

NHV Group – QHSE Lead

Job Summary

The QHSE Lead supports the effective operation, assurance and continual improvement of the QHSE Management System, providing day-to-day leadership across group QHSE activities.

A central purpose of the role is to lead the Group approach to Quality, Health, Safety and Environmental management, with particular responsibility for coordinating ISO 9001 and ISO 14001 across the Group. The role establishes a consistent framework, supports local process owners and ensures that assurance, performance, and improvement actions are managed effectively across countries, approvals and business functions. Travel between Group locations as required.

Responsibilities & areas

QUALITY MANAGEMENT

The role leads and coordinates the Group framework for quality management: -

- Develop, maintain and continually improve a consistent Group Quality Management System framework aligned with ISO 9001, company requirements and operational needs.
- Coordinate the Group assessment of organisational context, interested parties, customer and statutory requirements, and quality risks and opportunities that could affect intended outcomes.
- Work with Group and local process owners to define process purpose, responsibilities, interfaces, controls, inputs, outputs, measures and retained evidence.
- Coordinate Group quality objectives and performance measures, ensuring that targets, owners, timescales and reporting arrangements are clearly established.
- Set common expectations for document and record control, including approval, review, version control, availability, retention and withdrawal of obsolete information.
- Develop and coordinate a risk-based Group internal audit programme covering ISO 9001 processes, shared functions and selected local implementation; issue clear findings and verify corrective-action effectiveness.
- Maintain a consistent Group approach to nonconformities and corrective actions, including containment, root cause analysis, ownership, due dates, escalation and effectiveness review.
- Support common controls for externally provided products and services, including supplier evaluation, performance monitoring and escalation of quality concerns.
- Consolidate and analyse customer feedback, audit results, process performance, nonconformities and trend data to identify systemic and local improvement opportunities.
- Prepare Group quality inputs for management review and track resulting decisions and actions through to verified closure.
- Coordinate Group and site support for certification, surveillance and recertification audits, including evidence preparation, interview schedules, corrective-action responses and closure records.
- Responsible for complying with Information Security Management System (ISMS) policies, procedures, and controls and supporting information security objectives.

ENVIRONMENTAL MANAGEMENT

The role leads and coordinates the Group framework for environmental management:-

- Develop, maintain and continually improve a consistent Group Environmental Management System framework aligned with ISO 14001 and company environmental policy.
- Coordinate a common methodology for identifying and reviewing environmental aspects and impacts across normal, abnormal and reasonably foreseeable emergency conditions.
- Establish the Group process for identifying environmental compliance obligations and require local owners to evaluate compliance against the legislation and permits applicable in their jurisdiction.
- Work with local managers to establish and evidence operational controls for significant environmental aspects, including waste, hazardous materials, spills, energy, fuel, emissions, water and contractor activities.
- Coordinate Group environmental objectives, programmes and performance indicators, ensuring that responsibilities, resources, milestones and evaluation arrangements are defined.
- Consolidate environmental performance data, analyse trends and report material risks, compliance concerns and opportunities for improved resource efficiency to Group management.
- Set common expectations for environmental emergency preparedness and response, including exercises, lessons learned and follow-up actions.
- Coordinate environmental audits and assurance activity, record nonconformities and observations, and verify that corrective actions are effective.
- Promote environmental awareness and support local leaders in communicating significant aspects, operational controls and consequences relevant to personnel and contractors.
- Prepare Group environmental inputs for management review and coordinate support for external certification audits, client assurance activity and regulatory engagement.

SAFETY MANAGEMENT

- Support the maintenance and practical application of the Safety Management Manual, safety policy, safety objectives and associated procedures.
- Coordinate hazard identification, risk assessment and risk control activity, ensuring that actions are proportionate, assigned, monitored and closed with suitable evidence.
- Support the triage, investigation and follow-up of safety occurrences, accidents and incidents, applying appropriate investigation and root cause methodologies.
- Maintain accurate safety records and contribute to timely internal reporting, trend analysis, safety performance monitoring and management reporting.
- Support Safety Action Groups and Safety Review Boards through agenda preparation, data analysis.
- Coordinate safety promotion, communication and training activity, and monitor completion and effectiveness where required.
- Provide practical advice to managers and employees on safety, quality and environmental matters and escalate significant or overdue matters to the Safety Manager.
- Liaise with regulators, clients, external auditors and industry stakeholders when authorised by the Safety Manager.

