



Glasgow 2026 Commonwealth Games – Job Description

Job title:	Health & Safety Advisor(s)
Division:	CEO Office
Functional Area:	Health & Safety
Reports to:	Head of Health & Safety
Location:	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 delivering health and safety management across complex, multi-venue or major event environments; we are seeking multiple Health & Safety Advisors to join our Health & Safety team and business partner with teams across the OC and our embedded suppliers. 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 part of a small team of **Health & Safety Advisors** within the Glasgow 2026 Organising Company (working as part of an integrated team with Health & Safety Managers from our embedded delivery suppliers). You will implement all aspects of H&S, from event delivery and planning responsibilities through to alignment and application across the business on corporate responsibilities. Each Health & Safety Advisor will be business partnered with relevant departments and functional areas to support the execution of their specific Health & Safety plans to a high standard.

You will exercise a senior and practical health and safety skillset, to support teams from across the Organising Company, our embedded delivery suppliers and venues to deliver an integrated and cohesive H&S framework. The Health & Safety Advisors will report to the Head of Health and Safety; and will be based within the CEO office to reflect the central importance of the role. You implementation and assure the Organising Company's health and safety frameworks for Glasgow 2026 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.



Key Responsibilities
<p>The Health & Safety Advisor(s) will be responsible for managing and delivering health and safety arrangements across defined areas of the Glasgow 2026 Commonwealth Games. The postholders will provide health and safety management advice and assurance, working closely with OC leads, functional teams, contractors and embedded partners to ensure Games activities are planned and delivered in compliance with UK legislation and event best practice.</p>
<p><u>Health & Safety Management and Delivery</u></p> <ul style="list-style-type: none">• Manage health and safety delivery across assigned venues, delivery suppliers, projects or functional areas in line with the Glasgow 2026 Health & Safety Management System.• Support the Head of Health & Safety in implementing policies, procedures and standards across the Organising Company aligning with embedded delivery suppliers and venues.• Provide competent, professional health and safety advice to department leads, functional leads, operational teams and delivery suppliers.• Escalate significant risks, issues or non-compliance to the Head of Health & Safety in a timely manner.• Participate in forums for safety standards, providing reporting into the Health & Safety Assurance Group, as required.
<p><u>Risk Assessment and Compliance</u></p> <ul style="list-style-type: none">• Coordinate and review risk assessments across OC-led activity, venues and Games delivery functions; including operations, venue management, ceremonies, broadcast zones, workforce, catering, contractor operations, public and spectator engagement.• Support compliance with all relevant health and safety legislation, statutory requirements and internal standards.• Provide the advice to functional areas and delivery partners on identifying potential risks, conducting risk assessments, and implementing control measures to mitigate risks. Including practically supporting and implementing the process for RAMS.• Drive proactive risk identification, evaluation and mitigation from early planning through testing and readiness programme, Games time and post-Games dissolution.• Facilitate 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.
<p><u>Business Partnering: Operational Support and Planning</u></p> <ul style="list-style-type: none">• Act as the health and safety lead for assigned functional areas, departments, venues or workstreams supporting planning, readiness and operational delivery.• Working with the embedded delivery supplier and OC overlay team and advisors; ensure health and safety oversight of the overlay and temporary infrastructure activities, including monitoring of CDM compliance where applicable.• Contribute to business continuity planning, command and control (C3) arrangements and incident response planning, in coordination with the Head of Health & Safety.



Audit, Assurance & Continuous Improvement

- Deliver inspections, audits and assurance activities across assigned venues, operations and functions.
- Monitor compliance and track actions arising from audits, inspections and incidents, ensuring timely close-out.
- Identify trends, risks and improvement opportunities and report these to the Head of Health & Safety.
- 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.

Incident Management, Reporting & Contractor Integration

- Support, maintain and continuously improve systems for measuring, monitoring, and reporting on Health and safety performance, including accident/incident investigation.
- Lead or support accident or investigations, as directed by the Head of Health & Safety.
- Escalate serious incidents and support liaison with regulators and authorities under the direction of the Head of Health & Safety.
- Support Testing and Readiness plans to ensure incident management processes are robustly tested
- Maintain Health and Safety compliance and performance systems, including reviewing contractor Health and Safety plans, inductions, risk assessments and procedures
- Support consistent application of health and safety standards across the Games ecosystem, interfacing with delivery suppliers and venues.

Training, Culture & Awareness

- Support 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.
- Contribute to health and safety communications and engagement initiatives led by the Head of Health & Safety.
- 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

- NEBOSH General Certificate or Diploma (or equivalent)
- Working towards or holding professional membership (e.g. CMIOSH) is desirable
- Demonstrable expertise in multi-events, venues or complex operational settings.

Knowledge and Experience

You will bring:

- Experience in operational health & safety management within a large-scale project or live operational venue environment (or equivalent transferable experience).
- Proven track record in supporting operational delivery, supplier management and compliance activities.
- Experience of working with stakeholders across an organisation.
- Demonstrated ability to execute Health & Safety Frameworks and processes in a manner that drives outcomes, engagement and unites teams.
- 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 or escalation structures.
- Excellent stakeholder management skills, with the ability to engage and influence
- Clear understanding of accountability and escalation within governance structures.
- Strong knowledge of UK Health & Safety legislation and practical application.

Personal characteristics

- Solutions-focused with influencing and communication skills.
- Rationale decision-making capability and sound judgement
- Analytical, planning and organisational skills
- Demonstrates high levels of Health and Safety competence.
- Collaborative and inclusive individual, with a One Team approach.
- Outcome-driven, decisive and resilient under pressure.
- Committed to equality, diversity and inclusion in all activities.
- Passionate about sport, culture and/or events.

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