



## Glasgow 2026 Commonwealth Games – Job Description

<b>Job title:</b>	Head of Health & Safety
<b>Division:</b>	CEO Office
<b>Functional Area:</b>	Health & Safety
<b>Reports to:</b>	Directly to CEO
<b>Location:</b>	95 Bothwell Street, Glasgow (Flexible working arrangements available)

### Background to Glasgow 2026 and Role Overview

This summer, the Commonwealth Games return to Glasgow, bringing together 3,000 athletes from 74 nations and territories for an electrifying 11-day celebration of world-class sport and culture. The Games will be the biggest multi-sport event in the UK in 2026 and largest Para-medal programme in Games history, attracting 500,000 ticketed spectators and a global broadcast of millions.

Glasgow 2026 is set to revolutionise the Games, with a bold, ‘Clyde Built’ experience that reflects the city’s resilience and innovation. This is more than just an event; it’s a movement – a celebration of unity, equality, and sporting excellence. A movement that will not only deliver a world-class sporting experience but will also create lasting impact, maximising social and economic benefits for the city and the Commonwealth.

With demonstrable expertise in strategic leadership across a multi-venue major event environment, we are seeking a highly motivated and skilled Head of Health & Safety to join our team. If you have a passion for sporting events and a drive for excellence and want to be part of creating something truly special, then Glasgow 2026 wants you.

### The Role

You will be the **Head of Health & Safety** lead for Glasgow 2026 Organising Company, overseeing all aspects of H&S, from event delivery and planning responsibilities through to alignment and application across the business on corporate responsibilities.

In your leadership capacity, you will bring teams from across the Organising Company, our embedded delivery suppliers and venues to review H&S holistically. You will report directly to the Chief Executive Officer to reflect the central importance of the role, and you will lead the development, implementation and assurance of the Organising Company’s health and safety frameworks for Glasgow 2026 accurately responding to the risks and delivery model of the Games. You will ensure safe delivery of all Games operations - from venue preparations and workforce operations to public engagement initiatives and supplier contractor integration - delivering in line with UK legal requirements and major event best practice.

This role will shape and drive a proactive safety culture across the Organising Company, embedded delivery suppliers, contractors and our work with venue operators; ensuring that athletes, workers, volunteers, spectators and the public operate in environments that protect health, safety and wellbeing. The role will be supported by a team of health and safety advisors from the OC, specialists and H&S managers embedded by delivery suppliers.



## **Key Responsibilities**

### Strategic Leadership, Assurance & Governance

- Provide the strategic leadership for health & safety across Glasgow 2026, aligned with organisational goals and legal frameworks.
- Advise the CEO, Board, Executive Leadership, Senior Managers and delivery suppliers on health and safety responsibilities and risks across the Organising Company and the Games ecosystem.
- Establish and chair governance forums for safety standards, providing independent reporting into the Executive Leadership Team and Glasgow 2026 Board where required.
- Lead the process for allocating risk ownership with the Executive Team and across Senior Managers to ensure visible, accountable and streamlined governance.
- Partner closely with other functions, such as operations, legal, procurement, safety and security, event operations, overlay, city operations, ceremonies, games experience, public engagement, workforce and transport teams, to embed safety thinking at every stage of Games planning and delivery.
- Act as the senior lead health & safety interface with statutory and regulatory authorities, emergency services, venue operators and key delivery partners.

### Health & Safety Policy, Framework Development and Implementation

- Support the CEO as the accountable lead for the Health and Safety Policy Statement.
- Own and lead the design, implementation and continuous improvement of the Health & Safety Management System and Strategy, including policies, procedures and standards that meet UK legislative requirements and international standards for a major sport event.
- Ensure consistent risk assessment practices are implemented across OC-led, supplier delivered and venue operated functions, including, but not limited to, operations, venue management, ceremonies, games experience, broadcast, catering, workforce operations (inc. volunteering), contractor-led activity, and spectators, public and sponsor activities.
- Support integrated planning with competition venues, non-competition venues, security, medical services, transport, workforce, games experience and ceremonies teams across the OC to provide a holistic approach to health and safety.

