





## Work, Health & Safety Manager at Collinsfoods/ KFC

Workplace: Amsterdam



Collins Foods Europe is the largest franchisee of KFC restaurants in Europe. At Collins Foods, Work Health & Safety is their number one priority, both in their restaurants and their Support Office. Safety Leadership is the responsibility of all roles at Collins Foods. And that's where you come in. As the WHS manager, you know how to execute all kinds of health & safety policies in a dynamic international environment by keeping a constant eye on the result and providing a solid, stable basis.

### The offer:

- Gross annual salary including holiday allowance € 85.000,- max. based on 40 hours.
- Bonus scheme up to 10% (on target).
- Lease car.
- 25 holidays (+ 2 ATV days when working full-time).
- Pension contribution 81%.
- Equity plan.
- Gym membership.

### **Your profile:**

- Bachelors or masters level, graduated in integral safety management or any other relevant studies in health, safety or injury management.
- Certification as an OHS practitioner/professional.
- At least five years of HR experience in a dynamic international environment,. For example, experience gained in a large multi-territory retail or food organization.
- Strong strategy and policy writing skills with demonstrated ability to undertake leading edge research, data analysis and prepare high level reports and correspondence.
- Data-and process driven and business-savvy.
- Available for 32 – 40 hrs a week.

### **You are:**

- A good coach who motivates and guides others in creating a safe work environment;
- Able to put strategy and procedures on paper in an understandable way. In addition, you are strong in researching and analyzing data, identifying trends and deviations and then reporting on these;
- A solid conversation partner at all levels, you know how to build effective relationships and are not easily swayed;
- A true self-starter who knows how to set the right priorities in a fast-paced environment;
- Excellent communication skills in English as well as in Dutch.

### **What can you do for the organization?**

Collins Foods Europe (CFE) has the ambition to grow significantly in the coming years. Currently they have branches in the Netherlands and Germany, they want to grow further in Germany and expand to other countries within Europe. As WHS manager you will be responsible for all aspects related to Work Health and Safety (with an emphasis on Safety) in the Netherlands, Germany and the newly recruited countries. You guide the 92 restaurants in the Netherlands and the 16 restaurants in Germany in the implementation of the safety procedures. (75 company owned and operated and 33 sub franchisee owned and operated.)

## **The role:**

You are a motivating leader who achieves results through process optimisation and implementation of continuous improvement, while not shying away from challenges. You have excellent project, change and stakeholder management skills and are able to work with people at all levels of the organisation.

Current projects include:

- setting up a safety management system;
- implementation of a safety reporting system;
- development of a security system for restaurants.

Direct stakeholders are the market- and area coaches. But you are also the advisor of the Real Estate team, when setting up and opening new restaurants. You are the expert on safety and make an important contribution to the design. In this role, you are frequently on the road to the restaurants to have an up-to-date picture of the situation and to be able to work continuously on improvement.

## **Core Activities, Responsibilities, and Results:**

- Implement and maintain CFL's Safety Management System (SMS) for European operations, ensuring compliance with local statutory requirements.
- Oversee WHS governance and reporting for CFE, providing proactive and effective insights for senior leaders and the Board.
- Manage technology supporting health, safety, wellbeing, and injury management programs.
- Foster CFE's safety culture and leadership across a geographically dispersed organization.
- Measure and report on the effectiveness of the WHS strategy, ensuring data accuracy.
- Collaborate with the Management Team to proactively identify risks and provide regular insights for improvement.
- Establish a robust health and safety training program for all employees and officers.
- Engage with key stakeholders to ensure best practice safety and legislative compliance.
- Oversee and approve investigations of workplace incidents by operational leaders. including hazards, near misses, injuries, and compliance matters conducted by operational leaders.
- Collaborate with franchisors, franchisees, and QSR competitors on health and safety practices.

## What does your team look like?

The HR team consists of 12 people: the HR director, L&D manager, WHS manager, HR manager NL with a team of HRBPs (2), HR admin (2), payroll consultants(2) and L&D consultants (4) and the HR Manager Germany with a HRBP and a HR Admin.

In this role, you will report to the HR director and be a member of the management team which in addition to you consists of the HR director, the HR managers for NL and Germany and the L&D manager.

There are all kinds of things organized at CFE such as monthly chicken and beer get-togethers and an annual meeting at a nice hotel with all the people from the office. In addition, once a year everyone rotates in a KFC restaurant to experience. The , approachable and involved.

## About Collins foods:

Collins Foods Limited (CFL) is an ASX200 listed company with operations dating back to 1969 when CFL opened the first KFC restaurant in Queensland, Australia. Fast forward 50 years and CFL is now the largest franchisee of KFC Restaurants in Australia operating almost 350 KFC restaurants across Australia and Europe, as well as Sizzler restaurants in Asia, and Taco Bell in Queensland, Victoria & Western Australia.

The Collins Foods Europe (CFE) Restaurant Support Centre (RSC) is located in Amsterdam and is the main hub for above-store staff in the Netherlands and Germany. The Support Centre houses a number of divisions including Finance & Accounting, Payroll, Supply Chain, Information Systems, Human Resources, Marketing, Property & Construction, Maintenance & Engineering, and Restaurant Operations.

## Values:



## Procedure:

The pre-selection including the first interview for this position is done by Bureau Blaauw. After introduction to Collins Foods, there are the following steps in the process:

- 1st interview with Janita Chapman, HR director and Lotte van der Berg hr-manager;
- 2nd interview with Michael Jones Operations Director and Hans Miete, CEO.

If the interviews are successfully completed, you will receive an employment terms proposal.

A reference check of the candidate ultimately chosen by Collins Foods will be part of the procedure.

## Enthusiastic?

Send us your short motivation and CV before the 19<sup>th</sup> of April 2024.

Feel free to call or email our consultants Ingrid Brons or Saskia Bouter if you have any questions!



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