

Job Description

Position: Senior Manager – Health & Safety (H&S) SME

Department: Training & Development

Reports To: Director – Training & Development

Location: iCEM Office or as required by the organization

Transport: Daily Pick up and Drop from Ahmedabad is available to iCEM employees

About iCEM

iCEM is an autonomous institution established by the Government of Gujarat under the auspices of the Gujarat Mineral Development Corporation. With a vision to be India's leading institute for enabling sustainable mining from societal, environmental and commercial standpoints, iCEM aims to catalyse growth of the mining sector, helping it become more efficient, safe and sustainable.

Recognising the ever-evolving mining landscape and its impact on both economic growth and the environment, iCEM adopts a comprehensive approach that encompasses capacity building and skill development, developing knowledge resources, evaluating best-in-class technologies, validating breakthrough innovations for adoption in GMDC, and forging strategic collaborations with reputed national and international institutions.

Address:

Opp. Kensville Golf Resort,

Devdholera Village,

Off. Bavla - Rajkot Highway,

Ta: Bavla, Dist.: Ahmedabad,

Gujarat (India) – 382 240

This is contractual position initially for a period of 3 years extendable based on performance. Position will be based at iCEM Dev Dholera Campus, Ahmedabad.

Role Purpose

The Senior Manager – Health & Safety (H&S) SME will be responsible for establishing and scaling the Health & Safety practice as a revenue-generating business line. The role combines deep domain expertise with business leadership to develop solutions, build client relationships, and drive full P&L ownership of the H&S practice.

The incumbent will leverage hands-on experience in mining and industrial safety regulations to understand competency gaps and design training solutions across industries including mining (mandatory focus), textiles, power, chemicals, and other heavy industries.

Key Responsibilities

1. Practice Development & P&L Ownership

- Build and scale the Health & Safety (H&S) Training practice into a sustainable and profitable business line.
- Define training service offerings including gap analysis, intervention design, implementation and impact measurement.
- Develop short and long-term growth strategy for the H&S Training domain.

2. Domain Expertise & Solution Development

- Provide subject matter expertise in H&S regulations, standards, and best practices, especially in mining.
- Design and develop training programs, certification courses, and people development advisory solutions aligned with regulatory requirements.
- Translate regulatory frameworks and industry challenges into capability-building interventions and keep pace with evolving national and international H&S standards.

3. Support Business Development & Client Acquisition

- Identify and help acquire clients across mining, textiles, power, chemicals, and heavy industries.
- Build relationships with CXOs, plant heads, safety heads, and regulatory stakeholders across industries
- Develop proposals, pitch solutions, and close business opportunities.
- Drive repeat business and long-term client partnerships.

4. Market Intelligence & Thought Leadership

- Track regulatory changes, compliance requirements, and emerging H&S trends.
- Publish white papers, case studies, and insights to establish thought leadership.
- Represent iCEM in industry forums, conferences, and regulatory discussions.
- Identify new business opportunities based on market needs and safety challenges.

5. Partnerships & Ecosystem Development

- Develop partnerships with regulatory bodies, industry associations, and academic institutions.
- Collaborate with external experts to create partnerships for designing and delivering training solutions
- Strengthen iCEM's positioning as a trusted H&S knowledge and advisory partner.

7. Learning Effectiveness & Content Improvement

- Monitor learner engagement, course completion, and feedback from digital and instructor-led programs.
- Use learning analytics and client feedback to continuously improve content quality and learning impact.
- Update learning content periodically to reflect regulatory changes, technological developments, and evolving industry practices.

Stakeholder Interfaces

Internal

- Internal Training Management Team and LMS / Technology Team
- Business Development & Client Engagement Teams
- Internal senior leaders at mines and corporate office

External

- Mining Industry Experts and Consultants
- Academic Institutions and Technical Experts
- Clients and Industry Associations and Sector Bodies

Key Competencies

- Strategic Mindset
- Operational Excellence
- Stakeholder Management
- Customer Orientation
- Sustainability Focus
- Pioneering Spirit
- Effective Communication

Qualifications

- Master's / Bachelor's degree in Engineering (Mining or related field preferred)
- Postgraduate degree/diploma in Industrial Safety, Occupational Health & Safety, or related discipline is preferred

Experience

- 12–15 years of experience in Health & Safety roles, with significant exposure to mining (mandatory)
- Hands-on experience in implementing H&S regulations, audits, and compliance frameworks
- Proven experience in client-facing roles, consulting, or business development

- Experience across industries such as mining, power, chemicals, textiles, or heavy industries preferred
- Demonstrated experience in building or leading a practice/business unit is highly desirable

Key Success Indicators

- Successful establishment and growth of H&S practice
- Achievement of revenue and profitability targets
- Expansion of client base across industries
- Development of high-impact training and advisory solutions
- Strong client satisfaction and repeat engagements
- Recognition as a thought leader in Health & Safety domain