### Compliance and Risk Management, including Operational Risk, Audit & Assurance

- Ensuring full compliance with all relevant Health and Safety legislation and statutory requirements; regularly communicating progress to leadership.
- Provide the oversight and assurance with functional areas and delivery partners on identifying potential risks, conducting risk assessments, and implementing control measures to mitigate risks. Including implementing the process for RAMS approvals.
- Drive proactive risk identification, evaluation and mitigation from early planning through testing and readiness programme, Games time and post-Games dissolution.
- Lead assurance activities such as audits, inspections, reviews and corrective action follow-up and drive continuous improvement.
- Provide interventional support to areas that are in periods of increased delivery and require active business partnering to maintain high standards of safety management.



#### Operational Support and Advice

- Providing professional, specialist Health and Safety advice and support to functional areas and wider staff, acting as the primary lead point of contact for health and safety issues across all aspects of the Organising Company and Games deliver ecosystem.
- Provide strategic oversight and guidance on health and safety as it relates to the design and build phases for Overlay and CDM compliance, to assure that robust systems and procedures are in place and technical competency is in place.
- Provide input to the design and planning of the Games command and control (C3) structures as it relates to emergency planning, reporting, procedures and communications.

#### Incident Management, Reporting & Contractor Integration

- Maintain and continuously improve systems for measuring, monitoring, and reporting on Health and safety performance, including accident/incident investigation.
- Coordinate serious incident escalation and interface with regulatory bodies and authorities as required.
- Contribute to the Testing and Readiness plan to ensure incident management processes are robustly tested
- Developing and monitoring a contractor Health and Safety compliance and performance system, including reviewing contractor Health and Safety plans, inductions, risk assessments and procedures

#### Training, Culture & Awareness

- Drive the delivery of health & safety training, competency frameworks and awareness campaigns to strengthen capability across the OC and suppliers.
- Support the rollout of training and induction content aligned with HSE requirements, OC values, and safety leadership expectations
- Drive a positive safety culture and communications campaign across all levels of Glasgow 2026 and its delivery partners, including promoting clarity of expectations, statutory duties, and behavioural standards.

#### Leadership and people management

- Lead, motivate and establish a small but high-performing function within the CEO office.
- Act as a business partner to all Chiefs and Directors, providing confidence and clarity.
- Foster a **One Team** culture across the Organising Company, suppliers and venue teams, promoting collaboration and inclusivity.
- Influence stakeholders to ensure a consistent and coordinated approach to health and safety across the Games ecosystem.



### Qualifications

- Professional health & safety qualification (e.g. **NEBOSH Diploma, CMIOSH** or equivalent professional accreditation strongly preferred).
- Demonstrable expertise in large-scale multi-venue events, venues or complex operational settings.

### Knowledge and Experience

You will bring:

- Significant experience in strategic health & safety leadership, risk management, organisational governance and a live operational environment.
- Prior leadership in major sporting or cultural events, in multi-site venue operations, or similar high-risk environments (comparable to a Commonwealth Games).
- Experience of working with senior stakeholders across public and private sectors
- Demonstrated ability to develop and execute Health & Safety Framework in a manner that drives outcomes, engagement and unites teams.
- A track record of working on high-profile projects and programmes.
- Proven experience managing multiple health and safety initiatives with conflicting deadlines and high-performing teams.
- Proven experience participating in project management processes including risks & issues registers, regular milestone progress reporting
- Awareness of C3 structures in a multi-agency environment
- Excellent stakeholder management and presentation skills, with the ability to engage and influence at all levels.
- Experience in delivery, from planning through to implementation, including leading.
- Excellent understanding of Health & Safety legislation.

### Personal characteristics

- Strategic thinker with strong influencing and communication skills.
- Strong decision-making capability and sound judgement
- Highly tuned analytical, planning and organisational skills
- Demonstrates high levels of Health and Safety competence.
- Collaborative and inclusive leader with a One Team approach.
- Outcome-driven, decisive and resilient under pressure.
- Inspiring leader who nurtures talent and promotes professional development.
- Committed to equality, diversity and inclusion in all activities.
- Passionate about sport, culture and/or major events.

The role will require evening and weekend during Games time. Responsibilities of the post will evolve as required and during Games time.