



HSE Specialist (Environmental)

We have an exciting new vacancy within our HSEQ department as we are looking for a new HSE Specialist with an environmental bias to join the team. We would encourage you to apply even if you do not currently meet all the desired qualifications or experience below.

About Us

Established in 1929 and part of the GFG Alliance, ALVANCE British Aluminium operates the UK's only remaining primary aluminium smelter and its connected hydro power station on the slopes of Ben Nevis.

Job Summary

The role supports environmental compliance and continual improvement across the site, including monitoring, data analysis, regulatory reporting, audits, inspections, incident investigations and improvement projects. The post holder will also support wider HSE initiatives and contribute to compliance with ISO 14001, ISO 45001, ASI requirements and site permits.

This opportunity could suit someone already working in HSE or environmental management, as well as someone looking to start a new career or make a career change into this area. Depending on the successful candidate's qualifications and experience, the role may be offered at specialist or trainee level, with training and development provided.

Working with Us

We work collaboratively with high energy and ambition to develop sustainable growth plans for our business, our future and our careers.

We are committed to uncompromising levels of safety, strong customer-centricity and diversity. Our people are our greatest asset.

If your true passion in life is to help create a better world through the work that you do, we would encourage you to think about ALVANCE British Aluminium, where you will have the opportunity to thrive, make a difference and leave a legacy to both industry and society.

Key Responsibilities

- Support the application, variation, amendment and ongoing compliance of environmental permits, licences, authorisations, consents and exemptions.
- Monitor compliance with environmental legislation, site permits, regulatory obligations and business management system requirements.
- Prepare, review and submit environmental data and reports to SEPA, local authorities, statutory bodies and internal stakeholders as required.
- Provide technical and specialist environmental support to site departments, including advice on environmental controls, permit requirements and improvement actions.



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- Support environmental monitoring and sampling activities, including air emissions, water, waste, land, soil and groundwater where applicable, and analyse data to identify trends, risks, compliance issues and improvement opportunities.
- Support the development and implementation of environmental and sustainability initiatives, including carbon reduction, waste minimisation, resource efficiency and biodiversity projects.
- Support environmental aspects of site projects, Management of Change, contractor activity and operational changes.
- Undertake environmental inspections, audits and incident investigations, ensuring findings are communicated and corrective actions are implemented.
- Maintain and improve environmental management system documentation, procedures, registers and records, supporting compliance with ISO 14001, ISO 45001 and ASI requirements.
- Assist with health and safety inspections, audits, incident investigations and risk assessments, providing practical support to operational departments where required.
- Provide practical HSE advice and guidance to managers and employees, supporting compliance with site procedures and legislative requirements.
- Liaise with regulators, consultants, contractors and internal stakeholders professionally and constructively to support the delivery of environmental and HSE objectives.

Hours of Work

- Monday-Thursday: 0800 - 1630
- Friday: 0800-1300

Benefits and Reward

We can offer you the opportunity to be part of a strong and talented team, taking part in rewarding work, with supported learning and development, along with an excellent work-life balance.

For your commitment, drive and outstanding performance, you will be rewarded with:



- Competitive Salary
- Option to buy/sell holiday
- All specialised training provided
- Bonus Scheme
- Company pension contribution from 6% up to 9%
- AVIVA Life Assurance (6 times the salary)
- BHSF Cash Health Care Plan
- Onsite gym and access to a variety of Employee wellness initiatives
- Employee Assistance Program
- Education Support Grant, £1000 for each child in university paid annually
- Cycle to Work Scheme
- Employee Reward and recognition programme
- Employee Discounts – Inclusive rewards (Salary sacrifice scheme, discounts, cashback)
- Half-day Fridays

Desired Skills and Experience

We welcome applicants who do not meet the below desired skills and experience but have a genuine interest in Health & Safety (especially the environmental side) or other applicable experience.

- Strong attention to detail and a data-oriented approach, with the ability to interpret information and identify trends.
- A personable and approachable manner, with good communication skills and the ability to build effective working relationships.
- A genuine interest in HSE and environmental management, with a desire to develop a career in this area.
- Degree, HND or equivalent experience in Environmental Science, Environmental Management, Sustainability or another relevant discipline, or equivalent industrial HSE experience.
- Experience in an environmental, HSE or compliance role, preferably within a manufacturing or regulated industry.
- Understanding of environmental legislation, compliance obligations and management systems, together with knowledge of health and safety and risk management principles.
- Confidence in undertaking site inspections, audits and field-based activities and providing practical support to operational teams.
- Strong organisational skills, with the ability to manage competing priorities and meet deadlines.
- Competent in Microsoft Office applications, particularly Excel.
- Experience within a COMAH, PPC-permitted or another regulated industrial environment would be beneficial.
- Knowledge of ISO 14001, ISO 45001 or ASI requirements would be beneficial.
- A NEBOSH qualification or membership of, or progress towards membership of, IEMA, IOSH or another relevant professional body would be beneficial.



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For more information and to apply, contact lochabercareers@alvancegroup.com

This role does not provide VISA Sponsorship.

The closing date for this position is Friday 4th September 2026