ABOUT THE ROLE

Within the Private Infrastructure Development Group (PIDG) we operate in a complex developing world that is subject to diverse economic, societal, financial, environmental and political drivers. Our challenge is to combat poverty in the poorest and most fragile countries through pioneering infrastructure and assuring project delivery excellence, while effectively managing the Health, Safety, Environmental and Social (HSES) impacts associated with such infrastructure development projects. The PIDG HSES implementation strategy responds to these demands and is integral to the short, medium and long-term PIDG HSES management system success.

The overall strategy is to drive a PIDG HSES Framework aligned to the IFC performance standards and an assurance system that monitors and reports HSES performance within PIDG companies and to our Owners. This includes the continued development of a fit for purpose Health, Safety, Environmental and Social Management System (HSES-MS) across the PIDG companies to support the planned growth and reach of PIDG projects in the coming years.

The new PIDG Ltd. “holding company” governance structure, established in 2018, enables greater clarity and unity of direction from the PIDG Ltd. Board and Executive team/ExCo to the companies and provides more effective direction, guidance, reporting and control across our PIDG companies.

GuarantCo is a PIDG company and provides innovative local currency contingent credit solutions within the PIDG group. It mobilises private sector local currency investment for infrastructure projects and supports the development of financial markets in lower income countries across Africa and Asia. GuarantCo is funded by the governments of the United Kingdom, Switzerland, Australia and Sweden, through PIDG, and the Netherlands, through FMO, the Dutch Development Bank. GuarantCo is rated AA- by Fitch and A1 by Moody’s. GuarantCo’s vision is to become a centre of excellence in the PIDG group for local currency credit solutions for infrastructure finance in lower income countries thereby assisting with the alleviation of poverty.

**GuarantCo’s fund manager, GuarantCo Management Company (GMC),** has its head-quarters within PIDG in the City of London and is small, diverse, focused, collaborative and action orientated. We are looking for candidates who have the experience to deliver against the responsibilities of the role and who are passionate about making a difference whilst working in an entrepreneurial and innovative environment.

Health, Safety, Environmental and Social (HSES) management is a strategic priority for PIDG and GuarantCo. GuarantCo wishes to recruit an HSES specialist to assist in the adoption of the PIDG and GuarantCo HSES, whilst also supporting Guarantco in reviewing and enhancing HSES aspects on pipeline transactions and the current portfolio, undertaking risk based HSES project due diligence, preparing internal HSES reporting and assurance reports and providing HSES training and awareness development to the GuarantCo team, the wider PIDG group and portfolio client companies.

Although working full time within Guarantco, the HSES Manager has an important and independent functional reporting line to PIDG HSES centre. This will allow the HSES Manager to have a PIDG group wide HSES strategy perspective by anchoring their discussions in GuarantCo which are aligned to the group strategic and culture understandings, a one integrative HSES process. The flow of HSES information and the wider PIDG team is shown in the figure below:
Based out of the London office and working to the GuarantCo Chief Operating Officer with a functional line into the PIDG HSES Director, and maintaining a close, collaborative working relationship with the PIDG Regional HSES Teams, as well as the Directors, Global Execution Team, Portfolio team and Legal & Compliance teams within GMC. Some travel will be expected between the three GuarantCo offices and to pipeline and portfolio project sites.

Valuing diversity is essential to GuarantCo’s work. We aim to act in accordance with and promote equality legislation by avoiding unjustified discrimination and recognising discrimination as a barrier to equality of opportunity, inclusion and human rights. All GuarantCo employees are required to ensure their behaviour is consistent with our policies. GuarantCo is committed to a policy of equal opportunity and is keen to reflect diversity at every level within the organisation.
MAIN RESPONSIBILITIES

1. HSES Management System:
   Ensure continued adoption of the PIDG and GuarantCo HSES Framework across the GMC team, supporting a culture that stimulates high levels of HSES performance and continuous improvement
   - Produce, with the PIDG HSES team, and disseminate, HSES good practices and lessons learned documents from PIDG’s work around the globe
   - Working with the PIDG HSES team to support the training and awareness programme on HSES issues to GMC staff and portfolio companies
   - Work closely with the PIDG HSES team and GMC Portfolio team to define steps required to improve HSES performance and reporting across portfolio client companies to meet requirements of the PIDG Group HSES Policies, Standards and Procedures
   - Support GMC’s Compliance function with regards to internal GMC health and safety matters such as safe travel procedures

