



HSEQ Manager

Salary: £50,000 – £55,000 DOE

Working Pattern: Full Time, Hybrid

Head Office: Long Stratton

Operational Offices: Wisbech & Witham

Home working available

Travel required for client meetings, safety days and operational visits

TMO Highways is seeking an experienced and motivated HSEQ Manager to support, strengthen and continually enhance our Safety, Quality, Environmental and Sustainability performance. This role offers the opportunity to shape and develop our Integrated Management System (IMS), collaborate closely with operational teams, and help drive a positive, responsible and compliant working culture.

We encourage applications from individuals of all backgrounds and experiences.

Who We Are – TMO Highways

TMO Highways is a leading provider of traffic, pedestrian, and event management solutions operating across East Anglia, London, and the South East. Established in 2014, we have developed a strong reputation for service excellence, safety, and reliability.

We specialise in delivering market-leading traffic management and event services, offering a full end-to-end solution including site surveys, planning, CAD design, liaison with local authorities, installation, maintenance and removal of traffic management systems. Our services range from traffic lights and road closures to motorway lane closures and event management for major public events.

Our operations are supported by nationally recognised certifications, including the National Highway Sector Scheme for 12A, 12B & 12D works. We also hold BSI ISO45001 (Health & Safety), ISO9001 (Quality), ISO14001 (Environmental), Alcumus SSIP and Constructionline Gold — ensuring we consistently deliver safe, compliant and high-quality services across rural, urban and high-speed road networks.

TMO operates from multiple strategic depots across Norfolk, Suffolk, Cambridgeshire, Bedfordshire and Essex, enabling rapid response to both planned and emergency works, 24/7, 365 days a year. Our teams are LANTRA-qualified and supported by a culture of continuous improvement and long-term investment in people, training and modern technology — including temporary signals and solar-powered equipment that support sustainability.

Above all, TMO Highways is defined by its commitment to safety, service, professionalism and people. Our colleagues are central to our success, and we take pride in our strong values, high standards and dedication to responsible and continuous improvement.

What You'll Be Doing

- Leading and developing HSEQ processes across depots, offices and operational sites
- Maintaining and improving our IMS aligned to ISO 9001, ISO 14001 and ISO 45001
- Leading workforce engagement initiatives including safety forums, behavioural observations, feedback mechanisms and consultation processes to ensure colleagues are heard and actively involved in continuous improvement.
- Managing internal and external audits and supporting certification processes
- Carrying out accident and incident investigations, including root cause analysis and corrective action validation
- Conducting depot, site and location audits to ensure safe and compliant operations
- Supporting environmental and sustainability initiatives across TMO
- Creating effective toolbox talks, newsletters and internal communications
- Inputting and interpreting performance data for KPIs and business dashboards
- Leading near-miss reporting and ensuring timely close-outs
- Providing insight to leadership teams and offering line-management support where required
- Attending client safety days, meetings and engagement events

About You

You may be a great fit for this role if you are:

- Experienced in a similar HSEQ role
- Organised, thorough and attentive to detail
- Motivated, proactive and able to work collaboratively across teams
- A clear communicator who supports and guides colleagues effectively
- Committed to continuous improvement and maintaining high standards

Essential Qualifications & Experience

TMO Highways

Member of IOSH (CertIOSH or CMIOSH preferred)

NEBOSH General Certificate (or higher) or equivalent Level 6 qualification

Strong working knowledge of ISO 9001, ISO 14001 and ISO 45001

Proven experience in accident investigation, root cause analysis and auditing

Experience developing and maintaining Integrated Management Systems (IMS)

Confident handling performance data and producing clear management reports

What We Offer

£50,000 – £55,000 DOE

Hybrid working (home, office and site)

Company vehicle

Company mobile phone

Pension scheme

Annual bonus scheme

26 days' holiday + bank holidays

Birthday day off

Supportive leadership and genuine opportunities to shape HSEQ strategy and culture

We are a Disability Confident Committed employer and welcome applications from candidates of all backgrounds, identities and abilities. If you require any adjustments during the recruitment process, please let us know — we are happy to support you.



To apply please send a CV and covering letter to: jobs@tmohighways.co.uk