

Steven Hall Professional Profile

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Executive / Non-Executive advisor on health, safety, wellbeing and compliance matters including corporate goals, culture and change

A leading role model and passionate hands-on leader that has a successful career in delivering operational, transformational, and strategic solutions across occupational health, wellbeing, safety, sustainability, environmental, quality, facilities, business start-up including strategy and operational implementation. Able to provide assurance to leadership teams from SME through to Global Corporation's and £\$billion Projects.

A qualified coach demonstrating the capability to train, mentor and motivate large multi-cultural, cross-functional teams across global operations to develop and maintain quality-focused, safe and incident free workplaces, this hardworking professional is a strong leader with natural authority, excellent communication skills and a clear focus on enterprise objectives.

My cultural and behavioural safety experience has helped me to develop tools and training programs to address unsafe behaviours and induce a positive long-term culture change across businesses and projects. Resourceful and competent, with proven abilities to achieve and maintain regulatory compliance, this engaging, purposeful individual identifies issues and develops innovative solutions to achieve successful outcomes, building robust, collaborative and respectful relationships with key stakeholders and providing strategic business assurance, regular reporting and dedicated support to senior teams throughout the entire project life cycle.

Skills

Executive Leadership - Visionary leadership and skilled resource allocation to achieve deliverables

Quality Management - Builds quality assurance using concepts including Kaizen, TPM, and Six Sigma

Health and Safety - Experience ensuring the safety of people and employer compliance

Program / Project Management - Directs the development and successful delivery of the highest profile projects

Continuous Improvement - Operational excellence through behaviour-based and metrics-driven measures

Regulatory Compliance - Drives strict compliance with relevant EHS legislation and worldwide practices

People Management - Strong and decisive leadership of diverse multi-cultural, cross-functional teams

Sustainability - Delivered strategies to ISO 26000 and carbon neutral/zero status, can support with CSR road-mapping

Stakeholder Engagement - Builds collaborative, strategic relationships and influence with all stakeholders

Coaching and Mentoring - Qualified coach and mentor used to growing and fast paced global businesses

Change Management - Achieves process and culture change with minimal disruption to core activities

Management Systems - International standards inc. ISO 14001, 9001, 50001, 45001 and OHSAS 18001

CDM – Delivered CDM, Client, PC and contractor side including in the capacity of CDMC and CDMA

Environment - Expert in delivering policy, process and frameworks into organisations

Facilities Management - Delivery of compliance frameworks for hard, soft and building services and budgetary control

Process Specialist - Delivered successful frameworks, roadmaps, strategies and integrated standards

Career History

Oct 2017 – Current – **SMH Safety and Compliance Services Ltd** – QHSE and Sustainability Director (Owner, One Director).

As well as day to day operation of the business, since Oct 2017 I have continued to support a number of key National and International Clients and multibillion £/\$ Projects. Having become an authority at delivering successful short and longer-term solutions, frameworks, strategies, programmes and roadmaps, cultural change, behavioural, human factors, cloud-based SMS/QHSE systems, international standards, integrated management solutions across functions including sustainability, health, safety, wellbeing, facilities, quality and environmental management.

Clients and Projects included:

- **Siemens Global Energy** (Independent CDM/H&S Advisor) supporting the NeuConnect Interconnector Project, designing and constructing two turnkey HVDC converter stations in the UK and in Germany with a connecting pipe in-between onshore and offshore. My role is to align German compliance to UK requirements.
- **Arcadis (Seconded to ASC on Hs2 Project)** Technical H,S&W and CDM Director.
- **Sperry Marine (Northrop Grumman Group)** – Interim Global EHS Manager.
- **Principal Health & Safety Ltd Construction and CDM** – Interim Business Development and Strategic QHSE Consultant.
- **National Composites Centre Technology (NCC) (6-month contract)** - Acted the capacity of UK QHSE Lead.
- **Johnson Matthey - Technology and Chemicals** – Acted in the capacity of UK EHS & Facilities Lead.
- **Abbott - Pharmaceutical Group** – As the designated Head of EHS and Sustainability UK.
- **Leonardo Aerospace** - Headed up SHES, carried out a short contract around SHE Governance.
- **Morgan Sindall Power and Construction** – Interim EHS Lead on National Grid's Dorset VIP civils project.
- **Allseas - Navantia Shipyard Cadiz** – Interim Senior Health and Safety generalist.
- **EasyJet Aviation** – Interim Head of Health, Safety, Wellbeing and Facilities across global operations.
- **Saudi Aramco** – Interim Specialist Advisor to Aramco's VP's, functioned as a specialist safety consultant to the Aramco board and LPD dept.
- **Peterborough City Council** – Interim Head of Health and Safety.
- **Taylor Wimpey** – Interim Head of Health and Safety.
- **BBMV (C512 Crossrail) Construction** – Functioned as the Head of SHE covering nights on the largest and most complex of the Crossrail station worth in excess of 1.7 billion.
- **Knorr Bremse (C631 Crossrail) Road/Rail Manufacturing and Construction** – Functioned as the Head of EHS/CDM.
- **Peterborough City Council** – Interim Head of Health and Safety.
- **Taylor Wimpey** – Interim Head of Health and Safety.

