

nebosh



DO SOMETHING GREAT: **YOUR HEALTH AND** **SAFETY CAREER**

Advice and insights from some of the world's
health and safety thought leaders

ABOUT NEBOSH

NEBOSH is a leading global brand in health, safety, wellbeing and environmental qualifications. Our internationally recognised qualifications help to raise the competence of health, safety and environmental professionals as well as individuals at all levels in the workplace.

Since its inception in 1979 over 400,000 people from around the world have gained a NEBOSH qualification. Tens of thousands join their number every year studying with our network of 600 learning partners in over 132 countries.

NEBOSH qualifications are highly respected by governments, employers and our learners. They build the knowledge and skills which underpin competent performance as a health, safety and environmental professional. NEBOSH qualifications are recognised by the relevant professional membership bodies.

So whether you are starting out on a health and safety career or looking to progress further, NEBOSH can help you on that journey. For further details visit www.nebosh.org.uk

INTRODUCTION

A career in health and safety can be hugely rewarding. After all, there aren't many jobs that that have the potential to save lives!

Health and safety is a great career choice for people seeking variety, job satisfaction and progression; it offers opportunities in every industry and in almost every country in the world. What's more it's becoming increasingly influential within organisations; there are plenty of senior health and safety professionals with a seat on the Board. Not to mention, keeping people safe, healthy and happy is incredibly rewarding.

So there's lots to recommend a health and safety career, but how do you get started?

To answer this question we asked successful health and safety professionals and influencers for their advice.

Drawing on their wealth of experience, they have shared their top tips on everything from how to tell if a health and safety career is for you, what qualifications to take and how to train, through to what to look for in a good employer. We've also got their top interview and CV advice and take a look at the role mentors and networking can play in career development.

So whether you are thinking about a career in health and safety or have already started but want to take it to the next level, this guide will have plenty for you.

Good luck in your health and safety career.

CONTRIBUTORS

Thank you to the following people for generously taking the time to share their insights, knowledge and experience with us:



Dr Abdulrahman Jawahery, a NEBOSH Ambassador and President of Gulf Petrochemical Industries Co (GPIC)



James Pomeroy
Group Health, Safety, Environment and Security Director, Lloyd's Register



Neil Fisher
Health Safety & Environment Practitioner, Works Delivery Special Projects| LNE & EM | Network Rail



Amitabh Bhattacharya
Lead HSE Specialist, Baker Hughes



John Rothery
SHEQ Operations Director, Ensafe Consultants



Nigel Clamp
Group Head of Health, Safety & Environment, Breedon Group plc



Claire Guise
Health and Safety Manager, Marie Curie



Karen McDonnell
Occupational Health and Safety Policy Advisor, RoSPA and Head of RoSPA in Scotland



Rachel Butler
Group HSS&Q, DeTrafford



David Ongesa
Health, Safety, Environment, Training and Operational Excellence (HSET & OE) Manager at Oilfield Movers Limited (OML)



Karl Simons
Chief Health, Safety & Security Officer, Thames Water



Robert Jukes
HSE Manager, Wax Lyrical



Edward Fendt
Director of H&S, WT Partnership



Louise Taggart
NEBOSH Ambassador and workplace safety speaker



Shermin Shali
HSEQ Manager for a prominent international engineering consultant



Flavio Noè
former Head of HSE, Gardaland, Merlin Entertainments Group



Luke Strudley
Offshore Wind Turbine Technician, Innogy Renewables UK



Simon Jones
Head of Health & Safety, Link Contracting



Gary Fallaize
Managing Director, RRC International



Mihai Postaru
Health, Safety & Environment Manager, Mazzraty



Su Corrin
Senior Health, Safety and Risk Manager, The Football Association



Ian Stacey
Head of Health and Safety, Action for Children



Muhammed Nasim
Senior Process Safety Engineer at a reputed multi national company in Abu Dhabi



Trystan Lewis-Williams
Senior Health and Safety Advisor (North West), Dŵr Cymru Welsh Water

CONTENTS

Is a health and safety career for me?	06
Which training should I go for?	08
What style of learning will suit me?	10
Training advice and tips	12
What to look for in a good employer	14
The CV	16
Getting experience to secure that first job	18
Long-term experience	20
Interviews	22
Mentors	24
The benefits and art of networking	26
Advice to my younger self	28
Ready to begin your health and safety career?	30

IS A HEALTH AND SAFETY CAREER FOR ME?

There's a lot to recommend health and safety as a career but it won't be for everyone, so we asked our experts what it's like. How do you tell if a health and safety career is for you?

Making a difference

For many, a key benefit of the role is its variety and the focus on making a difference. For instance, Simon Jones went into it as a second career after retiring from the police service early due to an injury. "At first I never thought anything would be as good. I was wrong. If you want variety in terms of where you work and who you work with, meeting people, giving advice and, most importantly, making a difference, then health and safety could be a great choice for you."

Neil Fisher agrees: "You've got to have a desire to improve things, to make a difference. Health and safety is an incredibly challenging but rewarding career."

Passion to protect

A passion to protect people is a major point which is raised time and again. "Many health and safety professionals arrive in this role because they have a natural tendency to care for people; it comes through in abundance," says Karl Simons. John Rothery agrees: "It's for people who want to help others."

For Flavio Noè, it's all about being passionate about life and wanting to do your best to preserve and improve it. Shermin Shali adds: "You help your fellow colleagues to go back home safely every day. It's challenging, but interesting if you have a passion to save others."

David Ongesa agrees: "You will tell if a health and safety career is for you if you have a strong conviction and passion for ensuring people work in a safe and healthy environment."

Muhammed Nasim explains how this care extends beyond the workforce. "You are fit for the job if you care not only about the lives of fellow human beings and their protection from any accidents, but also the environment and its protection from harmful substances plus the reputation and economy of the industry you are in."

It's often a workplace incident or accident that first fires an interest in the profession. It was an event that nearly ended Mihai Postaru's life which turned him to health and safety, and you can sense this lies behind his drive for the role. Similarly, it was the death of her brother in a preventable workplace electrocution, which first got Louise Taggart involved in health and safety. "The death of my wee brother, and the burning desire to leave the living legacy for him that he doesn't get to leave himself, that is my 'why?'. "

Comfortable with questioning

Many of our experts suggest that if you are only interested in easy answers, health and safety is not likely to be the thing for you. If, however, you are interested in getting into the details and are prepared to deal with complexity and reasoned argument, then it could be of long-term interest.

"For me, health and safety is about getting to the relevant facts that are often hidden in the depth and detail," says Gary Fallaize. "It's about understanding that there is often not a simple answer and that the right answer is sometimes far more subtle and nuanced than people might think or like."

Amitabh Bhattacharya agrees that it's for problem solvers. "You need to like to identify problems in your surroundings and come up with a solution."

Like learning

Others add that the role requires individuals to learn and keep learning. "If you are adaptable, like diversity and thrive on learning and applying new skills, it could suit you well," says James Pomeroy.

Su Corrin agrees: "*You need to enjoy learning, being part of a team and not like sitting at a desk. Being a team player with a sense of humour and the ability to adapt in a fast-paced environment whilst learning makes health and safety the right career choice for me.*"

But it's not about learning for learning's sake argues Simon Jones. "There's lots of technical information and legislation to learn, and by the way this never stops, but it's the application of this knowledge that for me is the real skill involved in this job."



Shermin Shali

“You help your fellow colleagues to go back home safely every day. It’s challenging, but interesting if you have a passion to save others.”