Experience

- Relevant experience in safety, quality, environmental management or assurance within aviation or another safety-critical industry is essential
- Practical knowledge of ISO 9001 and ISO 14001, including management system implementation, internal auditing, nonconformity management and management review is essential

- Recognised ISO 9001 and ISO 14001 internal auditor or lead auditor training is highly desirable; willingness to complete required training is essential.
- Experience of planning and conducting audits, producing clear findings, supporting root cause analysis and verifying corrective action effectiveness.
- Knowledge of aviation safety management principles, occurrence reporting, risk management and investigation techniques is desirable but not essential
- Working knowledge of aviation regulatory requirements relevant to the organisation's operations, maintenance and continuing airworthiness activities is desirable but not essential
- Experience of using data and performance indicators to identify trends, communicate risk and drive continual improvement.

Skills

- Strong organisational skills with the ability to manage audit programmes, actions, deadlines and competing priorities across several business functions.
- Confident communicator who can influence managers, engage frontline personnel and present clear evidence-based conclusions.
- Sound judgement, professional integrity and the confidence to escalate significant safety, quality or environmental concerns.
- Analytical and methodical approach, with strong report writing, investigation and problem-solving skills.
- Collaborative leadership style that supports an open reporting culture, constructive challenge and shared ownership of improvement.
- High standard of computer literacy, including Microsoft Office and relevant safety, quality, audit and risk management systems.
- Professional written and spoken English and willingness to travel between Group locations as required.

What we offer

NHV Group is an international helicopter service provider, specialised in business-to-business helicopter services both offshore & onshore.

We aim to create a leading position in the helicopter world with a primary focus on Europe and Africa, without compromising our safety. We strive to provide an increasing level of flexibility to our customers. Our services and experience present a refreshing and safe alternative in the industry. NHV cares about its people and invests in them to shape the best professionals in the industry.

At NHV, we are dedicated to delivering excellence in the helicopter world. With a commitment to safety, innovation, and customer centricity, we provide reliable services that support a wide range of missions.

Headquarters: Ostend, Belgium

Fleet: Approximately 35 helicopters, including: H175, H160, AW139, AW169 and more

Operations: United Kingdom, Belgium, France, Germany, Denmark, Netherlands, Ivory Coast

Employees: 400+

Founded: 1997

Our expertise spans across Oil and Gas, Offshore Wind, Maritime Services, MRO Services, ATO Pilot Training, and P147 Technician Training. We take pride in working with a skilled and passionate team who ensure everything meets the highest industry standards.

Our Values

- **Safety** – We promote a Just Culture of trust, respect and accountability in safety, free from fear of retaliation.
- **Integrity** – We take pride in our work, act responsibly, and deliver high-quality results on time to support NHV and its partners.

- **Ownership** – We uphold the highest ethical standards, follow all regulations, and foster fairness and trust while continuously improving together.
- **Partnership** – We value strong partnerships and treat our people as equals, working with fairness, respect, and a drive for top performance.

Joining NHV means becoming part of an international, dynamic, and professional environment where growth and development are encouraged.

What We Offer

Joining NHV means becoming part of an innovative international aviation company that values motivation, enthusiasm, and dynamism. We prioritize our employees, supporting their well-being and growth with comprehensive, role-specific training. Our commitment to fostering a positive work environment includes organizing corporate events and encouraging innovative and critical thinking.

In addition to a casual dress code and flexible working days, we offer a range of competitive employee benefits designed to enhance your career and well-being.

- Matched pension plan
- Private medical insurance
- Employee assistance program
- Life insurance
- Cycle to work scheme

NHV is committed to providing equality and fairness and ensuring that no individual is subjected to discrimination on the grounds of any of the following characteristics: age, disability, gender, pregnancy, family status, gender reassignment, sexual orientation, race, ethnic origin, religion or belief.

<https://nhv.be/>