

Country HSE Specialist

Job Overview

We are seeking a highly motivated, proactive and dedicated Country HSE Specialist to our HSE team. This role is based in **Johor Bahru, Malaysia** and will be responsible for ensuring compliance with company standards and regulatory requirements while fostering a strong culture of safety, sustainability and continuous improvement across the organization.

Your Role

- Act as the local HSE expert, ensuring compliance with company Code of Conduct, policies, local laws, and the Global Management System (GMS)
- Implement and establish Compliance & Sustainability activities, tasks and responsibilities as directed by the Regional Head of HSE and Country Manager
- Act as a liaison between the country team and regional/global HSE functions to ensure alignment with company-wide safety goals
- Proactively identify, assess, and mitigate risks to maintain a safe work environment

HSE Compliance & Risk Management

- Conduct local HSEQ compliance activities to align with organizational policies, national regulations and ISO management system requirements
- Monitor and track updates in national HSE laws and industry standards, reporting relevant changes to the Regional Head of HSE and providing guidance to the Country Manager to comply with.
- Manage and maintain the local ISO certification/ re-certification processes, documentation and required compliance records.

Risk Assessments & Incident Investigation

- Coordinate the development, implementation and review of risk assessments based on existing measures and assist in implementing assigned corrective actions.
- Conduct investigations by gathering evidence and data, facilitate the entry and accuracy of incident information and report close-out within the HSEQ Reporting system.

Training & Awareness

- Conduct on-site, in-person, online training and safety briefings using approved materials for employees and contractors
- Facilitate toolbox talks for both operational and office personnel to enhance awareness
- Coach workforce on minimum standards and best practices for workplace safety

Operational Safety Monitoring

- Conduct site inspections and audits, document findings, verify adherence to established protocols and submit reports to the Regional Head of HSE and Country Manager
- Work closely with operational and office personnel to implement risk control measures
- Facilitate the workforce reporting on HSEQ related Accidents, Non-Conformances, Improvements, Near-Misses, Observations and Positive Observations

Emergency Preparedness

- Support the development, maintenance and execution of emergency response plans and business continuity plans
- Organise and participate in safety drills and crisis response exercises.

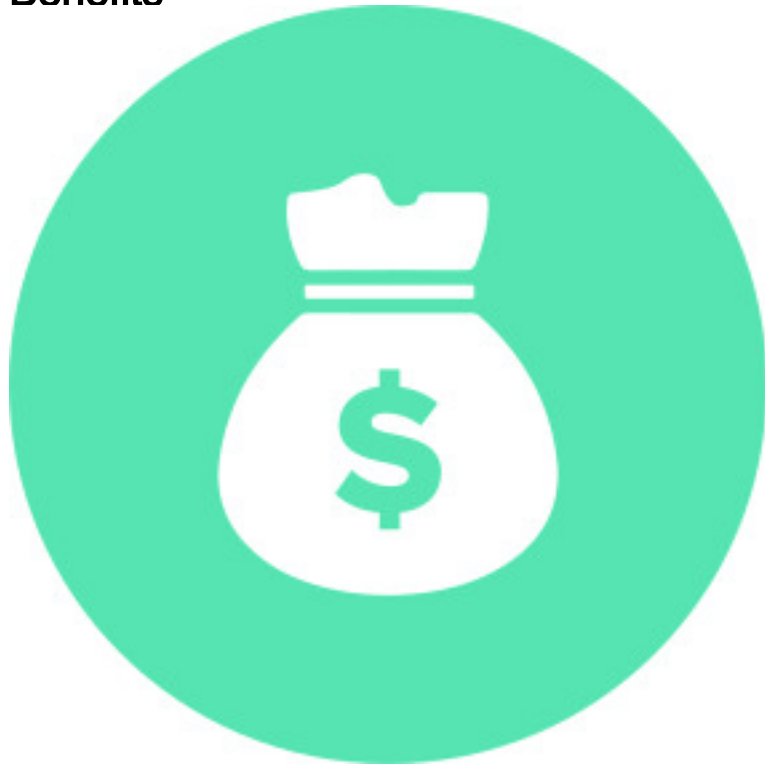
Monitoring of HSEQ Performance

- Collect and compile monthly HSEQ data points from country ensuring integrity for regional analysis.

Your Background

- Bachelor's Degree in Occupational Health & Safety, Environmental Science, Engineering, or equivalent.
- HSE Certifications (e.g DOSH-approved OSH-C, NEBOSH, IOSH, ISO Lead Auditor) are highly preferred.
- 3-5 years of experience in an HSE role within logistics, energy, or industrial operations.
- Strong knowledge of local HSE laws, ISO 45001, ISO 14001, ISO 9001 and industry standards.
- Experience with risk assessment methodologies, safety inspections, and incident investigations.
- Familiarity with HSE management systems and reporting tools (e.g., Mellora or similar platforms).
- Proactive and detail-oriented, with a strong ability to identify and mitigate risks
- Excellent communication and training skills to influence safety culture
- Ability to work independently while aligning with regional HSE strategies
- Strong problem-solving and analytical skills for incident investigations.

Benefits



Competitive Compensation, AWS



Start from 20 days of Annual Leave



Medical Insurance coverage, Corporate Classpass Plan, Flexi Benefit for Health & Well-Being



Flexi Benefit for Learning & Development

About Blue Water Shipping

Blue Water is a global provider of all logistics services in modern supply chain management. The company was founded in 1972 in Denmark, and today, Blue Water has over 2,700 employees at 80 offices worldwide. Every Blue Water office combines a strong global network with local expertise, and the company operates in various dedicated business segments.