Communication

Communications skills are vital. Nigel Clamp provides a valuable insight into why: “It is easy to control or get things done when you have responsibility for it. For instance, a manager has a budget and staff that report to them. However, with *health and safety it is pretty much down to relationship building and influencing skills, knowing which levers to pull to change minds and behaviour*, without using the law and threat of prosecution as a tool, as people simply don’t react to that. It’s kind of being a salesman, with a product that instinctively a large percentage of people don’t want to buy!”

Trystan Lewis-Williams adds: “You need to be comfortable speaking with people from different levels within a business and from different backgrounds. You need to be confident but not overbearing and you

need to be able to take a balanced and impartial outlook.”

Claire Guise agrees: “You need a willingness to engage with people at all levels of an organisation, balancing risk and cost/investment.”

These communication skills can be learned but, according to Robert Jukes, someone going into health and safety must want to learn them. “Being able and willing to build your public speaking skill and speaking to strangers is important. It is an everyday thing as a health and safety advisor to speak to new people or to have to present to a team or conduct a toolbox talk, which requires you to be confident in speaking to groups of people. These are foundational skills for the professional.”

TIPS TO TAKEAWAY



Ian Stacey sums it up nicely with a list of things a would-be health and safety professional needs to be able to answer ‘yes’ to:

- Do you have good communication skills?
- Are you good at problem solving?
- Do you like to help and enable people?
- Do you have an eye for detail?
- Are you organised?
- Do you have the ability to adapt to different situations?
- Do you want to work in a profession where your career will constantly evolve and progress with experience?
- Do you want to make a difference?

WHICH TRAINING SHOULD I GO FOR?

There are a number of training routes that can be taken – from short introductory courses, sector specific qualifications through to diplomas and beyond. Gary Fallaize suggests that you first think about where you currently are and where you want to be.

“NEBOSH’s certificate qualifications are a popular entry point for those starting on their career development. Once you have achieved this and spent some time applying the knowledge you have gained, you will be ready to look at progressing to the next step which would be a diploma-level qualification.”

If your end goal is to become a health, safety and environment (HSE) professional you will need a higher level qualification, such as a NEBOSH Diploma, that’s recognised by a membership body. This is a serious commitment taking between one and two years to achieve.”

Nigel Clamp sums it up: “There are a number of ways to get qualified. The NEBOSH Certificate and Diploma are the normal methods but an MSc in health and safety is an alternative depending on your learning style.”

What if my role isn’t solely health and safety?

If you need HSE knowledge to complement a wider role, you must consider what depth of knowledge you will need, Gary Fallaize advises. “This can be tricky. It will depend on what your business does, whether HSE is a key issue for the business, what HSE responsibilities you have and so forth. For a relatively low risk business a 3-day course may probably suffice, for higher risk you are looking at a 10-day certificate-level qualification.”

Is there anything else I need to think of?

Dr Abdulrahman Jawahery advises: “Get the qualifications that matter; the minimum to start a career in health and safety is the NEBOSH General Certificate. There are options below this, but they are for general workers not career specialists.”

Su Corrin adds: “Qualifications need to be credible and recognised, especially if they are forming part of your career path. There are many different qualifications that match different learning styles. It can be useful to speak to professional bodies to understand what they accept and recognise.

“Match the relevance of the qualification to your own objectives and work out how you will benefit from a qualification. Look at time and financial commitments as these are also important factors. If possible, speak to others who have completed the qualification to get their feedback.”

“To my mind, the right qualification is the one which is recognised globally or domestically as one of the best qualifications you can get” adds Karl Simons. “For instance, with my 600 frontline operational managers, we’ve put them through the NEBOSH General Certificate [in Occupational Health and Safety] to give them an enhanced level of health and safety understanding. My health and safety community (my technical professionals) have all gone through the NEBOSH Diploma, so they have a much deeper knowledge.”

Amitabh Bhattacharya warns: “The right qualifications will help you climb the ladder but always ensure that your training takes you in an upwards direction not sideways.”

Neil Fisher recommends having a plan: “Speak to other safety professionals. Consider which (if any) area you would like to specialise in and tailor your development plan accordingly.”

Some, like Robert Jukes, suggest you keep an eye on what’s going to boost your employability. “Most job adverts for HSE positions ask for the NEBOSH General Certificate as a minimum and the Diploma as desirable, or even the Diploma as a minimum. That was enough for me to look at NEBOSH.”

What about for an international career?

“If you want to help in your career advancement, then there are NEBOSH courses like the International General Certificate (IGC), which you can achieve within weeks or months,” suggests David Ongesa. “If you have a long-term plan to have in-depth knowledge in your career, you can consider a NEBOSH Diploma. Beyond this there are Masters qualifications. For beginners, the NEBOSH IGC is the best.”

For people with international career aspirations it’s really important to have a qualification that will travel.

“NEBOSH holds a very firm reputation globally and it brings a lot of value for an international career. It is one of the important qualifications for a HSE professional” according to Amitabh Bhattacharya.

Shermin Shali adds: “NEBOSH is not only a recognised and accepted qualification by employers but also it is a realistic course which incorporates practical knowledge for health and safety professionals.”

The need for recognised qualifications is emphasised by Muhammed Nasim: “As you climb your career ladder, take advanced courses only from accredited Learning Partners. When it comes to accreditation, make sure that the qualification is renowned worldwide, such as NEBOSH, as it will give you reliable and accurate information and also worldwide recognition.”

Mihai Postaru warns against cutting corners: “Go for the strictest examination possible. After all the hard learning, money spent and sacrifices, the last thing you need is someone scoffing at you because the qualification is known to not have good quality assurance.”

“Speak to other safety professionals. Consider which (if any) area you would like to specialise in and tailor your development plan accordingly.”

Neil Fisher



TIPS TO TAKEAWAY



- Think about where you are and where you want to be
- What knowledge, skills and competences do you need? Choose training that will meet these needs.
- Ask advice from health and safety professionals
- Research training that is respected and recognised by employers
- Never stop learning

WHAT STYLE OF LEARNING WILL SUIT ME?

Gary Fallaize has plenty of experience in delivering training to suit all types of learning styles. He talks us through the options:

Classroom

“Classroom training suits many as it provides a disciplined interactive environment in which to learn. The access limitations are venue location and dates. Most qualification-based courses will require additional private study outside the classroom and the amount is dependent on the course, the course structure (blended courses by definition require a large amount of private study) and the number of hours taught (these can vary between providers).”

For James Pomeroy, weighing up the options also means knowing yourself – particularly how and when you learn best. “It took me several years to realise what time of day is best for my learning and what environment (i.e. very early in the morning, in silence with a large pot of tea!). Also consider how you respond to different learning styles. Personally, I learn best

when talking out loud with others, so traditional classroom learning works for absorbing new ideas. However, e-learning and solo study work best for me when revising.”

Karl Simons agrees: “You have got to suit your learning style. Me for example, I’m a people person, I learn through learning from others, so prefer a classroom setting.”

Distance/online/e-learning

Gary continues: “Distance study has several names; distance learning, online, e-learning, home study, open learning etc. No matter the name, the approach is the same. The resources to study are either textbooks, online content (normally text with videos, animations etc.) and, for most courses, some form of tutor support. There are many providers and all their models differ so make sure you fully understand what you are getting. The advantage of this method of learning, other than being less expensive, is the flexibility to study when and where you want. On the other hand you need self-discipline and self-

motivation; one hundred hours of study is a substantial amount of time to fit into a busy schedule. Engaging with course forums and contacting tutors can help with motivation.

