
Senior EHS Advisor

MiAlgae applies leading advances in science and technology to improve food security and reduce the impact of humanity on the planet.

Company Profile

Founded in 2016, MiAlgae leverages cutting-edge science and technology to tackle global food security and environmental challenges. Our breakthrough innovation lies in eliminating the need for wild-caught fish as a source of Omega 3, by harnessing microalgae, a sustainable and potent alternative.

Our production process recycles by-products from the food and drink industry to grow Omega 3 rich microalgae, returning clean water in the process and supporting a truly circular economy.

We are proud to be a diverse, family-friendly and inclusive employer, committed to equity and belonging in everything we do. We welcome applications from all backgrounds and are open to discussing flexible working arrangements that suit both you and the role.

The Opportunity

Reporting directly to the Director of Manufacturing, you will work as part of the MiAlgae team leading and supporting the safe commissioning and operation of our commercial manufacturing facility in Grangemouth.

You will play a key role in leading the development and implementation of strong health, safety, and environmental standards across a new process manufacturing site as MiAlgae transitions from demonstrator-scale operations to commercial production. This is an exciting opportunity to help shape and establish the safety culture, systems and processes from the ground up within a rapidly scaling biotechnology company.

This role will support both day-to-day operational safety and the ongoing development and continuous improvement of EHS systems, ensuring the site operates safely, responsibly, and in compliance with regulatory requirements.

Key Responsibilities

- Lead and support safe operation of the manufacturing site in accordance with MiAlgae safety policies and permit-to-work systems.
- Lead and support incident and near-miss investigations, reporting, and implementation of corrective actions.
- Develop, implement and continuously improve EHS management systems and procedures.
- Provide EHS guidance and support during risk assessments, HAZOP follow-ups, and the review of method statements and safe systems of work.
- Support contractor safety management during commissioning and installation activities.
- Promote a strong and inclusive safety culture through toolbox talks, engagement with teams, and proactive safety initiatives.
- Support the delivery of safety, health and environmental training and awareness activities.
- Maintain accurate EHS documentation, records, and reporting metrics.
- Support and contribute to inspections, audits, and regulatory compliance activities.
- Support environmental compliance activities including environmental monitoring, sampling, and regulatory reporting (e.g., effluent, emissions, waste).
- Support the management of environmental permits and licence conditions, ensuring site activities remain compliant with regulatory requirements.
- Support the monitoring and reporting of EHS performance metrics and KPIs.

About You - Experience & Qualities

We are seeking a motivated individual who is passionate about health, safety, sustainability, and continuous improvement in a manufacturing environment.

Essential Experience

- HND, degree, or equivalent experience in a relevant discipline.
- Proven experience (typically 4+ years) in an EHS, safety, or operational role within a manufacturing or industrial environment.
- Experience of risk assessments, safe systems of work, and incident investigation.
- Strong communication and organisational skills, with the ability to engage with people at all levels of the organisation.
- Proactive and collaborative approach to problem solving.
- Ability to work independently and provide confident EHS guidance in a growing organisation.
- NEBOSH Certificate or equivalent qualification.

Desirable

- Experience in process manufacturing, biotechnology, utilities, or chemical environments.
- Familiarity with ISO management systems.
- Environmental compliance or permitting experience.
- Experience supporting commissioning or construction safety.
- Interest in sustainability or biotechnology.

Details

Location: Grangemouth, UK

Employment type: Full-time (Shift working)

What We Offer

- **Competitive Compensation:** A market-aligned salary (as noted). We reward high performance and business impact.
- **Holidays:** 32 days holiday per year (including bank holidays) to recharge and refresh, plus flexible working arrangements to support work-life balance. Additional annual leave per complete year of service – up to 5 additional days. Our holiday purchase scheme offers even more flexibility, allowing you to buy extra days when you need them.
- **Pension & Benefits:** 5% company pension contribution. We also offer a Cycle to Work and Electric Car salary sacrifice schemes. Free on-site parking is available for all employees.
- **Wellness Perks:** 50% company contribution to gym membership to support your health and wellbeing - terms apply. You'll also enjoy regular social events and team activities - because at MiAlgae, it's all about the folk and celebrating our successes together.
- **Growth & Development:** Join a high-growth, purpose-driven business where you can shape your own career path. We offer professional development support and opportunities to collaborate cross-functionally, helping you deliver results and make an impact.
- **Mission & Impact:** Be part of a pioneering biotech company delivering innovation with purpose - reducing reliance on wild-caught fish, supporting the circular economy, and driving a more sustainable pet food industry. Your work will directly contribute to creating a healthier planet.

Ready to Apply? If you're excited by the opportunity to help shape a more sustainable future, we'd love to hear from you.

Please send your CV and a cover letter explaining your interest to careers@mialgae.com.

Grangemouth Job Prioritisation Scheme (GJPS). If you wish to be considered under the Grangemouth Job Prioritisation Scheme, please indicate this when applying.

How to apply

Please provide your CV, cover letter explaining your interest to:
careers@mialgae.com