Jan 2010 to Oct 2017: **Hall and Shaw Services and Solutions Ltd** – QHSE Director (Co-Owner, Four Directors).

The business employed four Directors and over thirty-eight staff during its operational peak (April 2013 to August 2016), the business supported a wide selection of Global multi sector and industrial Clients and Projects supporting their compliance needs across safety, health, wellbeing, environmental, quality, facilities, HR and recruitment. On a personal basis I supported a number of Clients and Projects on a secondment basis, heading up compliance, health, safety, wellbeing and CDM functions, reporting into executive boards or individual board members, ensuring deadlines were met and successfully delivered as detailed by the contract. Clients and Projects I personally managed included:

- **National Grid – Power, Energy and Construction (Assurance across all NG Electricity and Gas sites and Head of H&S on Dorset VIP)** – Senior Safety Assurance Specialist UK (12-mths secondment).
- **Power Testing – Power, Energy and Construction UK and Middle East** – Director of Occupational Health, Safety, Environment, Quality and Facilities (12-mths secondment).
- **GKN – Aerospace Manufacturing** – Head of EHS Kings Norton.
- **AFL - Telecommunications UK and Europe** – European and UK Director of Regulatory Compliance, Health, Safety and Wellbeing (12-mths secondment).
- **Marks and Spencer - Logistics** – Interim Head of EHS, Facilities and Estates.
- **Home Retail Group - Logistics** – Head of Compliance, Security, Health and Safety and Estates across the UK.
- **DHL - Logistics** – EHS and CDM Consultant.
- **Ceres - Power Manufacturing** (Part of the IP Group) – Interim Head of Health and Safety and Projects.
- **Smith's Hypertac - Aerospace Manufacturing (part of the Smiths Group)** – Heading up all EHS and Facilities.
- **Arla - FMCG Manufacturing** – Senior Health and Safety Specialist.
- **BE – Aerospace Manufacturing** – Interim Head of EHS and Facilities UK.
- **Bruel and Kjaer - Test and Vibration Manufacturing** - Head of Health and Safety.
- **Bedford Borough Council - Local Government** – Interim Health, Safety, Compliance and Facilities Consultant.
- **Synergy - Engineering and Construction (Cabot Circus, BMW, Volkswagen and Audi Franchises, National Trust, Educational and Religious Establishments including Churches, Cathedrals, Colleges and Universities and private Mansions and Castles)** – Functioned as the Head of EHS/CDM UK.
- **SQS - Civils and Aggregates (Skanska / NLGA Networks, Hertfordshire Highways, Laing O Rourke and Balfour**

Beatty Utilities, Thames, Veolia and Infinity Water Utilities and UKPN and NG Power Networks) – Interim Head of EHS UK.

- **Balfour Beatty - Construction and Infrastructure (Tameside and Hopeside Hospitals, T1 and T2, Q5 and Q6)** – Supporting EHS Consultant UK.
- **Study Group - Education** – Specialist Compliance, Health, Safety, Wellbeing, Facilities and Estates Consultant.
- **Scottish Power – Construction Killgallioch Wind Farm Southwest Scotland** – EHS Consultant supporting this 96 Gamesa turbine 239-megawatt energy project.
- **Kuwait Gulf Oil** - \$10million JV engineering and construction of a new gas and condensate pipeline.
- **Abu Dhabi Crude Oil (Habshan-Fujairah) Pipeline Project** – My role to carry out further assurance near the end of construction in 2012.
- **Balfour Beatty - Utilities (Welwyn Garden City, Hertford)** – Supporting EHS Consultant UK.
- **Laing O' Rourke – Utilities (Silvertown East London)** – Supporting EHS consultant UK.
- **ISS - Estates and Facilities Management** – Headed up the Change Management (EHS and Estates).
- **One Housing Group - Social and Council Housing** – Headed up Health, Safety, Compliance and Facilities.
- **Building Services Ltd – Construction and support services (Olympics and Heathrow T1 and T2 upgrade, New Line Academy, GMP police HQ, The Library, The Angel Building)** – Head of Health and Safety.
- **ISG – Construction and Interior Refurbishment and Fitout (Pfizer Surrey and Ark London Buildings)** – Health and Safety site managers.
- **One Housing Group - Social and Council Housing** – Headed up Health, Safety, Compliance and Facilities.
- **BEUMER Group – Aviation, Baggage Handling and Construction** – Functioned as Head of Health and Safety UK.
- **Telstar telecoms – Telecommunications (Sky and Fibre)** – Headed up H&S and Project Management for this SME telecoms provider.
- **Team Training Solutions** – Privately owned initiative (Owner, Six Directors). This business idea never got off the ground, however a very good business plan was developed.
- **Halls Compliance Services** - Privately owned initiative (Owner, One Director). This business idea never got off the ground.
- **Steve and Partners Health and Safety Services** – Privately owned initiative (Owner, One Director). This business developed into Hall and Shaw a few years later.

