

**Job Title:**  
**Reports to:**  
**Start Date:**

**QHSE Manager, (Quality, Health, Safety and Environment)**  
**Operations Director**  
**1<sup>st</sup> September 2025**

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**Hanover Displays Limited** is a worldwide, leading manufacturer of passenger information systems for the public transport industry. All design and development, and most of the production, is carried out at our head office in Lewes, East Sussex.

<b>Job Purpose</b>	The QHSE Manager will oversee and enhance the company's Quality, (QA & QC) Health, Safety, and Environmental systems, ensuring compliance with applicable regulations and industry standards, including IPC standards for electronics assembly. The role is critical to maintaining product quality, operational safety, and environmental responsibility in a precision-driven environment that manufactures electronic components and mechanical assemblies
<b>Key Responsibilities</b>	<p><b>Quality Management</b></p> <ul style="list-style-type: none"><li>• Develop, implement, and maintain a certified QMS in line with ISO 9001 standard</li><li>• Ensure compliance with relevant standards applicable to the business</li><li>• Lead quality planning, process validation, and PPAP submissions for automotive customers.</li><li>• Oversee quality assurance and quality control to ensure it is resourced adequately</li><li>• Visit OEM customers and subsidiaries worldwide to ensure good communication.</li></ul> <p><b>Health &amp; Safety</b></p> <ul style="list-style-type: none"><li>• Ensure compliance with occupational health and safety regulations, including ESD safety, handling of hazardous materials (e.g., solder, flux), and machine safety.</li><li>• Conduct risk assessments and safety training tailored to electronic and mechanical assembly environments.</li><li>• Investigate incidents, accidents, and near-misses, and oversee follow-up corrective actions.</li></ul> <p><b>Environmental Management</b></p> <ul style="list-style-type: none"><li>• Maintain compliance with ISO 14001 and manage programs for chemical storage, e-waste disposal, and resource efficiency.</li><li>• Monitor compliance with RoHS, REACH, and other relevant environmental directives applicable to electronics manufacturing.</li></ul> <p><b>Systems &amp; Continuous Improvement</b></p> <ul style="list-style-type: none"><li>• Lead QHSE continuous improvement initiatives using tools such as FMEA, SPC, 8D, and Lean Six Sigma.</li><li>• Manage document control, ensuring QHSE policies, SOPs, and work instructions are updated and properly communicated.</li><li>• Track and report QHSE KPIs, including defect rates, customer returns, audit findings, and safety incidents.</li></ul>

<b>Qualifications &amp; Experience</b>	<ul style="list-style-type: none"> <li>• Degree or equivalent qualification in Engineering, Quality Management, Industrial Technology, or a related field.</li> <li>• Minimum 5 years of QHSE experience in electronics manufacturing or mechanical assembly.</li> <li>• Strong working knowledge of:</li> <li>• ISO 9001, ISO 14001</li> <li>• Good working knowledge of IATF16949 Automotive Quality Standard &amp; Core Tools</li> <li>• Experience with auditing, root cause analysis, PPAP, APQP, and control plans.</li> <li>• Proficient in MS Office and QHSE software tools (e.g., for NCR tracking, audit scheduling, risk assessments).</li> </ul>
<b>Desired Skills</b>	<ul style="list-style-type: none"> <li>• Good working knowledge of Product Realisation processes, design &amp; manufacturing..</li> <li>• Good working knowledge IPC-A-610, IPC/WHMA-A-620 standards</li> <li>• Ability to speak second language, French, Spanish, German</li> </ul>
<b>Key Competencies:</b>	<ul style="list-style-type: none"> <li>• Analytical and problem-solving mindset with high attention to detail.</li> <li>• Effective communicator with strong leadership and coaching skills.</li> <li>• Ability to work cross-functionally with engineering, production, and customer-facing teams.</li> <li>• Ability to work with a cross functional / departmental team</li> <li>• Proven track record of maintaining compliance in regulated manufacturing environments.</li> </ul>