

Occupational Health Advisor

Are you skilled at building positive relationships with employees and fostering a supportive environment as an Occupational Health Advisor? If so, we would love to hear from you!

At EDF, success is personal. Here you'll develop a career that's unique to you. Whether you want to move horizontally, deepen your specialty, or advance through the levels - it's your journey, powered by us. Join us and be part of our mission to help Britain achieve Net Zero.

The Opportunity

Due to an increase in headcount, we have the opportunity to recruit for qualified Occupational Health Advisors to join our team in our Hove office. As an Occupational Health Advisor, you'll offer a focused driven mindset for all Occupational Health matters liaising with staff as appropriate. Staff will range from new to legacy EDF employees also including line managers and H&S and HR professionals, where you will provide comprehensive advice and guidance on statutory legislation affecting Occupational Health for our EDF employees.

This role is a hybrid role with a minimum of 3 days a week in our Hove office.

Pay, benefits and culture

Alongside a competitive salary ranging from £48,000, depending on experience and a market-leading pension scheme, your package will include a range of benefits, from the big and formal to the small and personal.

We're talking about everything from **enhanced parental leave to electric vehicle leasing, health insurance to product discounts, critical illness insurance to technology vouchers, gym membership to season ticket loans.**

At EDF UK, we embrace flexibility while recognising that everyone's working needs are different. Whether you're in our office spaces, on site, or working remotely, we promote an environment that supports collaboration, connection, and comfort. No matter where you are, our priority is to make sure you feel safe, valued, and celebrated.

Here, we do right by each other and everyone's welcome. We're on an action-oriented journey, championing equity, diversity, and inclusion. We'd like our future workforce to have an equal gender balance, represent a broad mix of people from minority ethnic backgrounds, LGBTQ+, those with a disability and supporting social mobility.

We're a disability confident employer and we'll do all we can to help with your application. Please let us know if you need to request reasonable adjustments.

We take pride in fostering a dynamic and inclusive environment, where the diverse backgrounds and experiences of our employees drive fresh thinking and innovation. We understand that success means different things to different people. We believe there are multiple definitions of what it means to succeed. That's why we support you to pursue a career that's unique to you. Because success is personal.

What you'll be doing

As our next Occupational Health Advisor, your roles and responsibilities will be to:

- Provide Occupational Health advice and guidance to Line Managers on sickness, absence and rehabilitation issues. Work closely with HR and the line manager to ensure successful rehabilitation case management of individuals including restrictions of duties.
- Support and promote mental wellbeing.
- Maintain the location Occupational Health department
- Contribute and attend OH peer group meetings
- Assessment through health screening and statutory health surveillance that employees are fit for work.
- Acts as a collection officer for drug and alcohol testing.
- Undertake health promotion campaigns.
- Provide guidance, support and advice on effective implementation of the Occupational Health strategies, policies and procedures in line with company/statutory policies/legislation and business objectives.
- Provide comprehensive advice and guidance to line managers on statutory legislation affecting Occupational Health.
- Provide a focus at the location for all Occupational Health matters liaising with all staff as appropriate.
- Establish close working relationships with relevant stakeholders such as EDF managers, H&S and HR as well as the local NHS community
- Ensure site Occupational Health Strategy supports the Business Plan process.
- Implement, maintain and comply with service quality systems, procedures and standards through corporate and clinical governance
- Undertake and comply with external and internal audits such as SEQOHS
- The role may also include line management responsibility

Who you are

To excel as an Occupational Health Advisor at EDF, we seek individuals who embody a strong foundation in healthcare. As a minimum requirement, you must hold a Registered Nurse qualification with a Post Grad qualification in Occupational Health nursing, ideally on Part 3 of the register, demonstrating your commitment to continuous professional development. Your expertise in medical confidentiality, ethics, and accountability will be essential in providing comprehensive and responsible care to our EDF employees.

You must have extensive case management experience and knowledge in how to run health

promotion campaigns. Knowledge and experience undertaking fitness for work medicals and health surveillance is desirable, this includes audiometry, spirometry, skin surveillance and HAV's – although training will be given.

Furthermore, your proficiency in First Line management/Team Leader skills, Display Screen Equipment Assessment, Mental Health awareness, Drugs and Alcohol testing, NEBOSH certification or diploma, and managing health and safety courses will greatly contribute to the well-being of employees and foster a safe work environment.

Closing date for applications: 01.02.2026

Success is Personal. It's your journey, powered by us. Join us and drive the transition towards an Electric Britain.