

Curriculum Vitae

John Tidyman

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DOB: 04th June 1967

Profile

An approachable, confident, highly motivated individual, with a good sense of humour. Well respected and fully trusted by both colleagues, managers, senior management and clients.

Highly developed communication skills, an ability to influence and motivate people obtaining the desired successful results. Able to work as part of a team or alone, across a wide variety of settings.

Proven ability to build strong relationships that foster positive behavioural change regarding Health, Safety and Environmental issues through delivering education, mentorship, and coaching.

Key Skills

- Excellent knowledge of ISO 9001, 14001 & 45001 systems
- Extensive understanding of Health, Safety and Environmental legislation and codes of practice
- Good working knowledge of CDM Regulations requirements and the utility, construction and rail sectors
- Ability to work with colleagues at all levels in a mutually constructive way while ensuring legislation is complied with, and able to work efficiently to influence them to recognise their Health & Safety responsibilities.
- Identifying opportunities for improvement and when fully considered & agreed, implementing, and embedding to achieve desired benefits
- Process driven with high level of attention to detail
- Good listener with excellent interpersonal skills
- Team motivator and mentor, proactive decision maker with methodical approach
- Proficient in Microsoft Word, Excel, PowerPoint, Outlook, and other applications
- Pro-active & resourceful in meeting critical deadlines
- Flexible attitude, open minded & able to embrace change
- Mentoring internal staff and externally through the IOSH mentoring scheme

Qualifications & Experience

- NEBOSH National General Certificate
- NEBOSH Construction Certificate
- NEBOSH Fire Safety and Risk Management
- Principal Incident Investigator
- Human Factors Analysis/Behaviours (Keele University)
- Lead Auditor
- Business lead for all Energy Network Association (ENA) groups
- STEM Ambassador
- Mental Health First Aider (MHFA)

Academic Qualifications

7 GCSE (Grades A-C)

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Employment

Aug 2021 – Current

**Head of SHEQ
BUUK Infrastructure**

The Head of SHEQ is responsible for providing SHEQ leadership, direction, support and advice on all safety matters throughout the BUUK group of companies to the Board, company directors, managers and teams.

The SHEQ Team has several different areas that support the businesses operations, these range from Operational, Occupational, ESG, Standards and Compliance and Support Services. The Head of SHEQ he is responsible for the effectiveness of each team.

A key responsibility of the Head of SHEQ is the BUUK Work Safe, Home Safe programme that is primarily focussed on improving operational safety and wellbeing by helping our teams build stronger relationships with each other and to be more aware of risks.

Key Responsibilities:

- Lead the development of BUUK Occupational HS&E management systems, policies and procedures.
- Develop and ensure delivery of BUUK's Works Safe | Home Safe cultural change programme.
- Develop and oversee the Company Quality Management System.
- Maintain accreditation to ISO 9001, ISO 18001 and ISO 45001.
- Advise BUUK Management and Directors on proposed occupational legislation and modify policies accordingly.
- Propose annual occupational SHEQ targets.
- Monitor and publish performance against targets.
- Chair BUUK companies SHEQ Committees.
- Lead the investigation of BUUK internal High-Risk Incidents and statutory reportable events.
- Oversee the investigation and reporting of LTIs, Road Traffic Accidents, minor injuries and environmental incidents sustained at work.
- Propose and lead Occupational SHEQ training programmes.
- Prepare reports to BUUK Board on Occupational SHEQ performance.
- Oversee the audit of Occupational SHEQ compliance of BUUK companies using the ROSPA QSA system.
- Oversee mandated industry regulatory and external registration requirements.
- Assist the Managing Director in the development of greater efficiency and performance within the company.
- High level of enthusiasm, energy and a strong work ethic.
- Driven to deliver long-term Company goals.
- Can do mentality.
- Executive presence, exemplary leadership, and management skills.
- Comfortable operating in a management environment, which is open and honest, informal, and dynamic that spans a diverse range of complex business issues.
- High degree of professionalism, tact, and diplomacy in dealing with confidential information.
- Highly organised with thorough follow up skills.
- Provide accurate quality work within the department and company.
- Maintain a helpful and informative work environment.
- Ensure that all relevant information is recorded accurately and submitted on time.
- Down to earth with a hands-on easy to work with style.
- Any other duties as deemed appropriate by the Managing Director.

