



PR/110556 | Assistant Manager- EHS

Job Information

Recruiter

JAC Recruitment India

Job ID

1603160

Industry

Other (Manufacturing)

Job Type

Permanent Full-time

Location

India

Salary

Negotiable, based on experience

Refreshed

September 1st, 2026 01:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Roles and responsibilities: -
Greenfield Project Safety Management

- Design, develop, and implement end-to-end safety systems from the project initiation stage through construction, installation, commissioning, and production readiness.
- Conduct HIRA, JSA, and activity-based risk assessments for construction, equipment installation, utilities, and commissioning activities.
- Review plant layout and infrastructure plans to ensure safe material flow, defined gangways, emergency exits, firefighting access, and statutory compliance.
- Collaborate with project teams, contractors, vendors, and consultants to ensure adherence to project EHS requirements and safe execution standards.

Statutory Compliance and Legal Management

- Ensure compliance with the Factories Act, 1948, Maharashtra Factories Rules, 1963, and all applicable occupational safety, health, fire, and environmental regulations.

- Fulfill the duties and responsibilities assigned to the Safety Officer under applicable statutory provisions, including Rule 61B requirements.
- Liaise with regulatory authorities for approvals, inspections, statutory submissions, audits, and compliance-related matters.
- Maintain all applicable legal registers, licenses, inspection records, permits, certificates, and statutory documentation.
- Monitor changes in legal and regulatory requirements and implement necessary controls to maintain continued compliance.

Safety Systems and Operational Implementation

- Develop and implement EHS policies, SOPs, work instructions, checklists, and Permit-to-Work systems for project and manufacturing operations.
- Establish safe operating practices for sheet metal and welding processes, including cutting, bending, press operations, welding, gas cutting, and fumes control.
- Ensure effective implementation of PPE compliance, machine guarding, Lockout/Tagout, electrical safety, fire prevention, and safe material handling controls.
- Support operational teams in embedding safety requirements into daily shopfloor routines, inspections, and production processes.

Hazard Identification and Risk Control

- Plan and conduct routine workplace inspections, EHS audits, safety patrols, and compliance reviews across project and operational areas.
- Identify unsafe acts, unsafe conditions, and process risks, and drive timely corrective actions with responsible stakeholders.
- Monitor and control high-risk activities including work at height, hot work, lifting operations, electrical work, excavation, and confined-space-related activities, where applicable.
- Strengthen preventive safety systems through risk controls, observation programs, proactive reporting, and action tracking.

Incident Management and Investigation

- Lead investigation of incidents, near misses, first-aid cases, property damage, and unsafe occurrences.
- Apply structured root cause analysis methods and ensure implementation of corrective and preventive actions.
- Maintain incident reporting systems, investigation records, trend analysis, and closure documentation.
- Review effectiveness of actions taken and communicate lessons learned to prevent recurrence.

Fire and Emergency Management

- Develop and implement fire prevention and protection arrangements, including hydrant systems, sprinklers, fire alarms, extinguishers, and emergency access controls.
- Conduct fire risk assessments and ensure effective controls for flammable materials, hot work, welding, gas cutting, and related activities.
- Plan and conduct emergency mock drills, evacuation drills, and fire response exercises, and evaluate improvement actions.
- Ensure inspection, availability, maintenance, and readiness of firefighting and emergency response equipment.
- Train employees, contractors, and emergency response teams on fire safety, evacuation, and emergency preparedness procedures.

Safety Governance and Committee Management

- Establish and facilitate central, departmental, and contractor safety committees to strengthen safety governance.
- Conduct periodic safety review meetings, prepare action plans, and ensure timely closure of agreed actions.
- Track safety performance indicators, compliance status, audit findings, and improvement initiatives for management review.

Contractor Safety Management

- Define and enforce contractor EHS requirements during project execution, installation, commissioning, and maintenance activities.
- Conduct contractor safety induction, toolbox talks, job-specific briefings, and periodic compliance audits.

- Monitor contractor work practices, verify PTW compliance, and ensure immediate correction of unsafe conditions or behaviours.

Training, Awareness, and Competency Development

- Plan and conduct EHS induction programs for employees, contractors, visitors, and project personnel.
- Deliver training programs on fire safety, electrical safety, forklift safety, work at height, hot work, lifting operations, PTW, LOTO, PPE, and emergency response.
- Evaluate training effectiveness and maintain training matrices, attendance records, competency records, and refresher training schedules.
- Promote safety awareness through campaigns, toolbox talks, posters, alerts, and shopfloor engagement activities.

ISO 14001 and ISO 45001 Management Systems

- Implement, maintain, and improve ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System requirements.
- Develop and maintain procedures, risk registers, aspect-impact registers, objectives, targets, operational controls, and compliance records.
- Conduct internal audits, support external certification and surveillance audits, and ensure timely closure of audit findings.
- Drive environmental compliance relating to waste management, emissions, resource conservation, and pollution prevention.
- Support continual improvement through performance monitoring, management review, corrective actions, and employee participation.

Safety Culture and Employee Engagement

- Drive safety culture initiatives such as Safety Kaizen, STOP programs, behaviour-based safety observations, campaigns, and recognition programs.
- Organize and coordinate events such as National Safety Day, Fire Safety Week, Environment Day, and other EHS awareness programs.
- Encourage workforce participation, reporting of unsafe conditions, and ownership of safety practices across all levels.

Production Readiness and Continuous Improvement

- Develop standardized safety systems, procedures, and controls aligned with manufacturing requirements and future operational needs.
- Support smooth transition from project phase to production phase by ensuring readiness of safety systems, documentation, training, and emergency arrangements.

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Company Description