

Position description:

Health & Safety Business Partner

Reporting to:

Head of Health & Safety

Date:

June 2026

Location:

Lower North Island

The role

As a Health & Safety Business Partner you'll be a connector, collaborator and influencer on all things health and safety. You'll know your stuff when it comes to not only how we keep people safe and healthy but also on the nuts and bolts of the regulatory and industry requirements. This role takes a special someone who has the ability and guts to approach safety in a different way.

Across Meridian our people climb wind turbines, get into the depths of penstocks, drive (and not just on the main highways), support our customers as well as contractors we partner with too. This role is the enabler, the wing-person to business units and teams, the driver of change, the motivator, keeping safety simple in a complex world. You are the coach who empowers frontline workers and leaders in owning health and safety outcomes. And curiosity is your middle name as you champion learning and improving.

Position accountabilities

- Providing technical advice on how we best manage H&S risks using a partnering model, accessing external resources, guidance, regulatory and industry bodies.
- Ensuring our health and safety management system and its components are the best they can be – easy to use, easy to find and on point for our people.
- Coaching our people to ensure they have the right level of awareness and understanding of the H&S risks they manage.
- Supporting a culture of learning and improving using learning teams and other engaging approaches to engage our people and partners and focus on improving our capacity to have safe failures.
- Championing wellbeing programmes with our people ensuring an inclusive and healthy culture. And advising on return to work programmes when required.
- Supporting a safety training & competency programme to ensure our people have the right skills and capability to manage the H&S risks for the roles they do.
- Championing continuous improvement across H&S – whether it's leading improvements in our H&S management system, supporting improvements identified from learning teams or responding to trends and insights from our data.
- Work collaboratively to ensure synergies are identified and applied consistently across the wider organisation.



Meridian.

The Power to
Make a Difference.

Knowledge, experience and skills

- Experience in a health & safety role in high-risk sectors such as energy.
- Experience in and/or knowledge of electricity generation. For example, wind/solar/Battery Energy Storage Systems (BESS).
- An influencer of change who is courageous in trying innovative approaches.
- An ability to build collaborative relationships, using your great listening skills and verbal engagement wizardry.
- Know the gnarly detail of the law and other industry requirements, interpreting these in a way which strengthen our systems without disempowering our people.
- Strong written and oral communication skills.
- A relevant qualification in H&S is desired but it is your experiences that interests us.
- Change management or continuous improvement qualifications could come in handy.
- Facilitation skills are highly desirable



Meridian.

The Power to
Make a Difference.