“There are lots of variations in what is being offered and my advice is always read the small print, look at free trials, videos, the tutors’ credentials and find out as much as you can about what is being offered. Also be honest with yourself; can you study independently for five or 10 hours a week, for three months? Can you spare two weeks for a classroom course? Do your homework and you will end up with a better overall learning experience.”

Claire Guise also urges people to think about their learning style: “Distance or e-learning is cost effective and you can work it around your personal and work life, but it doesn’t suit everyone. Sometimes classroom training is needed, or you could consider a blended approach.”

TIPS TO TAKEAWAY



- There are lots of options – choose training that fits your learning style
- Take advantage of free trials – lots of Learning Partners offer them
- Ask for recommendations from peers and colleagues
- Shop around and ask lots of questions before signing up

“Personally, I learn best when talking out loud with others, so traditional classroom learning works for absorbing new ideas. However, e-learning and solo study work best for me when revising.”

James Pomeroy



TRAINING ADVICE AND TIPS

Our experts have a myriad of qualifications between them so we asked them to share their advice.

Finding the time

For Dr Abdulrahman Jawahery life and work provide additional opportunities to learn and these should be grasped. "Training is not just kept to the classroom. Health and safety is on the job training; immerse yourself in the workplace – explore it from top to bottom. Open every door and explore. You will find yourself examining health and safety in your home and everywhere you visit."

What if the day-to-day threatens to get in the way of your training plans? Neil Fisher says: "You need to live by your calendar. Set yourself time for training and stick to it. Make it one of the priority items in your diary."

Routine is critical to the success of many which is why Ian Stacey advises people to: "Set a fixed time each day to study and set small achievable goals. For instance just reading one chapter of a book."

To avoid distractions from technology Mihai Postaru suggests: "Put your phone away in airplane mode, go to a quiet place with your book and a notepad. Spend an hour per day understanding the subject, not memorising text, and you'll be fine."

Also be realistic about what's involved warns Flavio Noè: "When you choose a qualification you must be aware that you need time to study. When I chose to do the NEBSOH Diploma I started thinking that with more than 20 years of work experience on the subject I would have to make no effort to sit the assessments... I failed at first because studying is essential!"

Juggling training and a day job

Many people don't have the luxury of only training – they also have the demands of a day job to meet. So how do you manage this balancing act?

Even in a busy work schedule there are opportunities to train says Mihai Postaru: "Use your lunchtimes and down time. Have a copy of whatever you're learning on your computer/laptop and instead of checking out your buddies' Facebook pages during your lunch hour, get cracking on learning."

While it may feel like your training is competing for your attention with your day job, many of our experts, like Robert Jukes, recommend you keep your employers in the loop: "Speak to your employer. They may be supportive and even give you time to do this. They may not. They may even be worried that you are doing this. My point here is that they may free up some time and resources to help you do this, which will make life easier."

Whether it's from your employer or others, Dr Abdulrahman Jawahery says: "***Do not forget to ask for help, as help is always there and often, we forget to ask.***"

If you are balancing the competing demands of a day job and training, be realistic about what's do-able urges James Pomeroy: "Having completed numerous diplomas and degrees 'on-the-job', I've found much of the stress is self-imposed by setting an overly-aggressive timeline or not being realistic. Most families and managers understand, so it's helpful to talk

openly about the challenges and you'll probably find the reassurance and support you need."

Finding the motivation

How do our experts suggest people stay motivated during the process? For Su Corrin success itself is a key motivator and also brings confidence. "This is why it is so important to find the right trainer and course to avoid boredom. I am motivated by trainers that have both practical skills, knowledge and the ability to teach – if you get this right then it will help to motivate you."

Clear goal setting is also important to Neil Fisher: "Write down what you want to achieve and refer to this each time you feel your motivation slipping."

Recalling the potential return you will get from investing time and effort also really helps, according to Mihai Postaru: "You invest now, time, effort and money. Having gained the qualification, it's most likely you'll recover the costs. It has the ability to turn your life around completely – that's very motivating!"

Edward Fendt agrees: "Just keep reminding yourself that it will be worth it in the end...concentrate on the long game."

While families and friends can be a distraction to training Flavio Noè thinks they can be an important motivator too: "It's not a bad idea to share your choice with the people around you before starting. Get them interested and involved so they support you."

James Pomeroy suggests pacing yourself: "Focusing on one module at a time and setting 'milestones' to complete the module was very helpful to me. Breaking up study into modules allows you to 'sprint' during your study period and then 'rest' for a while to relax with family and friends before the next sprint."

There are also plenty of web resources to draw on. Robert Jukes suggests: "If you are struggling for motivation find a mentor or go on YouTube and search 'motivation'. You will find hundreds of motivational and inspirational videos that will inspire you."

For Ian Stacey the key is to mix up your learning: "Whether that be attending safety events/seminars, reading blogs, listening to podcasts, reading books on different topics etc. I have an app on my phone that reads documents and when I walk my dog, I listen to this to catch up on new safety discussions/topics."

Importantly, he adds: *"Be kind to yourself, set realistic targets and reward yourself when you reach them."*

Don't stop...

Many of our experts emphasise that with health and safety there's always more to learn. Simon Jones sums it up when he says: "Your learning doesn't stop when you pass your first NEBOSH qualification – in fact it only just starts. There are so many opportunities to learn and develop in this role so take every chance you can."

"The great thing about this profession is that there is always something going on to learn from and loads of events are free so there really is no excuse! Embrace CPD as a framework to build upon and set yourself milestones to achieve, that way you will have a structure to work from. Really look at where you are now and where you want to be. That way you can work out a learning development plan or road map that will get you there."

TIPS TO TAKEAWAY



- Understand when you learn best
- Set aside a time each day and stick to it
- Turn off your phone
- Set clear goals
- Be realistic about what's do-able
- Involve your friends and family
- Keep your employer in the loop
- Mix up your learning methods
- Reinforce learning with hands-on experience
- Motivation flagging? Think about the end result



"It is so important to find the right trainer and course...I am motivated by trainers that have both practical skills, knowledge and the ability to teach..."

Su Corrin

WHAT TO LOOK FOR IN A GOOD EMPLOYER

The organisations you work for will be fundamental to your development as a health and safety professional. Indeed, for Nigel Clamp, choosing an employer is by far the biggest risk to your career and can be the difference between success or failure.

He suggests being mindful of who health and safety reports into: "If it's HR, or not a senior management position, you are already partly compromised. If you're reporting into the CEO or a senior manager, that's brilliant as it shows the organisation takes health and safety seriously."

Experience is critical as far as James Pomeroy is concerned. "Good occupational health and safety (OHS) leaders are not born naturals or gifted, they grow through experience. Therefore, whilst it is easy to be tempted by a bigger salary, it is important to think about how the role will challenge you and develop your skills. In your first 10 years in OHS, experience is essential, along with a diversity of roles, projects and challenges."

When assessing a would-be employer Trystan Lewis-Williams suggests trying to get a feel for the health and safety culture. "You can often spot this in job adverts. For example, roles advertised with main responsibilities such as 'investigating accidents and carrying out risk assessments' may indicate a more reactive, old fashioned culture, where 'health and safety is done by the health and safety team'. On the other hand those advertised with responsibilities such as 'assisting managers to identify and control risks and carrying out proactive inspections' may suggest a more proactive culture where health and safety is managed by those who manage the work."

