



Role: Safety Culture Lead
Area: AAI HSQ
Sub-Area: Network Safety
Location: Cork/Dublin
Salary: Competitive

Duration: 2 year Fixed Term **Ref:** GNI034

Gas Networks Ireland operates and maintains Ireland's €3bn, 14,758km national gas network, which is considered one of the safest and most modern renewables-ready gas networks in Europe

Over 720,000 Irish homes and businesses trust Ireland's gas network to provide efficient and reliable energy to meet their heating, cooking, manufacturing and transport needs.

The gas network is the cornerstone of Ireland's energy system, securely supplying more than 30% of Ireland's total energy and almost 50% of the country's electricity generation.

Gas Networks Ireland is aiming to deliver a repurposed, resized and fully decarbonised gas network by 2045. Its "Pathway to a Net Zero Carbon Network" envisions transforming the existing gas network into two separate systems carrying 100% renewable gas, one dedicated to biomethane and the other to green hydrogen, with the potential to carry approximately 30% biomethane and 70% green hydrogen, as well as offering significant long term energy export opportunities.

Gas Networks is an organisation with a very strong legacy and a culture founded on pride in our purpose, to keep Ireland's energy moving, and commitment to our vision, to be at the heart of Ireland's energy future. Our organisational values demonstrate what is important across the organisation including building on our experience across our organisation to build towards our sustainable future, doing what's right for each other and for the people and communities that we serve and finally energised for the change of our future towards a renewable energy landscape. Throughout your career in Gas Networks Ireland, you will be part of an organisation that has a strong commitment to supporting and developing our workforce today and into the future. You will also have an opportunity to get involved in our ambitious iBelong programme ensuring a diverse, equitable and inclusive environment for us all to thrive. Finally, our Time to Talk Mental Health programme and our wellbeing initiatives ensure we provide support across many areas as you work in our organisation.

The Role:

The Health, Safety and Quality (HSQ) function in GNI is responsible for safety policy, quality assurance and Health and Safety compliance across all areas of the business.

Reporting to the Health and Safety Manager, the Safety Culture Lead will be responsible for the management of the Work Safe Home Safe Strategy and Programme. They will foster and further develop and sustain a proactive safety culture across Gas Networks Ireland. The Safety Culture Lead will promote best practice, lead cultural change initiatives, and collaborate with all levels of Gas Networks Ireland to ensure that safety is embedded in every aspect of the organisation's activities.

This role requires an active leader who can influence and engage stakeholders at all levels to prioritise a positive safety culture, ensuring safety first in everything we do.

Duties and Responsibilities:

- Provide strategic leadership for the implementation and continuous improvement of the Work Safe Home Safe Strategy, ensuring alignment with Gas Networks Ireland's organisational goals.
- Develop, lead and deliver the Annual Safety Culture Plan and the Five Year Safety Culture Programmes of Work, driving sustained behavioural based safety improvements.
- Demonstrate strong safety leadership throughout the organisation, coaching future safety leaders, collaborating with all company departments, including attendance at company all-hands, pillar off-sites etc.
- Sustain three Work Safe Home Safe Committees, covering Assets and Infrastructure, Network Operations, and Safe Place of Work, through management of initiatives and coordination of safety moments, meetings, action items, etc.
- Develop, lead and deliver Work Safe Home Safe training and awareness programmes.
- Work with leaders at all levels of the business to integrate safety culture principles into business planning, decision-making, and daily operations.
- Facilitate workshops, focus groups, and other engagement activities to gather input and build ownership for safety initiatives.
- Facilitate Work Safe Home Safe events, including theatre-based learning, safety awareness campaigns and initiatives to engage employees.
- Monitor, analyse, and report on safety culture metrics, using data to inform continuous improvement efforts.
- Conduct safety culture surveys as required, collect and analyse associated data to identify trends and areas for improvement. Recommend corrective actions.
- Own the Safety Communications Annual Plan, promoting clear and effective monthly safety communication across all levels of the organisation.
- Develop and implement recognition and reward programmes, acknowledging safe behaviour.
- Monitor and measure safety culture and ensuring that safety culture arrangements are effective at minimising risk and delivering the expectations of GNI management and stakeholders.
- Perform other duties as required from time to time.

Knowledge, Skills and Experience:

- Relevant third level qualification or equivalent experience.
- Minimum 5 years' experience in a professional role, ideally in utility, engineering, construction or major accident hazard industry.
- Extensive demonstrated experience in building and maintaining relationships.
- Proven ability to manage and motivate internal and external stakeholders at all levels.
- Excellent influencing and negotiation skills.
- Excellent communication skills, written and oral.
- Demonstrated leadership experience.
- Proficient in presenting to a large and dynamic audience.
- Demonstrated creative ability to design and implement safety culture initiatives and campaigns.
- Competent in the making and taking of decisions based on strong self-confidence and motivation.
- Demonstrated experience in behavioural safety or equivalent.
- Event and/or marketing management experience an advantage.

Applications, including current Curriculum Vitae, should be emailed to the following address stating the job title and reference number in the subject line of your email:
recruit@gasnetworks.ie

The closing date for receipt of applications for this vacancy is
24th February 2026

Please note that applications submitted after this closing date will not be accepted.

Gas Networks Ireland is an equal opportunities employer

We are committed to providing a diverse and inclusive place of work and have a robust strategy and framework called ibelong to enable this. We are an equal opportunity employer and through our recruitment process we welcome and encourage applications from interested and suitably qualified individuals regardless of gender, age, racial or ethnic origin, membership of the traveller community, religion or beliefs, family or civil status, sexual orientation/gender identity or disability.

GNI will only hold your data for as long as necessary. By providing a CV to GNI you are agreeing for GNI to process this information about you. If you have any question about how GNI processes your data please see our Privacy Notice. If you have further questions, you can contact us at dataprotection@gasnetworks.ie