

<b>Job Title:</b> Quality, HSE, and Compliance Manager	<b>Location:</b> Hunmanby, Head Office
<b>Department:</b> Quality	<b>Contract:</b> Permanent
<b>Reports To:</b> Operations Director	<b>Direct Reports:</b> Members of Quality, HSE, Warranty and Product Repair

## 1.0 Job Summary & Role

Deep Sea Electronics is a global leader in the design and manufacture of generator controllers, automatic transfer switch controllers, battery chargers, and vehicle and off-highway control systems. With over 200 employees across four continents, we supply our products to customers in more than 150 countries, both directly from our UK head office and through a well-established international distributor network.

The **Quality, HSE & Compliance Manager** will be responsible for leading and developing the organisation's integrated approach to **Quality, Health & Safety, Environmental, and Regulatory Compliance**.

This is a senior leadership role accountable for:

- Ensuring products and services consistently meet customer and regulatory expectations
- Protecting employees, customers, and the environment through robust HSE practices
- Driving a culture of **continuous improvement, risk management, and operational excellence**

You will act as the organisation's **subject matter expert and strategic leader** across Quality, HSE, and Compliance, ensuring systems are embedded into core business processes and aligned with long-term business objectives.

Modern ISO standards place responsibility for quality and system effectiveness across leadership and operations, requiring strong integration into business strategy and performance management.

### What Success Looks Like (12–18 Months)

- Continuation of Fully embedded **integrated management system (IMS)** across the organisation
- Strong external audit results with no major non-conformances
- Measurable reduction in defects, waste, and safety incidents
- Improved customer satisfaction and supplier performance



- A proactive, engaged workforce demonstrating ownership of standards
- Clear, data-driven visibility of performance and risks

## 2.0 Key Responsibilities & Main Duties

- Lead and maintain the Quality, Health, Safety & Environmental (QHSE) Management Systems, ensuring compliance with ISO 9001, ISO 45001, ISO 14001, and relevant UK legislation
- Develop and implement strategies, policies, and objectives that support business goals, regulatory compliance, customer satisfaction, and operational excellence
- Drive continuous improvement initiatives to enhance quality performance, reduce defects, improve Right First Time (RFT), minimise Cost of Poor Quality (COPQ), and increase process efficiency
- Lead risk management activities, including risk assessments, safe systems of work, hazard identification, and emergency preparedness
- Manage investigations into accidents, incidents, non-conformances, customer complaints, and quality issues, ensuring effective root cause analysis and corrective actions
- Maintain compliance with legal, regulatory, customer, and certification requirements, acting as the primary contact for auditors, certification bodies, regulators, and key stakeholders
- Develop and deliver internal audit programmes and lead external audits, ensuring effective governance and timely closure of actions
- Lead, develop, and coach Quality, HSE, and Compliance teams, fostering a culture of accountability, continuous improvement, and high performance
- Manage supplier quality assurance activities and monitor supplier performance against business and regulatory requirements
- Establish, monitor, and report key performance indicators, providing insight to support strategic decision-making and business improvement

## 3.0 Key Performance Indicators

### Quality

- First Pass Yield (FPY)
- Defect rate / PPM
- Customer complaints and returns
- Cost of Poor Quality (COPQ)

### Operational

- Internal audit completion and closure rates
- Process compliance and system effectiveness

### Supplier Performance

- Supplier defect rate
- Supplier audit outcomes



### Health & Safety

- Lost Time Injury Frequency Rate (LTIFR)
- Near miss reporting and closure rates
- Incident investigation effectiveness

### Compliance

- External audit performance (zero major non-conformances)
- Regulatory compliance adherence

### 4.0 Essential/Desirable Factors

Knowledge	
<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Strong knowledge of:                             <ul style="list-style-type: none"> <li>- ISO 9001, ISO 14001, ISO 45001</li> <li>- Audit and compliance frameworks</li> </ul> </li> <li>• Electronic product compliance (CE/UKCA, RoHS, REACH, WEEE)</li> <li>• Lean Manufacturing, Six Sigma, and continuous improvement</li> <li>• Quality planning and control tools (APQP, FMEA, SPC)</li> <li>• KPI development and performance management</li> </ul>	<p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>• Supplier quality and supply chain risk management</li> <li>• Root cause analysis and structured problem-solving techniques</li> <li>• Sustainability, ESG, and environmental compliance</li> <li>• Business continuity and crisis management</li> <li>• Manufacturing, machinery, and electrical safety regulations.</li> <li>• Digital quality systems</li> <li>• International quality and regulatory compliance</li> </ul>
Skills & Attributes	
<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Demonstrated track record of driving continuous improvement and cultural change</li> <li>• Strong analytical, problem-solving, and decision-making skills</li> <li>• Excellent stakeholder management and communication skills</li> <li>• Strategic and commercially aware</li> <li>• Proactive and solutions-focused</li> <li>• Team coaching and development skills</li> </ul>	<p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>• Strong presentation and communication skills</li> <li>• Project and change management skills.</li> <li>• Data analysis and performance reporting</li> </ul>
Experience	
<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Proven experience in a <b>Senior Quality / HSE / Compliance leadership role</b></li> </ul>	<p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>• Experience with product and regulatory compliance requirements</li> <li>• Experience in a global business environment</li> </ul>



**JOB DESCRIPTION & PERSON SPECIFICATION**



<ul style="list-style-type: none"> <li>• Experience within manufacturing, engineering, or electronics environments</li> <li>• Experience using ERP systems and data analysis tools</li> <li>• Experience driving continuous improvement initiatives</li> <li>• Experience managing supplier quality performance</li> <li>• Experience managing integrated management systems</li> <li>• Experience reporting performance and risks to senior leadership</li> </ul>	
<b>Qualifications</b>	
<p><b>Essential:</b></p>	<p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>• NEBOSH or equivalent Health &amp; Safety qualification</li> <li>• Degree in Engineering, Manufacturing, or related discipline</li> <li>• Professional membership (e.g. CQI, IOSH, IEMA)</li> <li>• Lean / Six Sigma certification</li> </ul>

<b>Created by</b>	<b>Dated Created</b>
Operations Director	08/06/2026