David Ongesa suggests you also look for "an organisation that provides you with a platform to grow career wise and has a career development plan for all staff."

Gary Fallaize advises people to avoid employers who are merely seeking to comply with the law. "You will find this type of environment frustrating as there will be little interest in improvement unless there is a cost saving or productivity improvement as a result. Those employers who genuinely want to keep their employees safe and reduce their environmental impact are the ones to look for."

Mihau Postaru agrees: "You want someone that actually wants you there and is not simply looking for a tick mark on his/her HR schedule."

Louise Taggart puts it very powerfully when she says: "At the heart of your organisation's 'why' should not lie 'we want to avoid ending up in court' or 'because we'll have the authorities crawling all over us'. It should always be the desire to care for its people."

To find such employers Claire Guise recommends using the interview process well. "Try to find out about the safety culture of the organisation and how committed they are to health and safety. Do they have a budget for safety, what does it cover, are they looking to tick boxes or make a difference?"

Culture and questions are two watchwords for Karl Simons. "It's so, so important for someone starting out in their health and safety career to work somewhere where the culture is good. So ask questions, then look at the web, social media channels and speak to people to get a real feel for the culture and values within the organisation."

On his checklist, Ian Stacey includes looking at the workplace culture and benefits, as these have a huge impact on the working environment and how happy you are in your job. "Flexible work hours, health and wellbeing provisions and social events and team activities are just some of the bonuses to look for in a prospective employer. An employer that cares about building a positive, healthy workplace which rewards hard workers with flexibility to control their work hours is one you'd want to work for."

"Also check a company's employee retention rates," suggests John Rothery.

For Robert Jukes, the most important thing is to know where you want to be in five years. "**Once you know where you want to be, you can work out if the employer will be a good fit for getting you there.** If you are looking for any experience, then any role may fit the bill but if you want specific experience you need to look at the role and the sector the company is in."



Louise Taggart

“At the heart of your organisation’s ‘why’ should not lie ‘we want to avoid ending up in court’ or ‘because we’ll have the authorities crawling all over us’. It should always be the desire to care for its people.”

Like many, he recommends doing your research: “The most important aspect to research for me is the finances of the company to make sure they are financially healthy and will be able to pay you and give you a budget to spend in your role. If the company is struggling, you will almost certainly be limited with the resources you have at your disposal. If it is a high risk industry, then it could mean you do not have the resources to do your job properly.”

Robert also recommends looking at the HSE performance of the organisation, as does Muhammed Nasim: “Check the potential employer’s attitude towards HSE and how they value it but also check their HSE history.”

Even if you do all this it can still be very difficult to assess what an employer is like before you join them as Edward Fendt explains: “They may well ‘talk a good game’ and then you find that it is all on the surface and not how the company operates. You then have a decision to make as to whether to stay and try to improve the culture from within or to leave for a different company with values and standards that more match your own.

“When you do find a company that believes in health and safety it is a complete joy to be involved in helping to keep people safe.”

TIPS TO TAKEAWAY



- Research, research, research – and ask questions!
- Who does health and safety report to?
- What is the health and safety culture?
- Will you have the resources and budget you need to make a difference?
- Look for employers who want to do more than tick boxes
- Where do you want to be in five years and does this role fit with that plan?
- Look for challenges and learning opportunities

THE CV

A key weapon in any health and safety applicant's armoury is their CV.

For Trystan Lewis-Williams it must be clear, concise and interesting to read: "Sell yourself without being cocky or over-confident."

Dr Abdulrahman Jawahery says "Tell the truth - honesty is the best policy" and Flavio Noè agrees: "Never lie. Explain your technical skills but please do not forget to underline your soft skills too. Your extra-curricular activities are as important as your professional ones: explain who you are, your interests, your ideals, your ideas to improve the job you are applying for."

Luke Strudley agrees: "Make it personal to you, find your own style and layout that professionally says this is you! Ensure it's to the point and you don't waffle. Make sure you update your CV to the role you are applying for. Dedicate a line or two to your interests and hobbies – this could be useful in an interview and you may have common ground with the interviewer. You are human after all and it gives employers a sense of what you do outside of work!"

Karl Simons adds: "Never underestimate the extra-curricular work you have undertaken. For instance if you have done voluntary work, say so. It will show a tendency to want to help people, which is important in health and safety. Also don't underestimate the transferable skills you have gained in life, communicate those."

Robert Jukes generally recommends keeping a CV to two pages and agrees that adapting the CV to the role is important. *"You may not have everything the organisation wants but using the language they use and relating your experience and achievements to what they are after will put you ahead of the other CVs they are looking at."*

If you potentially have a long CV, as a compromise solution, Nigel Clamp suggests making two. "A mini version as some companies like that, then a 'war and peace' option, and offer both."

He also suggests keeping all your technical qualifications in one PDF separately and attaching it. "If they want to look then fine but it's your leadership and cultural change skills you will need the most."

Make the CV as readable as possible urges Su Corrin: "presentation is key as this is usually the first interaction that the organisation will have with you."

In terms of content, think about whether you can do the role, suggests Neil Fisher: "Do you have the necessary skills, knowledge and experience? If you don't, make it clear, but also explain that you're willing to learn and develop yourself for the benefit of the business."

James Pomeroy suggests you don't lose sight of the true contribution you have made to organisations in the past.

"Ensure the value you brought to a project, task or organisation is clear. Far too many CVs in OHS focus on responsibilities and qualifications, not what value these competencies delivered."

If you're not sure that your CV is hitting the mark, Mihai Postaru suggests you seek a relevant second opinion. "I've got a list of recommendations from a seasoned OHS professional. So my advice is look for constructive criticism from someone in a position of knowledge; this could be someone in HR or OHS."

TIPS TO TAKEAWAY



- Communicate both your technical and soft skills
- Highlight the value your competencies have delivered
- Tailor your CV to the role
- Be confident but not arrogant
- Ask for a second opinion from someone in HR or health and safety
- Always be honest

“Make it personal to you, find your own style and layout that professionally says this is you! Ensure it’s to the point and you don’t waffle. Make sure you update your CV to the role you are applying for.”

Luke Strudley



GETTING EXPERIENCE TO SECURE THAT FIRST JOB

Would-be health and safety professionals face the age-old conundrum; they need experience to get that first job but need a job to get the experience! What suggestions do our experts have for people in this position?

Amitabh Bhattacharya suggests looking for relevant internships or training opportunities - either paid or unpaid. "These will help you get to know basics and brush up your skills... Also, ask your relatives, friends and family members to give you a tour of their company or organisation to understand it better."

If you do secure an internship, make sure to make the most of it, says Shermin Shali: "Apply for internships in reputed and 'employee's choice' organisations. Excel in your performance and try to contribute the most, in parallel to learning and improving your skills. This way you may leave them with no option but to hire you!"

Flavio Noè secured some relevant experience whilst studying. "When I was at university I asked Enichem, a huge Italian multinational firm, if I could spend a couple of months during the summer in a factory close to my hometown."

He also recommends that people don't wait to start building their network. "Employers have to know you. To build your network you could take part in workshops, meetings or courses or join chats on specialised social channels such as LinkedIn." Rachel Butler agrees: "I was fortunate enough to be able to back up my training with onsite construction experience. I would urge anybody to do the same. Complete case studies, ask questions, but most importantly make time for yourself. If you don't know something, ask."

