

POSITION: Occupational Physician

POSTING END DATE: 26/02/2026

LOCATION: Hybrid working with weekly onsite work in Liverpool and Wolverhampton and travel to locations in the Northwest. Occasional travel to JLR sites in Solihull, Gaydon and Coventry. Minimal overseas travel. Full and part time (4 days/week) will be considered.

SALARY: Competitive

At JLR, we're on a continual journey to reimagine the future of modern luxury, and we want you to be part of it. Through our exquisite and timeless house of brands – Range Rover, Defender, Discovery and Jaguar – we're defining a new approach to sustainability and providing exceptional experiences. As a leader here, you have the opportunity to influence the way we think, providing your unique insight and vision for a better future. It's time to become a proud creator.

WHAT TO EXPECT

Acting as a key member of the Safety, Health and Wellbeing (SHW) team, the Occupational Physician will be responsible for providing advice and leadership to professional customer groups within the business.

The role will allow you to make a positive impact on the health, safety and wellbeing of employees, contractors, supply chain and the wider community and will offer you the opportunity to develop as a leader.

You will provide proactive advice and guidance on all topics related to health including wellbeing, sickness absence case management, health surveillance, travel, and health related safety advice to customers in the business.

We support all areas of the business including manufacturing, events, engineering and Jaguar TCS Racing.

THE ROLE

Key Responsibilities

- The Occupational Physician will act as one of the clinical leads for the SHW department in the UK. They will provide leadership and strategic direction to the OH teams as part of the SHW Management team. They will formulate and ensure the implementation of our global Health & Wellbeing strategies to meet current and future business needs
- In their capacity as Occupational Physician, they will have clinical responsibility for:
 - OH business process improvement
 - Complex medical case management including fitness for task
 - Health Surveillance escalations
 - Preparation of medical information packs for forwarding to the Pension Scheme
 - Medical Adviser in cases of applications for ill health early retirement
- Advice following such assessments will be provided to management and supervision and where appropriate the Occupational Physician will liaise with an individual's own doctors and specialists. In addition to face-to-face and telephone consultations, the Occupational Physician will:
 - Visit workplaces to assess the nature and type of work that is being undertaken to give accurate and relevant advice on fitness for work or the nature of work-related problems
 - Take part in case conferences with managers and People team to agree the most appropriate courses of action

- Provide high level support to a team of OH Advisors and to OH physicians working for an external commercial partner (including advice on the management of specific complex cases)
- Provide support to safety and wellbeing colleagues on clinical topics
- Help in complaint case resolution

Key Interactions

- Functional Customer Group managers and supervisors
- Safety, Health and Wellbeing team
- Local People managers and Plant Operations Directors
- Functional People consultants/Employee relations officers
- Manufacturing, Industrial Operations, Product Development and Design
- People Colleagues in areas such as Pensions, Employee Affairs, Benefits
- Direct report to Head of Health

WHAT YOU'LL NEED

Skills

- Excellent communication skills – both spoken and written (E)
- Commercially and strategically astute – used to working in a business environment (E)
- Able to negotiate and influence at a senior level within the organisation (E)
- Working knowledge of key HR practices such as Absence management, Capability (E)
- Strong ability to organise self, and prioritise workload (E)
- A good level of IT competence is required in programmes such as Excel, Word, Power Point and Access (E)
- Ability to keep accurate and comprehensive medical records, observe confidentiality and comply with the GMC principles of Good Medical Practice (E)

Experience

- Good working knowledge of UK equality, health and safety laws (E)
- Good working knowledge of UK employment law (E)
- Experience within manufacturing environment (D)
- Experience within a unionised environment (D)
- Experience of data management and interpretation (D)

Qualifications

- Medical Degree qualified (E)
- The Occupational Physician will be an accredited Specialist in Occupational Medicine with Membership or Fellowship of the Faculty of Occupational Medicine of the Royal College of Physicians (E)
- A full driving license (E)

Personal Profile

- Demonstrates our Creators' Code behaviours of Customer Love, Unity, Integrity, Growth and Impact

Creating Modern Luxury requires a modern approach to work. At JLR, hybrid working is a voluntary, non-contractual arrangement providing employees flexibility around how, when and where they work. Some roles require more on-site work, but details of this can be discussed with the hiring manager during the interview stage.

We work hard to nurture a culture that is inclusive and welcoming to all. We understand candidates may require reasonable adjustments during the recruitment process. Please discuss these with your recruiter so we can accommodate your needs.

JLR is committed to equal opportunity for all.

Please be aware that we may close this vacancy for applications before the stated deadline if we receive a high volume of interest. We strongly advise you to submit your application as early as possible.