



## OPPORTUNITY TO LEAD INFLUENTIAL SECTOR HEALTH AND SAFETY FORUM

*The WISH Forum is an association of organisations committed to improving the health, safety and welfare performance of the British recycling and waste management industry. We are seeking a leader to chair the Waste Industry Safety and Health (WISH) Forum. This is a voluntary and unpaid role.*

As the chair of WISH, you will work with forum members, Government, HSE (Health and Safety Executive) and other key stakeholders to identify, prioritise and resolve health, safety and welfare issues associated with the recycling and waste sector's activities, supporting strategic and practical initiatives and guidance to drive improvement in sector standards and performance in this crucial area.

If you'd like to submit an expression of interest to become the chair of the WISH Forum, please send an email to [info@wishforum.org.uk](mailto:info@wishforum.org.uk) headed 'WISH CHAIR – EXPRESSION OF INTEREST', outlining your relevant experience and why you'd be interested in the role.

**The deadline for expressions of interest is Tuesday 30<sup>th</sup> September 2025.**

Further details can be found in the indicative profile of the current role given below.

We'd be pleased to discuss the role with anybody who is interested, there will be an opportunity for such discussion at our stand at the RWM conference in Birmingham on 17<sup>th</sup> and 18<sup>th</sup> September 2025. Alternatively, please send an email to [info@wishforum.org.uk](mailto:info@wishforum.org.uk) with any queries on this opportunity and your contact details and we will be in touch.

**Christopher Jones**  
Chair

**Toni Gladding**  
Secretary



## Chair of WISH - Role Profile - June 2025

### What is WISH?

The Waste Industry Safety and Health (WISH) forum is an association of organisations which have an interest in, and are committed to, improving the health, safety and welfare performance of the recycling and waste management industry ('the industry').

Full membership of the WISH forum is open to any representative organisation and body which has an interest in the health, safety and welfare performance of the industry.

Its aims are as follows:

- To identify, prioritise and resolve health, safety and welfare issues associated with the industry's activities
- To identify, develop and promote industry good and best practice in relation to health, safety and welfare
- To identify, develop, refine and disseminate metrics for measuring the health, safety and welfare performance of the industry
- To engage with governments and key stakeholders (including HSE), supporting initiatives to raise health, safety and welfare standards in the industry
- To minimise harm by reducing accident incidence rates and minimising actual or potential health impacts of industry activities
- The effective exchange of relevant information relating to the health, safety and welfare performance of the industry

In pursuit of its aims, WISH has the following objectives:

- To prepare, implement and maintain a WISH Health and Safety Strategy to assist the delivery of agreed targets
- To identify and utilise appropriate metrics and targets by which health, safety and welfare performance can be measured and improved across the industry
- To monitor industry performance and identify key issues for the drafting of standards and guidance for the minimisation of health and safety risk and the reduction of accidents across the industry
- To prepare and implement health and safety action plans, and to encourage industry operators to do the same, aimed at delivering the WISH strategic objectives and targets

For further information please visit: [www.wishforum.org.uk](http://www.wishforum.org.uk)

### **The role (*NB: this is a voluntary and unpaid role*)**

To lead and, in collaboration with the Secretary, coordinate the WISH Forum in accordance with the constitution and aligned to the WISH strategic plans to improve health and safety performance in the waste industry.

To provide inclusive and independent leadership to the WISH Forum Steering Group ensuring its proper functioning, good governance and maintaining a focus on core strategic functions and outputs for maximum impact and sector benefit.

To encourage and enable positive change and improvement in the on-going operational efficiency, effectiveness and outcomes of WISH.

To act as the leading representative and ambassador for WISH in building positive relations and presenting the aims, policies and outputs of WISH to governments (at all levels across the UK) and their agencies, and to other external stakeholders (including trades unions, etc.), forums and key influences.

To chair meetings of the WISH Forum Steering Group, and collaboratively determining the agenda, monitoring performance against the strategy and targets, ensuring that the steering group receives accurate, timely and clear information, and encouraging the full contribution of all steering group members and working groups in discussion and decision-making.

To lead, coach and develop the 'team' including funded and (mainly) volunteer roles.

Working with colleagues, to ensure effective and engaging communication with members, potential members, key stakeholders and partners.

### **Summary**

The essential tasks of the Chair are:

- Providing leadership to the steering group and the WISH Forum
- Working with colleagues to ensure proper information for the steering group
- Working with colleagues, planning and conducting steering group meetings effectively
- Encouraging all members to be involved in the steering group's work, including strategy development, delivery and review
- Ensuring WISH focuses on its key tasks and outcomes
- Engaging the steering group in assessing and improving its performance

- Advocacy and engagement with key external stakeholders (HSE, governments, et al)
- Overseeing the induction and development of members
- Supporting the technical manager and wider team of volunteers.

Note: A Vice Chair can act for the Chair when not available and undertakes assignments at the request of the Chair.

## **Person specification and competencies:**

- Experience in leadership, motivation and management at senior management level and capable of operating at strategic/systems-thinking level
- Minimum of five years' experience in a senior health and safety role within the waste industry and holding a recognised qualification or membership from an appropriate professional institution
- Good level of IT literacy
- Excellent knowledge of health, safety and welfare legislation, including product supply, transport and environmental regs and best practice
- Experienced in relevant industry issues, risk management, and the role of the WISH Forum
- Detailed knowledge of WISH and HSE industry-specific guidance and information
- Familiar with recycling and waste management practices, with excellent industry experience and access to detailed support and advice
- Detailed understanding of the governance regime and civil service protocols around the publications of HSE Approved Codes of Practice (ACoPs), WISH Guidance, etc
- Effective written and verbal communication skills including excellent presentation skills
- Innovative, inclusive, creative, flexible and open to new ideas
- Process-driven and systems-thinker with an ability to effectively plan and influence strategy with a determination to deliver on objectives and targets
- Ability to advocate and to influence others to achieve common goals, and to maximise resources and establish best practice
- Ability to build and maintain relationships and develop effective consultation processes with a wide range of internal and external stakeholders including private sector organisation, trade bodies, local authorities, public bodies, trades unions, community and volunteer organisations
- Prepared to travel as required