"There are many industry advocates out there who will happily provide construction sites for learning (including me). For instance when completing the NEBOSH Construction Certificate I visited a site where safety netting was taking place. This was slightly out of the norm for my day-to-day activity, but that experience helped me to apply knowledge across a number of modules within the training course."

Don't forget graduate schemes or speaking to local employers says Trystan Lewis-Williams. "I was fortunate enough to start my career through a graduate scheme with a local authority. I know a number of companies offer such schemes so my advice would be to research to see what is available in the area you live. Otherwise, companies are often willing to provide work experience to people. So again, I would suggest researching companies in your area, trying to find out who the most senior health and safety person is and contacting them directly."

Having experience within an operational role can be useful, suggests Nigel Clamp. "Most organisations are looking for the knowledge of health and safety's academic side linked to an operational understanding of how the job works. So taking an operational role whilst qualifying in the background is a good approach as you can use the operational experience for the practical elements of the qualifications."

Nigel also suggests would-be recruits approach established professionals. "Speak to existing health and safety professionals in post to see how you can be involved in project and development work whilst still on the learning journey in your current role."

Like many, Neil Fisher is also a fan of volunteering. "I completely understand volunteering isn't an option for everyone but a few hours a week even doing the most mundane of health and safety related tasks will be of great benefit and look good on your CV."

Consultancies are another useful source of experience Neil says: "Go online, look for health and safety consultancies within a commutable distance from where you live and simply get in touch to offer your services. Most companies will jump at the chance of free help."

"Another way, which is the way I did it, was to self-fund my first NEBOSH Certificate and speak with the existing safety team where I worked at the time. I asked about joining them on site visits and spending time in the office learning some of their tasks."

For Mihai Postaru, mentors can play an important role in helping someone secure that first job. "Find a mentor who can guide you. That's how it worked for me. I was in a different department and I was lucky and pushy enough to get to spend time with someone who was nice enough to involve me in the MSRA (Method Statement Risk Assessment) process."



Rachel Butler

"I was fortunate enough to be able to back up my training with onsite construction experience. I would urge anybody to do the same. Complete case studies, ask questions, but most importantly make time for yourself. If you don't know something, ask."

From there on I spent the next two years on a somewhat part-time role that basically changed my career and helped me migrate full time into occupational health and safety."

Robert Jukes thinks the job-experience dilemma is going to be less of a problem in the long term. In the meantime, he says, be pragmatic. "Accept that some companies will not consider applications as they are genuinely after a more experienced health and safety professional, and this is likely for a reason. However, all is not lost. There are a lot of companies out there who cannot afford these individuals' wage demands so a focus has to be on the lower paying roles at first. Junior positions within large organisations (although these are still highly competitive) and volunteer roles, for example."

Robert also thinks the right qualifications really matter. "I think the NEBOSH General Certificate is a fantastic opening course as it gives you a good foundational knowledge of health and safety. I think without a health and safety qualification you will likely struggle to get a health and safety role. The next step for me is the NEBOSH Diploma. I think in a tight

jobs market where you are struggling with a lack of experience having a qualification that is known about by employers is an advantage."

If you have the right qualifications but don't have the relevant experience yet, sometimes you just need to be honest and show passion says Luke Strudley. "I knew that I had the right knowledge with qualifications to back me up – I just needed the experience! So, I used that as a strength. I made sure I had done my research and showed an interest in the company I was being interviewed for. I was honest that I didn't have the experience but had the willingness to learn and be taught. I spoke about how I did not fear having no experience, instead saw it as a challenge to overcome. Just be confident in yourself and your abilities because employers will see that!"

Rachel Butler adds: "Always be prepared to undertake administrative tasks. These are all fundamental learning processes which, in the long term, gain respect. Once you reach a senior management position and you expect others to complete a task, it always helps when you have been through the process yourself."

Muhammed Nasim suggests: "Regularly attend workshops, conferences, read magazines related to your field, do internships and most importantly attend certification courses provided by an internationally recognised body such as NEBOSH."

"Nowadays a lot of companies are ready to invest in potential candidates with the right amount of knowledge and qualifications in spite of their lack of industrial experience. The candidate's attitude matters – experience will come along with the passage of time."

TIPS TO TAKEAWAY



- Internships, volunteering and supporting your work's safety team can all add to your experience
- Non-profit organisations and consultancies are great places to offer your time in return for work experience
- Build your network
- Operational experience counts
- Be prepared to undertake administrative tasks

LONG-TERM EXPERIENCE

The various roles someone takes over time will massively shape their future credentials. Mindful of this, what experience do our experts think good health and safety professionals should aim to have on their CV?

Trystan Lewis-Williams suggests you can go one of two ways and either have a very wide range of experience or specialise in certain areas or industries. For Muhammed Nasim “a mix of real industry or practical experience coupled with theoretical knowledge gives the best shot.” John Rothery also suggests people should have a combination of both cross industry experience plus a couple of specialisms.

Su Corrin thinks a good rounded experience, together with a mix of relevant qualifications is key. “Build your CV by working in a variety of different industries and detail your responsibilities demonstrating how you have developed yourself and added value to organisations.”

Field experience, report writing and analytical skills, safety management systems implementation, communication and teamwork skills, training facilitation and safety compliance follow ups are all CV ‘must haves’ for David Ongesa

Claire Guise agrees: “Aim for a mix of recognised training courses, CPD and practical experience on your CV. Highlight key projects you have been involved in, such as the introduction of systems and delivery of training. Always keep adding to your CV – make sure you undertake regular CPD, join an appropriate safety body, network with your peers and get involved in new projects and initiatives.”

Mihai Postaru urges people not to underestimate the value of some front-line experience: “If you can work on the shop floor, do it, do it now.”

Soft skills are also important according to Robert Jukes. *“Increasingly we are seeing organisations and employers looking for HSE professionals who can offer more than just technical skills and experience. We are seeing more and more employers looking for soft skills.”*


“This, I think, coincides with changes in the industry. Organisations are adopting a holistic approach by considering how employees behave and interact within the working environment as opposed to a focused approach on zero harm.

“Whilst I agree this is a move in the right direction, it increases the skills, knowledge and experience required from future HSE professionals. However, this will mean the professional of the future is more rounded and able to deal with the demands of future technology and developments. As a result they will be more respected and utilised within (and by) organisations.”

TIPS TO TAKEAWAY



- Consider whether you want to specialise or gain broad experience
- Front-line experience is beneficial
- Take opportunities to develop your soft skills
- Always think about how you're adding value – it's great for your colleagues, your employer and your CV



“Always keep adding to your CV – make sure you undertake regular CPD, join an appropriate safety body, network with your peers and get involved in new projects and initiatives.”

Claire Guise

INTERVIEWS

If the CV has got you through to the interview stage, what then?

For Trystan Lewis-Williams the answer is prepare, prepare, prepare. "Have a look at the company's website and learn about them. What are the main types of risks that may be involved with their work/industry? Have some questions prepared to ask - you will always be given the opportunity. Try to pre-empt the type of questions you may be asked and how you would answer. Interviews are nerve-wracking but try to relax and be yourself."

From experience I know that being an interviewer can be nerve-wracking too! Interviewers at good companies will be wanting to get to know you, not catch you out. Interviews nowadays focus more on the type of person you are and the interchangeable skills and experience you have rather than on technical health and safety knowledge."

Robert Jukes agrees: "The biggest advice I can give is to research the role, the organisation and yourself. You are going to have to talk about yourself, your experience and how you have met the challenges this organisation is facing or looking to face. Practice answering questions."

