



GENERAL MANAGER: SAFETY, HEALTH, ENVIRONMENT AND QUALITY (GM: SHEQ)

Status: Permanent
Location: Nelspruit Office
Grade: E1
Reporting line: Chief Risk Officer

Role Mandate

Lead and provide strategic direction for development, implementation, monitoring maintenance and continuous improvement of the company's Safety, Health, Environment, Quality (SHEQ), Climate Change, and Sustainability frameworks. Ensure compliance with applicable legislation, regulatory requirements, national and international standards, promote effective risk identification, assessment, management and mitigation. Drive company's transition to low-carbon, climate-resilient and sustainable forestry practices, embed environmental, social and climate considerations into business strategy and operational decision-making, and maintain operational excellence, competitiveness and financial sustainability.

Key Accountabilities

- Develop and lead implementation of integrated SHEQ, climate change, sustainability vision and strategy in alignment with company's strategy and objectives
- Align and integrate SHEQ practices, systems, and processes with FSC certification principles and criteria for responsible forest management, ensure compliance with applicable prescripts and drive zero harm culture across business
- Drive innovation and adoption of modern technologies and sustainable solutions that align Group's strategic objective, enhance operational efficiency, strengthen environmental and social performance and advance forestry sector practices
- Formulate and implement an ethical conservation philosophy and objectives aimed at protection of environmental integrity and biodiversity in all non-commercial/conservation areas
- Translate strategic objectives into measurable programmes, initiatives, targets, KPIs, and implementation plans across business
- Monitor and evaluate effectiveness of SHEQ strategy implementation and recommend corrective actions and strategic interventions where required
- Oversee measurement, monitor, verify and report Scope 1, 2 and 3 greenhouse gas (GHG) emissions
- Lead, monitor and evaluate company's water stewardship programs, biodiversity conservation efforts and soil health initiatives ensure compliance with applicable legislation and regulatory requirements, standards and internal environmental commitments
- Collaborate with stakeholders to align climate change mitigation strategy and environmental sustainability initiatives with socio-economic development and transformation goals and provide strategic leadership and guidance in energy efficiency programmes
- Identify opportunities to improve performance and support company's transition towards a low-carbon and climate-resilient operation
- Lead development, implementation and maintenance of effective SHEQ policies and procedures, ensure compliance and organisational excellence
- Identify emerging SHEQ, climate, environmental, social, and sustainability risks and opportunities and incorporate into business planning and decision-making
- Monitor, evaluate and provide assurance on company's compliance with applicable safety, health, environment, and forestry specific legislation, regulatory requirements, standards and prescripts
- Provide guidance to line functions to ensure robust incident reporting, effective root-cause investigations and implementation of corrective action plans
- Lead and direct company readiness assessments for FSC and Chain of Custody Audits conducted by accredited certification bodies
- Monitor and enforce consistent application and interpretation of policies in alignment with legislative requirements
- Ensure conformance to forest management certification standards (Forest Stewardship Council), health and safety certification standards (NOSA), quality management standards (ISO 9001:2015) and retention of certification
- Align SHEQ practices and systems with FSC certification principles for responsible forest management and legislative requirements
- Drive innovation and adoption of digital and sustainable solutions to align with Group's strategy and forestry sector practices
- Formulate and implement an ethical conservation philosophy and objectives aimed at protection of environmental integrity and biodiversity in all non-commercial/conservation areas
- Lead, develop, mentor and coach of SHEQ team and set SMART targets for SHEQ team
- Drive implementation of corrective action plans to address contractor non-compliance with safety and environmental protocols
- Report (monthly, quarterly, bi-annually and annually) to internal and relevant external stakeholders regarding:
 - Key performance indicators: actual performance against predetermined objectives as set out on corporate (business) plan and divisional plan
 - Major incidents, legal liabilities, operational and financial risks concerning, ability to maintain FSC status, and management's resolution related to CARs resulting from audit
- Compile SHEQ budget (CAPEX and OPEX) in line with sustainable forestry and public financial management prescripts

Minimum Requirements

- Grade 12
- Bachelor of Honours Degree/ Post Graduate Diploma (NQF Level 8) in Sustainability, Environmental Sciences / SHEQ/ Forestry/or related field
- Master's Degree in Sustainability, Environmental Sciences / SHEQ/ Forestry or related field will be added advantage
- 8 - 10 Years' experience in Safety, Health, Environment and Quality (SHEQ), Environmental, Social and Governance (ESG), Sustainability, Environmental, Climate Change, Forestry, or similar in a Forestry, Pulp and Paper, Manufacturing, Mining or Processing environment of which at least 5 years' experience acquired in a managerial role and/or 5 years' experience as a Plantation Manager in a Medium/Large Plantation
- Valid Driver's License

Leadership Competencies

- Strategic Thinking
- Safety Culture Transformation
- Leadership and Change Management

Behavioural Competencies

- Ethical Fortitude
- Resilience and Adaptability
- Negotiation and Problem Solving

Technical Competencies

- Safety, Health and Environmental Management
- Total Quality Management
- Risk, Compliance, Sustainability and ESG Management

SAFCOL Group is an equal opportunity company with the focus on gender equality and people with disabilities. Employment Equity will be taken into in terms of all appointments within SAFCOL.

By submitting your CV to SAFCOL, you hereby give permission to circulate your information to the interview panel members for this vacancy only. Your information will not be used for any other position/purpose and will be disregarded after an offer has been made.

Interested qualified individuals can e-mail a concise CV and must submit relevant copies of qualifications in confidence to:
 Ms. Nozipho Tembe, Human Capital Practitioner- nozirecruitment@safcol.co.za Tel no: 013 754 2700

Closing date: 20 October 2026

Should you not have received a response within 30 days of the closing date, please consider your application unsuccessful.