

Safety Manager

This interview guide is intended to be used in conjunction with the Vervoe skills assessment. Where a candidate has scored Low - Medium on a skill, focus on asking more questions from that skill to gain deeper insight into their level of competency.

Assessment Score	HIGH MEDIUM LOW
Assessment Skills	Safety Manager, Procedural, Attention to Detail, Communication

Competency/Skill	Candidate with this will display
Safety Manager	<ul style="list-style-type: none"> • Demonstrated experience in a Safety Manager role or has relevant qualifications • Passionate about the health and safety of staff and customers • Can handle safety situations and incidents with collectedness
Questions	
	Describe your approach to conducting safety audits in a new workplace or site.
	What is the most severe safety incident you have had to manage. What happened, how was this preventable and what were the outcomes?
	What is your biggest achievement in your career to date?
Comments	

Competency/Skill	Candidate with this will display
Attention to detail	<ul style="list-style-type: none"> • Has impeccable attention to detail to identify possible safety issues • Ensures reports include all relevant information • Meticulous in their safety inspections
Questions	
	Tell me about a time where you picked up on a safety issue that had previously been missed.
	Tell me about a time where you missed an incident. What happened and how did you respond?
	Talk me through your routine safety inspection on a site like ours.
Comments	

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Competency/Skill	Candidate with this will display
Procedural	<ul style="list-style-type: none">• Competent at developing and executing safety plans• Strictly adheres to safety procedures and plans and enforces these in all workplaces and sites

Questions

	Have you ever had to set Safety procedures for an organisation where there was previously nothing in place? How did you set this up from scratch?
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	Have you ever had to stop a business or areas of a business because of a safety issue? How did you manage this?
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	What are your standard safety procedures for a business like ours?
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Comments

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Competency/Skill	Candidate with this will display
Communication skills	<ul style="list-style-type: none">• Confident in communicating the safety plans to all staff and in particular, senior management• Can clearly explain safety procedures in an easy to understand manner• Ensures individuals and businesses understand safety procedures

Questions

	Describe a time where you have had to enforce Safety rules in an environment where individuals disregarded them.
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	How do you conduct health and safety training with employees?
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	Describe a situation where you have had to increase costs to an area of a business due to safety. How did you communicate this?
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Comments

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