He also reminds candidates to ask questions: "If you have properly researched the role you should have plenty of questions to ask. These will help you understand more about the job, the resources being provided and the strategy that they wish to implement. Questions will allow you to see if the role is a good fit for you or not."

Su Corrin thinks this point is important. "*You are interviewing your potential employer as much as they are interviewing you.* Be confident; you have already passed the initial screening process. If you don't understand a question, ask them to explain."

Karl Simons agrees: "It's a two-way street, so ask questions. Being curious is an important quality in a health and safety professional, so the employer will not judge you harshly for it. They will expect and relish it."

Neil Fisher urges authenticity: "Just be yourself, don't fabricate or exaggerate your accomplishments. Being a safety professional is a lifelong learning career. Nobody ever knows everything."

TIPS TO TAKEAWAY



- Pre-empt and practice questions
- Ask your own questions
- Be curious
- Be yourself

“The biggest advice I can give is to research the role, the organisation and yourself. You are going to have to talk about yourself, your experience and how you have met the challenges this organisation is facing”

Robert Jukes



“It’s a two-way street, so ask questions. Being curious is an important quality in a health and safety professional, so the employer will not judge you harshly for it. They will expect and relish it.”

Karl Simons

MENTORS

Almost all of our health and safety professionals believe a good mentor is a real career boost. So what makes a good mentor, how can they help and how should you approach them?

Value

For Dr Abdulrahman Jawahery mentors offer a lot of value: "The real value of mentoring lies in the people – the mentors and the mentees. It is about giving young employees the opportunity to cultivate meaningful relationships with strong, inspirational role models and experts, so that they can benefit.

"Mentors are able to provide a safe and neutral 'sounding board', assuring total confidentiality for their mentees. Good mentors have no agenda other than assisting their mentees in their development and the reaching of their goals."

Edward Fendt agrees: "If you can find somebody with the right experience and knowledge it can be a fantastic asset to help guide you, especially in the difficult times when you think that it is getting difficult to deal with certain situations."

For Karen McDonnell they help bring clarity: "In terms of making yourself stand out, the ability to articulate who you are and what you can bring to an organisation can be tricky. This is where having a mentor works well.

"They can provide a short period of support to help prepare for an interview, write your first journal article or speak at a conference... or the relationship can develop into a career-long exchange which helps both of you to progress."

Timing

It's never too early to think about getting a mentor according to Muhammed Nasim: "Having a good mentor is very important especially during initial period of your career."

Neil Fisher agrees: "A mentor is crucial to development in the early part of your career, understanding the industry pitfalls and how to avoid them. A mentor can also advise and guide your career development."

"If you don't have one yet, get one," urges Mihai Postaru. "Make sure you choose correctly to match your goals and personality. You can find the policeman attitude or go for a more future oriented, culture building mentor."

The person

Our experts put a lot of emphasis on finding the right mentor - it's not simply a case of finding someone with a lot of experience and knowledge.

Robert Jukes agrees: "A good mentor will provide advice and guidance on development through to constructive feedback on ideas to support when you are struggling or need that motivational boost.

"It is much more about finding someone local that you can meet up and work with. Someone who will help you develop in the path that you want to follow. If you do not know that yet, then a good mentor will help you find this."

Dr Abdulrahman Jawahery provides the following checklist of key things to consider in a potential mentor:

- Compatibility

Your mentor is someone who you will be working closely with. You have to be compatible with this person, otherwise the relationship can feel strained or forced

- Contrast

A mentor helps you step outside your comfort zone, so this person should be a bit outside your comfort zone as well. You do not want a clone of yourself or your best friend as a mentor.

- Expertise

It is not about finding a mentor with the most years of experience or the biggest title. It is about finding a mentor with the knowledge and expertise to help you on your journey.

- Trust

You will be telling your mentor things in confidence, so trust is of utmost importance. This trust should go both ways, as the relationship will be the most successful when they trust you as well. Build on this mutual trust to get the most out of your relationship.

"Whilst you may have a safety leader above you," says Nigel Clamp, "most find the best mentor is an outsider to their function, someone with greater management experience who can coach you on being more effective with your influencing skills. You can use total outsiders but as they don't know the business they are not always as effective. You need someone with 100% trust in you, confidential and independent.

“The real value of mentoring lies in the people – the mentors and the mentees. It is about giving young employees the opportunity to cultivate meaningful relationships with strong, inspirational role models and experts, so that they can benefit.”



Dr Abdulrahman Jawahery

If you are going for someone with a safety background, “make sure they have been in it for a while and still have passion for the role” says Claire Guise. “Maybe contact someone through the NEBOSH Alumni network or through LinkedIn.”

For John Rothery: “It’s crucial that they are external and more senior.” He suggests people ask their Managing Director for a referral. “Choose someone who is not your friend; prepare to be challenged on areas of weakness and on strengths.”

Karl Simons agrees: “Health and safety professionals are now not simply inspectors of incidents. We are strategically aligned to the operations of the business. We are business professionals and leaders. So someone with a finance, HR or operations background may be a very useful mentor for you.”

Asking

Once you have identified a suitable mentor Su Corrin feels you shouldn’t be afraid to ask them. Robert Jukes agrees: “It is surprising how many people at the top of the industry are willing to do this. But so many have not been asked.”

“Usually people will be flattered to be asked, but they may not be able to devote the time or may just not have the inclination at the time to undertake the task” says Edward Fendt. “Do not take it to heart, just move on to the next person.”

When asking, James Pomeroy says you should be clear about what you want to achieve and why you think they could help. “Do not seek answers or certainty. Mentoring is there to help you reflect about your career.”

Expectations

If someone agrees to be your mentor what should you expect? “Professional support, advice, guidance. A go-to person when you need to ask questions” says Neil Fisher. “A mentor should never belittle or make you feel as though you are asking stupid questions.”

However, don’t assume the hard work is over. “They are there to mentor you and not do your job” warns Su Corrin.

Robert Jukes agrees it’s not a soft option: “You have to be open to constructive feedback because that will help you address your weaknesses and your approach.”

Edward Fendt adds: “I had a mentor that believed that you never lost. He would always say, ‘sometimes you win and sometimes you learn’. When you take on something like this it can change the entire way you look at situations and can help in lots of different ways.”

Su agrees: “A good mentor will encourage you and build your confidence. Coaching will assist you with decision making and will provide support when things don’t quite go to plan. A good mentor will help you learn from both the good experiences and challenges.”

TIPS TO TAKEAWAY



- Everyone should have a mentor
- Look for someone who will challenge you and take you outside your comfort zone
- Be clear about what you want to achieve
- Compatibility, contrast, expertise and trust are important things to consider in a potential mentor

THE BENEFITS AND ART OF NETWORKING

A key way to develop your health and safety knowledge, contacts and career is through networking.

For instance NEBOSH's Alumni is an excellent way through which NEBOSH Diploma holders around the world can interact, share experiences, knowledge and information and ask questions. Furthermore, during the course of the year NEBOSH hosts a series of events for its Alumni to meet.

Aside from NEBOSH, there are also local events, industry gatherings, awards, exhibitions and conferences which provide multiple networking opportunities. But is all this networking worth it?

For Claire Guise it's crucial. She thinks an important benefit of networking is sense checking your approach: "Networking with peers is essential – make it a priority to do regularly."

Networking is particularly useful for those working in smaller organisations. Rachel Butler adds: "I have really appreciated networking events much more over the last couple of years, since leaving a large corporate association where it is a given that a large team will surround and support you."

