

Health, Safety and Wellbeing Lead at Sun King (Formerly Greenlight Planet)

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Company: JobWebKenya

Location: Kenya

Category: architecture-and-engineering

Job Description

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Greenlight Planet is on a mission to revolutionize rural energy access for the 1.5 billion off-grid villagers who use dirty, dangerous kerosene lanterns for light. In four years we've sold 1.6 million solar lights to off-grid families in South Asia and Africa— all paid for up-front, in cash— the latter 1 million customers acquired over the past year. Our products were recognized recently as 'the best solar lamp' in the Economist. Uniquely, we sell our life-changing Sun King solar home lights to off-grid families in India and Africa through a massive direct sales force of trusted, village-level sales agents that penetrate deeply into rural markets to promote our products home to home and build trust in our brand at a micro level. Today 5, active Saathis bring clean, safe light to > 40, new off-grid homes each month. We're now expanding our distribution network from three states to the whole of rural India and East Africa, an under-penetrated market of half a billion emerging consumers. And we are releasing more trustworthy, aspirational products to keep our network busy. Specialties Rural marketing, Solar lighting, India, Africa

About the role:

The Health, Safety, and Wellbeing Lead will champion Sun King's workplace health, safety, and employee wellbeing initiatives, including developing and implementing all aspects of Sun King's workplace health and safety programs in all Sun King business locations/ markets and developing the company's H&S management system in line with IFC Performance Standards and good international industry practice.

They will conduct health and safety audits; develop new health and safety policies, procedures, and training programs, and identify and implement improvement plans for practices in Sun King's offices, retail shops, warehouses and distributed field sales operations.

The Health, Safety, and Wellbeing Lead will play a critical role in minimizing health, safety, and environmental risks to support safe, continuous business operations and working environment for Sun King's 2,+ employees, 15,+ commission sales agents and external contractors in all our markets.

What you would be expected to do

Develop a health and safety management system including appropriate governance to prevent, monitor, and respond to hazards in the workplace as well as processes for monitoring and reviewing implementation of the H+S management plan. The H+S management system may need to be developed and implemented in collaboration with cross-functional business Managers within Sun King.

Conduct EHS risk assessments to detect potential workplace hazards and other health and safety considerations for Sun King's employees, contractors, and sales agents, and plan and implement precautionary measures.

Ensure that Sun King's workplace environments and business processes comply with relevant occupational health and safety regulations and IFC Performance Standards, including the development and implementation of emergency preparedness and contingency plans.

Oversee safety inspections and/or audits of Sun King's offices, warehouses, retail shops, and field team practices and identify corrective actions where necessary.

Coordinate the investigation of all safety and security incidents and near misses, identify corrective actions and provide recommendations for ways to prevent similar incidents from occurring in the future.

Monitor indicators of employee safety performance in line with good international industry practice, including ensuring Sun King's health and safety incident register, all accidents, and near misses are recorded in a timely manner.

Prepare dashboards and periodic reports highlighting adherence to Sun King's health and safety protocol, prevalence of workplace incidents, and emerging trends and concerns for Sun King's Management team.

Work collaboratively with cross-functional managers across Sun King from teams such as Sales, Human Resources, Training, Operations, Risk, and "pay-as-you-go" Programs to develop and implement new health and safety related policies, processes, training, and other procedures to continuously improve workplace conditions and minimize the prevalence of health and safety incidents.

Aid in implementing health and safety management best practices in Sun King's other markets across sub-Saharan Africa.

You might be a strong candidate if you

A Bachelor's degree or relevant certifications/ accreditation in occupational health and safety management.

10+ years in a health safety and environmental role, with at least 3 years in an HSE management role.

Experience developing and implementing environment, health and safety programs

Working knowledge of international occupational health standards, including IFC Performance Standards.

Strong project management, time management, and organizational skills.

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