



**ISHARA TOWERS RWANDA**

**Job Title:** Health, Safety & Environment (HSE) Specialist

<b>Function</b>	ESG, Health and Safety	<b>Level</b>	Professional
<b>Reports to</b>	Senior Manager - ESG and Health & Safety	<b>Work Location</b>	Kigali
<b>Supervises</b>	N/A		
<b>Purpose</b>	The role ensures compliance with national regulatory requirements and international best practices, while fostering a strong safety culture across field operations, contractor activities, shared infrastructure environments, and associated support functions such as fleet operations and building facilities management.		
<b>Key Roles &amp; Responsibilities</b>	<p><b>1. HSE Management &amp; Compliance</b></p> <ul style="list-style-type: none"> <li>Support development, implementation, and continuous improvement of the company's HSE management system across telecom tower infrastructure, network facilities, and support operations.</li> <li>Ensure compliance with Rwanda occupational health, safety, and environmental regulations, as well as telecom-specific requirements.</li> <li>Align HSE practices with international standards (e.g., ISO 45001, ISO 14001) and infrastructure industry best practices.</li> <li>Maintain all required permits, licenses, and statutory documentation for tower sites, facilities, and operational assets.</li> </ul> <p><b>2. Risk Assessment &amp; Control</b></p> <ul style="list-style-type: none"> <li>Conduct routine risk assessments for tower construction, installation, maintenance, and network operations (including work at height, electrical systems, and RF exposure considerations).</li> <li>Identify and implement effective control measures for high-risk activities, including contractor-led works and field operations.</li> <li>Review and approve contractor method statements and risk assessments for infrastructure deployment and maintenance activities.</li> <li>Support risk management related to operational fleet movements and logistics associated with field teams.</li> </ul> <p><b>3. Incident Management</b></p> <ul style="list-style-type: none"> <li>Lead investigations of incidents, near misses, and unsafe conditions across tower sites, facilities, and operational activities.</li> <li>Perform root cause analysis and implement corrective and preventive actions.</li> <li>Maintain incident records and prepare periodic reports, including trend analysis to inform risk mitigation strategies.</li> </ul>		



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**4. Contractor & Tenant HSE Oversight**

- Ensure all contractors comply with HSE requirements before and during site works.
- Conduct HSE inductions for contractors, field technicians, and tenants operating within shared tower site environments.
- Monitor compliance of tower tenants and contractors with safety standards, including fire safety, electrical safety, spills prevention & management, waste management, and safe use of shared infrastructure and facilities.
- Oversee HSE compliance in multi-tenant tower environments and co-location sites.

**5. Emergency Preparedness & Fire Safety**

- Develop and maintain emergency response plans covering tower sites, office facilities, and critical network infrastructure (fire, medical, evacuation, power incidents).
- Coordinate and conduct emergency drills and simulations across operational sites and buildings.
- Ensure fire detection, suppression, and protection systems are regularly inspected and maintained in offices, technical rooms, and tower sites.

**6. Environmental Management**

- Implement environmental management initiatives across Ishara operations, including waste management (e.g., e-waste, batteries), energy efficiency (diesel generators, hybrid/solar systems), and water use.
- Monitor environmental performance indicators such as emissions, fuel consumption, and resource utilization.
- Promote sustainable practices among tenants, contractors, and internal teams.
- Support environmental compliance related to infrastructure deployment and site operations.

**7. Training & Safety Culture**

- Support in design and delivery of HSE training and awareness programs tailored to telecom field operations, technical teams, contractors, and facility users.
- Promote a proactive safety culture through toolbox talks, campaigns, and engagement initiatives across sites and offices.
- Drive safe behaviours in high-risk activities such as working at height, electrical work, and field mobility.

**8. Audits & Reporting**

- Conduct internal HSE audits and inspections across tower sites, network facilities, offices, and operational activities.
- Support external audits and regulatory inspections.



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	<ul style="list-style-type: none"> <li>• Prepare monthly and quarterly HSE performance reports, including KPI tracking and ESG-related inputs.</li> </ul>
<p><b>Job-Specific Competencies</b></p>	<p><b>Functional:</b></p> <ul style="list-style-type: none"> <li>• Strong knowledge of HSE regulations, telecom infrastructure risks, and international HSE standards.</li> <li>• Experience managing contractors in distributed, high-risk operational environments.</li> <li>• Understanding of risks related to tower operations (work at height, electrical systems, energy systems).</li> <li>• Good awareness of HSE considerations in facilities/buildings and operational fleet management.</li> <li>• Strong incident investigation, risk assessment, and analytical skills.</li> <li>• Excellent communication and stakeholder engagement abilities.</li> <li>• Proficiency in reporting and data analysis.</li> </ul> <p><b>Behavioural:</b></p> <ul style="list-style-type: none"> <li>• Integrity &amp; Ethics</li> <li>• Collaboration &amp; Teamwork</li> <li>• Emotional intelligence</li> </ul>
<p><b>Organizational Competencies</b></p>	<ul style="list-style-type: none"> <li>• Safety Awareness &amp; Risk Management</li> <li>• Regulatory Compliance &amp; Governance</li> <li>• Stakeholder Engagement &amp; Influence</li> <li>• Communication Effectiveness</li> <li>• Planning, Coordination &amp; Execution</li> </ul>
<p><b>Experience &amp; Qualifications Required</b></p>	<ul style="list-style-type: none"> <li>• Bachelor's degree in environmental science, Occupational Health &amp; Safety, Engineering, or related field.</li> <li>• Minimum of 3–5 years' experience in HSE, preferably within telecom infrastructure, construction, energy, or similar operational environments.</li> <li>• Professional certifications (e.g., NEBOSH, IOSH, ISO 45001/14001 Lead/Internal Auditor) are an added advantage.</li> </ul>