Entering a room of strangers can feel daunting but such fears can be allayed, she reassures: "It's always important to remember that we are all human. The majority of any room filled full of health and safety professionals has only one common goal; to ensure everyone goes home healthy, free from injury and leaves feeling better than they did when they arrived."

For Nigel Clamp, networking is the key to finding new things. "Whether benchmarking outside of your

organisation or purely sharing best practice within it, remember you are not the fountain of all knowledge and there is always someone else more experienced in a particular field.

Network with everyone you can, visit other organisations and where you find best practice don't file it, implement it! There is always someone to learn from and failing to move forward leads to a stagnant pond! Keep searching for new ideas and new approaches. I'm 52, and regularly I find something or someone new that enlightens and brightens the safety world. Innovate and thrive."

David Ongesa adds: "Networking opens you up to new opportunities, knowledge sharing, access to resource databases, the world's best safety practices and keeps you updated on emerging health and safety issues."

People often only start networking when they are older and more advanced in their career. James Pomeroy thinks this is a missed opportunity. "Early in my career I did not see the value of networking. This was a huge mistake. Since investing time to network, my experience has blossomed, and my mind is broader. Investing in building your network is a great investment in your career and helps develop your personal brand."

Dr Abdulrahman Jawahery agrees. "Active networking is vital to career growth. Often confused with selling, networking is actually about building long-term relationships and a good reputation over time."

Edward Fendt also sees it as a lifelong skill: "Networking is not only good for people new to the profession but also a skill that will help you in all aspects of your life." Su Corrin agrees: "I have been lucky enough to meet some really great people and have learnt a lot. It is also great to be able to run ideas past like-minded individuals."

Karen McDonnell suggests it wasn't always easy in the early days but now networking is part of her work routine. "It's a must. Networking now takes many forms...find discussion forums and contribute, invite local practitioners to your workplace for an informal walk around, find champions for topics you are interested in and start sharing information. Being visible on social media and connecting through, for example, the NEBOSH Alumni or RoSPA Awards works."

Developing friendships, mentoring, sharing and developing ideas, improving your own understanding of concepts, building a professional network, sourcing jobs and other professional opportunities such as discounted courses, speaker engagements, awards to enter, recommendations - the potential benefits of networking are myriad.

For those looking for networking opportunities Nigel Clamp suggests finding useful bodies and industry associations and seeing if they have health and safety committees. "Many have site visits, benchmarking days and working parties you can join. Don't just stick to the academia side, look for active industry platforms and get involved."

David Ongesa advises creating a good, detailed LinkedIn profile, networking with other professionals, attending professional association meetings, seminars and workshops. Also reaching out to other professionals for mentorship and other opportunities like internships, scholarships or simply for knowledge sharing.

John Rothery suggests exploring forums and charities such as RoSPA while Trystan Lewis-Williams recommends health and safety events as a good place to start. "Be yourself and don't be afraid to start conversations," he encourages. "Most professionals are keen to talk and share their knowledge and experiences."

Karl Simons sets goals with his networking: *"Every time I go to a conference I think, what's the one thing I'm going to take away and implement within my organisation, or that I'm going to use for my own personal development."*

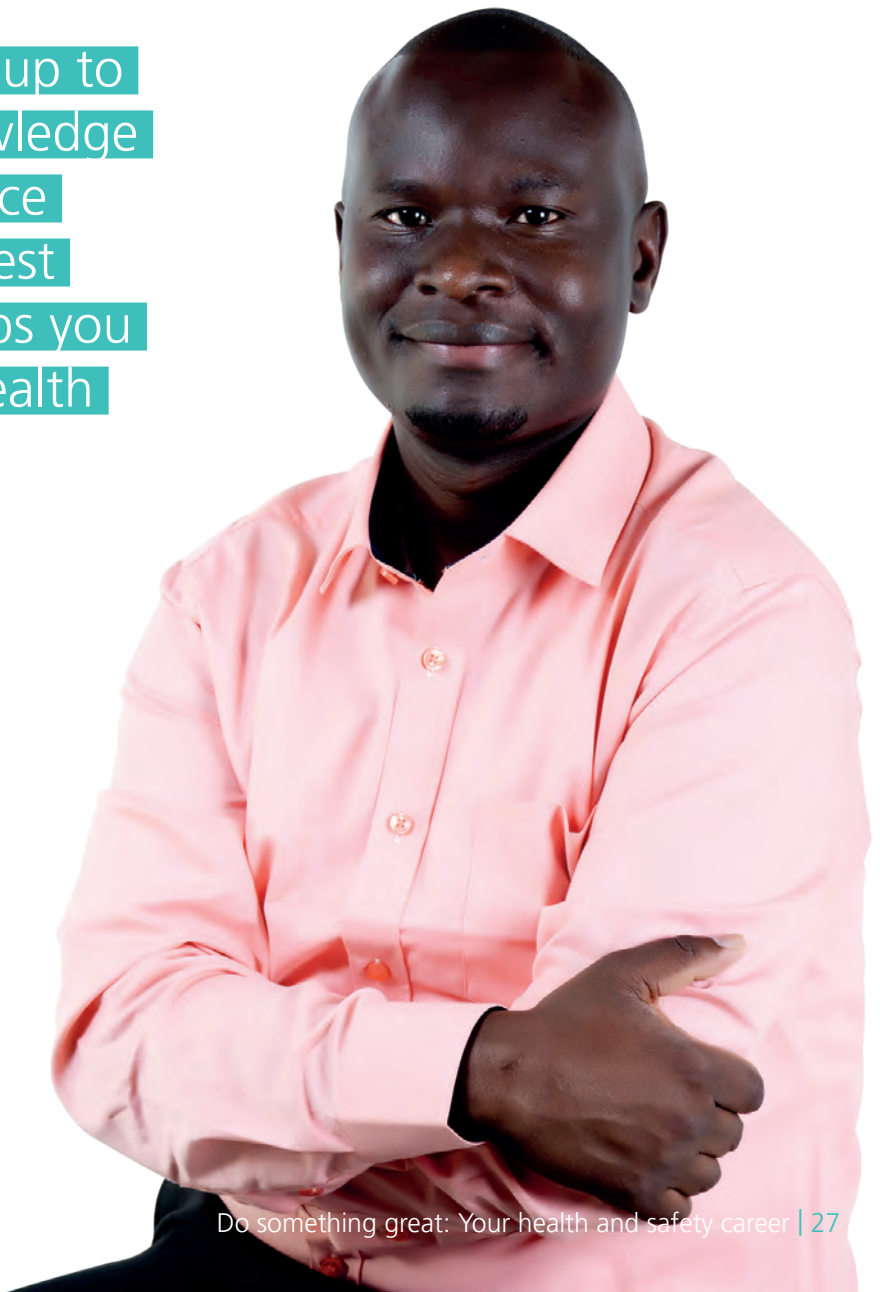
All agree that nothing can replace networking in person. "I feel that the importance of this is being lost in today's generations," says Robert Jukes. "LinkedIn is a fantastic platform to connect with other professionals, but you need to be progressing that on to phone calls and meetings in person to really improve that connection."

Whatever you do, you should have a 'givers gain' mentality. "Be nice, not demanding", says Mihai Postaru, "get to know people before you ask for things. Most are trying to get away from work schedules and the last thing they need is more tasks. Be understanding, courteous and pleasant. Don't try to sell anything, including yourself, just try to relate."