2. Pipeline and portfolio specifics:
   - Support GMC’s Global Execution Team on reviewing HSES due diligence in conjunction with the GuarantCo HSES Management System, including scoping external consultants’ due diligence terms of reference, reviewing outputs from technical advisers, reviewing the Environmental and Social Assessment and resulting company-led Action Plan. Work with the Global Execution Team and General Counsel to develop information covenants and contractual clauses to be able to monitor and ensure compliance with specific HSES aspects on projects. Support team in identifying opportunities for adding HSES value in an investment structure.
   - Assist Portfolio team with scoping and monitoring the implementation of client HSES Action Plans and providing guidance to clients
   - To assimilate and review HSES statistics received on portfolio companies as part of GMC Portfolio team’s review of client reporting. Analyse and review trends from these HSES statistics on an individual client company and total portfolio basis, working with the Portfolio Manager(s) assigned to the portfolio company. Provide results on a monthly, quarterly and annual basis to the GMC Risk & Finance Committee and PIDG HSES Director
   - Work with GMC team members to identify opportunities to mobilise technical and financial support for clients to address HSES aspects of pipeline and portfolio projects

3. Other:
   - Working with GMC’s Incident Team, support the Portfolio team in reviewing HSES-related incidents reported by GuarantCo’s clients. Work with the portfolio company and/or Portfolio Manager until resolution of the incident can be reached and close the incident formally, in conjunction with the PIDG HSES Director. Where required, attend and support accident investigations
   - Project manage the collation of the GuarantCo Annual Monitoring Report, working with the PIDG HSES team and GMC Portfolio team to support the outsourced provider pulling together the report
   - Work closely with the PIDG HSES Director and the wider HSES team within PIDG and the other PIDG companies to ensure compliance with the PIDG HSES Policies and Standards, including the PIDG Life Saving Rules, is performed consistently and to the highest of standards across the PIDG companies. Actively engage with group-wide HSES meetings
   - Support the PIDG HSES team and mission by engaging in site visits and/or incident investigations on behalf of the wider PIDG group from time to time. There is likely to be at least 4-5 projects visited annually as part of DD and/or assurance and monitoring
   - Any other relevant tasks as determined from time to time by the organization
CORE COMPETENCIES / SKILLS AND EXPERIENCE

Technical

**Essential**
- A degree in a science or engineering subject essential.
- Ability to travel frequently (Africa, South Asia / South East Asia) essential.
- In-depth, practical experience in addressing a range of social, environmental, occupational health and safety, and social management issues in a variety of sectors.
- Relevant professional experience in dealing with one or more of the core HSES issues.

**Desirable**
- An advanced degree / qualification (postgraduate) in the HSES sciences or other relevant discipline highly desirable.
- Specific training and experience in environmental and social aspects of water, sewage, power, transport, housing or roads. infrastructure and/or natural resources sectors highly desirable.
- Excellent verbal and written English language skills. Knowledge in other languages, ideally French, highly desirable.
- Accident investigation experience.
- Experience in HSES risk assessment, Environmental and Social Impact Assessments, Occupational Safety within emerging and frontier markets is essential. Strong knowledge of IFC standards and UN Global Sustainability Goals.

**Generic**
- Strong verbal and written communication at middle/senior levels. Fluency in oral and written English is essential and other pertinent languages, especially French, is desirable.
- Capable of developing and communicating own point of view.
- Ability to influence and obtain buy-in from a wide range of stakeholders.
- Good networker and relationship builder – experience of developing relationships between financial institutions as a credible counterpart and representative.
- Analytical ability, problem solving, ability to think laterally. Ability to get up to speed quickly in a technical area of work, and to understand and navigate complex issues.

**Personal**
- Self-starter, able to collaborate closely with colleagues.
- Organised and able to manage competing priorities.
- Entrepreneurial but with a strong ethical foundation.
- Resilience, not put off by set-backs.
- Demonstrable cultural awareness – ideally experience of working in an international environment.
- Passion to make a difference in frontier markets.

If you’re interested in this role, we’d love to hear from you. Please apply using the following link: https://guarantcomanagementcompany.breathehr.com/v/pdq-company-hses-manager-12681