

Overall Purpose of the Job

The MOD is both a Department of State and a strategic military headquarters. It commands UK military operations worldwide, while providing the necessary enablers such as infrastructure, equipment and logistics. It also controls an estate that includes 50,000 houses, 60,000 technical assets and 20,000 other key assets such as runways and electrical networks.

The MOD Head Office oversees a vast array of Defence activity and commands military operations worldwide. This is delivered by the Armed Forces, MOD civilians and contracted personnel operating in the UK and overseas. Some of this activity is inherently dangerous, and Defence is acutely aware of the duty of care it owes to its people, the public and the environment and therefore takes its safety obligations extremely seriously. Within the UK, Defence complies with all applicable safety legislation and, where it has exemptions, it aims to achieve outcomes that are at least as good as those required under UK legislation.

The Director Defence Safety role leads on oversight and governance of Health and Safety (H&S) performance and risk with Head Office, supporting the Permanent Secretary, the Chiefs of Staff and the Chief Executives of the Defence organisations to improve MOD's safety performance and culture.

The post holder will be responsible for delivering safety Functional Leadership across Defence, including setting formal delivery objectives for Defence organisations through the Defence Plan, publishing Joint Service Publications (JSPs), setting policy, giving direction and guidance on safety; sponsoring any relevant training; and managing the Health and Safety (H&S) profession – and creating and maintaining a caring and resilient safety culture within the MOD

Key Responsibilities include

Leadership, Culture & Governance

- Leading a central team responsible for delivering safety Functional Leadership across Defence, including setting formal delivery objectives for Defence organisations through the Defence Plan.
- Owning the Functional Strategy and the Operating Model.
- Maintaining effective corporate governance of Defence safety; coordinating and driving forward the work of the Defence Safety and Environment Committee (DSEC), Defence's top-level HS&EP forum, chaired by the 2nd Permanent Secretary, and with a membership that includes: the Vice Chief of the Defence Staff, the Service Chiefs, the Chief Operating Officer, Director General Nuclear and the Chief Executives of key Defence organisations.
- As a member of the Senior Civil Service, contribute corporately to the delivery of Departmental output, acting as a role model in leadership and actively promoting the Civil Service Leadership statement (Inspiring, Confident, Empowering).

Policy, Regulation & Guidance

- Owning and maintaining the Defence Safety Management System (Defence SMS), the overarching framework document for complying with all safety legislation, Defence regulation and Defence policy.
- Developing and maintaining effective safety policies and guidance.

Performance, Risk and Assurance

- Maintaining a Head Office awareness of safety performance and, where necessary, acting to address serious safety risks and issues across Defence (either directly or by ensuring they are captured by the appropriate departmental processes).
- Assuring adherence to safety functional standards, through the safety professionals working in the Defence organisations, or by directly commissioning interventions to provide assurance across Head Office and the Defence organisations.

People and Professional Management

- As the Head of the HS&EP Profession, maintaining a framework for HS&EP professional development, including training needs, qualifications, career development and professional accreditation.
- Working across Defence to understand safety critical posts and Strategic Workplace Planning to ensure resilience.
- Working across Defence and across government to raise the profile of H&S, exert appropriate influence and promote the H&S Profession.

Stakeholder Engagement

- Leading on engaging with internal and external stakeholders on Defence-wide strategic safety matters including maintaining relationships with health, safety and environmental statutory regulators and consulting with trade unions on safety issues.

Person Specification

It is important that in your application you provide evidence and examples of proven experience of these selection criteria. These responses will be developed and discussed with those candidates invited for interview.

As a leader in Defence you will help shape, role model and bring to life a 'One Defence' Mindset that will enable us to realise our vision and strategic objectives. Your leadership must be inspiring, confident and empowering. Working at every level of Defence to break down silos, unite teams and drive a culture that is trusting, collaborative, innovative, diverse and inclusive. You will also be flexible, dynamic and proactive with excellent communication, diplomatic and influencing skills, and have the ability to work with a complex group of stakeholders, including senior leaders at Board level, for example the Permanent Secretaries, Ministers and senior military, in a fast-moving, high profile and demanding environment. Enabling us to deliver with pace and agility through the skills, dedication and empowerment of everyone working in support of Defence.

The successful candidate will be able to demonstrate achievement against the following **essential criteria**:

- Extensive experience delivering H&S improvements in large scale and complex organisations that have significant delegated delivery.
- Proven strategic leadership skills, including the ability to develop and maintain strong relationships, form effective partnerships across organisational boundaries and gain credibility with senior stakeholders.
- Experience of building and strengthening an H&S function, using it to leverage improvements across a larger organisation.
- The ability to oversee delivery of changes around business processes and drive through change and unblock obstacles in order to deliver a strengthened and authoritative safety function.

Desirable criteria may be used in the event of a strong field of candidates when there is a need to distinguish between candidates. This will be as a second sift, after the essential criteria has been considered:

- Previous experience in developing strategic performance metrics and risk approaches in a safety environment.
- An understanding of Defence or a related industry, its delivery, structure and governance.