Robert Jukes concurs: "I always try to connect to others and see how I can help them and how they can help me. If you help someone, they will be more likely to help you."

"Networking opens you up to new opportunities, knowledge sharing, access to resource databases, the world's best safety practices and keeps you updated on emerging health and safety issues."

David Ongesa



TIPS TO TAKEAWAY



- Start networking as early as you can
- Online is good but face-to-face is best
- Remember to give back and help others
- Don't be daunted, remember we're all human

ADVICE TO MY YOUNGER SELF

Our contributors are well established within their health and safety careers, but what single piece of advice would they tell their younger self with the benefit of hindsight?

LEAD BY EXAMPLE

A SAFETY PERSON WHO TURNS A 'BLIND EYE' IS NOT A TRUE SAFETY PERSON. STRICTLY ADHERE TO THE HEALTH AND SAFETY PROTOCOL OUTLINED AT ALL TIMES.

YOUR ACTIONS

SET THE PRECEDENT FOR EMPLOYEES TO FOLLOW, EVEN WHEN UNOBSERVED.

Dr Abdulrahman Jawahery

NEVER GIVE UP, EVEN WHEN PEOPLE AROUND YOU TRY TO SINK YOUR ACTIVITIES, BECAUSE IN SPITE OF EVERYTHING YOU HAVE IN YOUR HEART A MISSION: TO PRESERVE LIFE AND THE HEALTH OF THE PEOPLE LIVING AND WORKING AROUND YOU!

Flavio Noè

"Always stay within your area of competency and don't be afraid of asking for specialist advice and support."

Claire Guise

ENJOY THE JOURNEY AND RELAX.

Robert Jukes

STAY POSITIVE, KEEP CALM, STAY FOCUSED. KEEP DOING YOUR BEST AND ALWAYS STAY UPDATED WITH RELEVANT STANDARDS AND LAWS APPLICABLE TO YOUR WORKPLACE.

Amitabh Bhattacharya

"Stop worrying so much, use your current knowledge regardless of the field it's been amassed in and find a mentor."

Mihai Postaru

"Choosing to do a NEBOSH qualification does not mean you have to go into a health and safety career! It is such a recognised qualification that it can be used to get into any career or industry you choose. And if you are not in a health and safety role or career you can still have a valid input into health and safety and change the mindset of everyone around you."

Luke Strudley

THERE'S A REASON WHY WE HAVE TWO EARS AND ONE MOUTH!

USE THEM.

LISTEN TO WHAT THOSE IN THE WORKPLACE ARE SAYING ABOUT THEIR JOBS AND CHALLENGES. YOU WILL THEN BE MUCH BETTER PLACED TO HELP THEM.

Karl Simons

"When you take up a HSE job, please be serious in your job as you are in charge of numerous people's lives as well as the protection of the environment and the company's assets."

Muhammed Nasim

COMMUNICATE FACE-TO-FACE WHERE POSSIBLE.

AS AN INEXPERIENCED PROFESSIONAL, EMAILS CAN SO EASILY BE INTERPRETED INCORRECTLY AND CREATE UNNECESSARY CONFLICT.

PRACTICE CALMNESS; REMAINING CALM UNDER PRESSURE IS ALMOST A SUPERPOWER.

Neil Fisher

DO MORE FOR OTHERS, BE REFLECTIVE, ASK FOR 360 FEEDBACK AND DRIVE FOR EXCELLENCE IN EVERYTHING YOU DO.

John Rothery

"Don't ever do that thing where people ask you what you do for a living and you do the apologetic, self-deprecating 'health and safety'. Tell them straight, let your loved ones tell them straight, that you save lives."

Louise Taggart

ESTABLISH STRONG CONNECTIONS TO OTHER LIKE-MINDED PEOPLE.

AN OHS RELATED CAREER IS INVIGORATING BUT CAN ALSO BE CHALLENGING AND, IN SOME CASES, ISOLATING SO HAVING PEOPLE YOU CAN USE AS A SOUNDING BOARD WHO CAN KEEP YOU MOTIVATED IS REALLY IMPORTANT.

Karen McDonnell

"I am capable of doing any health and safety job that a man can do; the profession is still seen as very male. Also never lose your sense of humour or temper and remember health and safety doesn't need to be boring. You are far more likely to get compliance if you make it fun and engaging – ditch the clipboard!"

Su Corrin

READY TO BEGIN YOUR HEALTH AND SAFETY CAREER?

Over 400,000 people around the world hold a NEBOSH qualification. Why? Because they are the gold standard in health and safety qualifications. Recognised and requested by employers such as Maersk, Shell, BP, Skanska, Nestle, the Dubai World Trade Centre, Thames Water, Kier and the Football Association.

If you want to kickstart your health and safety career with one of NEBOSH's globally recognised qualifications visit: www.nebosh.org.uk/qualifications/ to choose the one that best suits your experience and aspirations.

Choosing a Learning Partner

Great learning experiences equip learners to make a positive difference to health, safety and the environment. That's why NEBOSH is committed to ensuring that our qualifications and courses offer a great learner experience.

NEBOSH qualifications are delivered by our network of accredited Learning Partners, all of which meet the following principles to provide the best possible learning experience:

- Ensure all learners understand what is expected of them and what they can expect from their Learning Partner.
- Create a learning environment that is engaging and encourages interaction that is appropriate for the course and type of delivery.
- Provide accurate course materials and continually update and improve them.
- Ensure tutors are qualified, knowledgeable, competent and engaging.
- Give learners feedback on their progress and provide appropriate support.
- Review course delivery and learner feedback and action as necessary.
- We chose these principles because they represent global best practice in the provision of course tuition and support.

Learning Partners can be identified as follows:

- Gold – greatly exceeds the principles
- Silver – exceeds the principles
- Bronze – meets the principles

Learning Partners are classified by their status on the 'where to study' section of the NEBOSH website to allow you to easily identify the most suitable Learning Partner for your needs.

Learning Partners can also be searched for based on their mode of study and location.

NEBOSH COURSES AND QUALIFICATIONS



Courses

NEBOSH Safety Simplified



Award

- NEBOSH Health and Safety at Work Qualification
- NEBOSH Environmental Awareness at Work Qualification
- NEBOSH Health, Safety and Environment for the Process Industries Qualification
- NEBOSH HSE Introduction to Incident Investigation



Certificate

- NEBOSH National General Certificate in Occupational Health and Safety
- NEBOSH International General Certificate in Occupational Health and Safety
- NEBOSH National Certificate in Fire Safety and Risk Management
- NEBOSH International Certificate in Fire Safety and Risk Management
- NEBOSH National Certificate in Construction Health and Safety
- NEBOSH International Certificate in Construction Health and Safety
- NEBOSH HSE Certificate in Process Safety Management
- NEBOSH HSE Certificate in Health and Safety Leadership Excellence
- NEBOSH Certificate in the Management of Health and Well-being at Work
- NEBOSH International Technical Certificate in Oil and Gas Operational Safety
- NEBOSH Certificate in Environmental Management



Diploma

- NEBOSH National Diploma in Occupational Safety and Health
- NEBOSH International Diploma in Occupational Safety and Health
- NEBOSH National Diploma in Environmental Management
- NEBOSH International Diploma in Environmental Management



Masters

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- Master of Research (MRes)

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NEBOSH

5 Dominus Way
Meridian Business Park
Leicester LE19 1QW
United Kingdom

t +44 (0)116 263 4700

f +44 (0)116 282 4000

info@nebosh.org.uk

www.nebosh.org.uk

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