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Apr 2014 – Jul 2021

**Head of SHEQ
TES 2000 Limited**

The Head of SHEQ has overall responsibility in developing, implementing, and monitoring of SHEQ systems, policies, procedures and advising the Board & senior management team regularly on all safety related issues.

Actively supporting safety improvements and innovation through our membership with wider industry working groups such as the Track Safety Alliance (TSA), the Industry Safety Leadership Group (ISLG) as Deputy Chair and Railway Safety & Standards Board (RSSB).

Responsible for developing, implementing, monitoring and audits of all Safety, Health, Environment and Quality systems, Certifications and Accreditations, examples being:

- ISO 9001 – Quality Management
- ISO 14001 – Environmental Management
- ISO 45001 – Occupational Health & Safety
- Link up (RISQS) Certification
- Fleet Operators Recognition Scheme (FORS) Silver award
- Builders Profile
- Constructionline
- Trackside Principal Contractors Licence (PCL)
- Work towards and maintain other accreditations and improvements in line with business requirements and SHEQ strategic plan, examples being:
 - Defence Employer Recognition Scheme (ERS) Gold Award
 - Driving for Better Business (DfBB) implementation through leading and chairing a multi-organisation steering group through ISLG for Industry-wide implementation
- Ensuring that the company complies with all H&S, Environmental and industry specific operations and legislative requirements
- Provision, and continual improvement of, safety and behavioural safety awareness - including training, briefing, mentoring, and coaching.
- Liaise with professional clients and external bodies as necessary (including statutory bodies)
- Development and maintenance of review procedures relating to company policies, procedures, and forms
- Manage the SHEQ element of the intranet and internet system
- Management of the internal audit process to ensure compliance with relevant standards
- Development and achievement of the programme of site safety inspections and Senior Leadership safety tours
- Manage the reporting, recording and investigation of all accidents, incidents and near misses in line with company procedures, railway requirements and legislative requirements and introducing a joint Operations Supervisors initiative with our client.
- Provide health, safety, quality, and environmental input into contracts and tender submissions
- Maintenance of supplier and client approval processes
- Provision of management information to the board and managers as required
- Effectively manage the performance of the SHEQ team, carrying out appraisals and making arrangements for training and development as necessary
- Ensure adequate cover is maintained for all departmental posts
- Implementation of new safety system across the business

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Jun 2013 – April 2014

**SHEQ Manager, Enhancements,
Balfour Beatty Rail**

As part of the Senior Management Team for the Enhancements business unit, this role covered all areas of the UK with projects in England & Wales. Duties included:

- Provide expert SHEQ support to BBRail Executive and at project level
- Work winning and strategy.
- Develop team and positive Safety culture across all disciplines
- Actively build and develop the Behavioural Change Programme through coaching and support the safety coaches to further safety performance and reduce accidents/incidents/near misses
- Develop investigation process to ensure robust procedure in order to address incidents in a timely fashion
- Undertake inspections and site audits to ensure compliance within BBRail procedures and Network Rail standards while engaging with staff and supply chain to promote a positive safety culture

Promote continuous improvement of work standards in line with the Balfour Beatty Rail Zero Harm programme

Jan 2012 – Jun 2013

**Senior SHEQ Advisor, Renewals
Balfour Beatty Rail**

SHEQ support to Track Renewals Integrated Management Team (RT24 Contract).
Additional duties over and above previous position include:

- Providing management support to the Anglia route and the wider business on all areas of Safety Health Environment and Quality, deputising for the RT24 SHEQ Manager as required, the mentorship and development of new staff into the SHEQ Team.

Mar 2007 – Jan 2012

**SHEQ Advisor, Renewals
Balfour Beatty Rail**

SHEQ support to Track Renewals Integrated Management Team (RT24 Contract)

- Promote continuous improvement of work standards in line with the Balfour Beatty Rail Zero Harm Roadmap.
- Actively build and develop the Behavioural Change Programme through coaching and support of the Safety Coaches to further improve safety performance and reduce accidents/incidents.
- Undertake inspections & site audits to ensure compliance with BBRail procedures and Network Rail standards while engaging with staff and supply chain to promote a positive safety culture.
- Lead accident/incident investigator
- During my time in this position the IMT sustained an AFR of 0.00 for 365 days which led to Network Rail awarding the prestigious '365 Days RIDDOR free award' to the Senior Contracts Manager Greg Salisbury on behalf of the depot.

Mar 1986 – Mar 2007

**HM Forces
British Army**

Interests and Hobbies:

Cycling, Volunteering work

References are available on request.