accidents, incidents, and near misses using structured root cause analysis techniques
- Ensure corrective and preventive actions are implemented and tracked to completion
- Act as key liaison with insurers and external bodies in relation to personal injury claims and site incidents

Training & Culture

- Develop and deliver EHS training programmes, inductions, and toolbox talks
- Identify training needs across all levels of the organisation
- Promote a strong behavioural safety culture and continuous awareness across the site

Leadership & Stakeholder Engagement

- Support managers and team leaders in fulfilling their EHS responsibilities
- Act as the site subject matter expert for all EHS matters
- Promote engagement and accountability across all departments

Auditing & Performance Monitoring

- Plan and conduct internal EHS audits and compliance inspections
- Track, analyse, and report on EHS KPIs and performance trends
- Identify opportunities for improvement and report findings to senior leadership

Environmental Management

- Develop and implement environmental management initiatives focused on compliance, risk reduction, and sustainability
- Support reduction in waste, emissions, and environmental impact of site operations

Knowledge, Skills and Experience

- NEBOSH Diploma (or equivalent) essential
- Environmental qualification (e.g. NEBOSH Environmental Certificate or equivalent) desirable
- Proven experience in a senior EHS role within a manufacturing or industrial environment

- Strong knowledge of UK EHS legislation, including COSHH and DSEAR (or similar high-hazard processes)
- Experience in accident investigation and root cause analysis techniques
- Experience managing occupational health programmes
- Experience working with insurers on incident and claims management
- Proven track record of delivering EHS training and culture change programmes
- Experience conducting audits and implementing management systems
- Strong leadership and influencing skills
- Excellent communication and stakeholder engagement abilities
- Structured and analytical approach to problem solving
- Ability to operate independently and take ownership of site-wide EHS performance
- Strong organisational and planning skills
- Ability to train, coach, and develop others
- Proactive, self-starting approach with a continuous improvement mindset