Established robust SHEQ standards, operating procedures and best practices, providing operational excellence leadership, identifying, understanding and mitigating against potential hazards, whilst ensuring safety at all times. Working across strict areas of compliance including PUWER, LOLER, ATEX, DSEAR, COMAH, Electrical, Machinery and Plant, Heights, Noise, Confined Spaces, Gas, Electronics etc. Collaborated with enforcement bodies across most industries and sectors including HSE, EA, DEFRA, VOSA, Police, OFSTED, CQC, Local Government Officials, DFT, BTP, CAA, ORR & FSA.

Earlier Career

Jan 2008 to Jan 2010: **Resolution Interiors Ltd** – Director of QHSE UK.

Jan 2006 to Jan 2008: **Navarre Interiors Ltd** – Director of QHSE UK.

Feb 2003 to Jan 2006: **Medivet Group** – Head of EHS and CDM UK.

Jan 2000 to Jan 2003: **Ashley Facilities Services** – Operations Director UK and Ireland.

Jan 1997 to Jan 2000: **Mastercare (Home Retail Group)** – Depots Service Manager/Health and Safety Advisor.

Jan 1993 to Dec 1996: **Ferrograph Electronics Manufacturing** – Production Supervisor and Health and Safety Advisor.

Feb 1990 to Jan 1993: **Northeastern Rail** – Health and Safety Advisor working across the Northeastern Rail Network.

June 1986 to Feb 1990: **Utilising my Certification and Leanings from College**, I supported a number of Farms including Glanton and Ettrick Bridge and other Farms working across Arable, Dairy and Livestock Farming.

May 1984 to June 1986: **Kirkley Hall College of Agriculture** – Trainee learning about all aspects of Agriculture.

Jan 1982 to May 1984: **Part time support** constructing caravans, delivering leaflets and running a window cleaning business around my education.

Professional Development

Accreditations: Chartered – MIOSH and Fellow – InstILM.

Qualifications: ILM Level 7 in Strategic Leadership and Management

Diploma Occupational Health, Safety and Wellbeing
NVQ 3 and 4 Occupational Health, Safety and Wellbeing
Nebosh General, Construction - Nebosh
Five BTEC' Qualifications including advanced Environmental Management - St Albans College
Lead Auditor ISO 9001, 14001 and OHSAS 18001 - IRCA approved Teaching 7302, D32/D33 Assessor, GWO (expired)
HNC Mechanical Engineering - Newcastle College, NVQ 3 in Mechanical Production - Ferrograph Electronics, City and
Guilds 3 in Electronic Installation - North Tyneside College and other assorted Qualifications, Training and
Certification. CSCS Black Managers Card / White Professionals Card

Previous accreditations: Fellow – IIRSM Registered CSP, Certified IWFM, Member-CIOB, Associate-IEMA, Associate-CIEH, Registered Member-APS, Member-IFSM, Associate-IFL, Member-CQI, Fellow-CMI, Fellow-IC, Senior Fellow-IIASM and Member-OSHCR

System management: Multiple QHSE systems and techniques, TPM, Six Sigma, Kaizen, 5s, 6s, 5Y, fishbone, FMEA, GSN, HAZOP, HAZID, HACCP, fault-tree, 8D, TapRoot, RA and SSoW etc.

Sustainability techniques – strategy, waste, recycling, packaging, carbon zero/carbon neutral strategy and road mapping, energy, green tariffs and community social and economic programmes.

Environmental techniques – strategy, energy management, pollution, carbon footprint, environmental assessment, waste, biodiversity, chemicals, toxics and heavy metals, climate change and water.

Implementation and experience within - Facilities programmes and functions across hard/soft services, CDM 2015 across all duty holders, frameworks, road-mapping, International Standards ISO 45001, 45003, 45005, 14001, 9001, 50001, 26000, 27001 & OHSAS 18001, organisational strategy, operational systems, organisational process, SMS, CRM, document management systems, behavioural change, cultural change, change management, organisational gap analysis, disaster recovery, crisis management, contingency planning, BCM/BCP, process safety, psychological safety, human factors and safety systems.

Personal Values – Strong leadership, passion, Integrity, resilience, adaptable, flexible, dedicated, transparent, empathetic, supportive and engaging.

Security Vetting Held - Previous SC security clearance, BPSS, Basic and Enhanced Disclosure and Barring (DBS) Checks Basic and Enhanced Scottish Disclosure Checks (CRB), Airside Blue Pass Holder Heathrow and Gatwick, security vetted for Luton Airport. Last BPSS and DBS process Nov 2022.

Charitable Ventures - Serving several local Schools as a Parent & Community Board Member, ensuring that my skills, experience and knowledge are shared across the youngsters of Minehead, Dunster and Alcombe.