

SKILLS FRAMEWORK FOR WORKPLACE SAFETY AND HEALTH (WSH) SKILLS MAP – DIRECTOR/SENIOR REGIONAL MANAGER/SENIOR CORPORATE MANAGER			
Sector	Workplace Safety and Health		
Track	Corporate		
Occupation	Senior Executive		
Job Role	Director/Senior Regional Manager/Senior Corporate Manager		
Job Role Description	<p>The Director/Senior Regional Manager/Senior Corporate Manager is responsible for providing management direction and promoting Workplace Safety and Health (WSH) and Occupational Hygiene (OH) culture across the region. He/She also assists in maintaining and seeking continuous improvement in the organisation's WSH and OH management systems across the region. He advises management on all matters connected to safety and hygiene key performance indicators (KPIs), policies and strategies, including the legal requirements for the region.</p> <p>The Director/Senior Regional Manager/Senior Corporate Manager is a strategic thinker with excellent business acumen. He is decisive, results-driven and demonstrates exceptional leadership and communication abilities to achieve organisational level WSH and OH goals.</p>		
Critical Work Functions and Key Tasks	Critical Work Functions	Key Tasks	Performance Expectations (For legislated / regulated occupations)
	Define strategic business direction	Support development of organisational business goals Identify new opportunities within defined business verticals Define medium-term strategic plans to expand current businesses Review operational strategies, policies and targets across business verticals Develop corporate governance standards and practices for business verticals based on organisational policies and guidelines in alignment with codes of corporate governance and relevant regulatory requirements	In accordance with: - Workplace Safety and Health Act
	Drive organisational business performance	Support development of business performance indicators and measurement standards across the organisation Review business performance against plans Identify principal risks to the organisation Advise the management teams regularly on business conditions, based on commercial information and actual financial performance against budgets and evaluation of variances	
	Promote workplace safety and health	Ensure the implementation of Workplace Safety and Health (WSH) standards across the business verticals Support development of WSH policies and procedures Mitigate and resolve WSH-related escalations	
	Lead people	Collaborate with business heads to identify areas of technical and business management training development Establish performance indicators to benchmark against effectiveness of learning and development programs based on industry best standards Support the development of organisation's employee development systems Use performance management processes as tools for supporting employee development and improvement Implement succession planning initiatives for key management positions and business heads Suggest strategies in attracting new employees based on business objectives and regulatory standards	
	Grow business and stakeholder relationships	Manage relationships with business stakeholders, government agencies, media, academia and customers through focused initiatives Establish key stakeholder relationship management audit processes and criteria Conduct key stakeholder analyses to identify key internal and external stakeholders Develop frameworks for managing conflicts, grievances and disputes Review business expansion proposals Identify new business growth opportunities to strengthen organisation's position in the marketplace Evaluate internal work capacity requirements to identify potential areas of new business opportunities	
	Strive for continuous improvement	Establish systems to support innovation within the organisation	

	Develop business readiness plans, considering resources, other elements, capabilities and activities required for effective change transitions			
	Implement operational risk management policies and processes			
Skills & Competencies	Technical Skills and Competencies		Generic Skills and Competencies (Top 5)	
	Business Negotiation	Level 5	Decision Making	Advanced
	Change Management	Level 5	Interpersonal Skills	Advanced
	Cloud Computing Application	Level 5	Leadership	Advanced
	Conflict Resolution	Level 6	Problem Solving	Advanced
	Corporate Governance	Level 6	Resource Management	Advanced
	Data Synthesis	Level 5		
	Financial Budgeting	Level 6		
	Innovation Management	Level 6		
	Internet of Things Management	Level 5		
	Project Coordination	Level 5		
	Staff Performance Management	Level 5		
	Stakeholder Management	Level 5		
Technology Infrastructure Management and Integration	Level 5			
Programme Listing	For a list of Training Programmes available for the WSH sector, please visit: www.skillsfuture.sg/skills-framework/wsh			

The information contained in this document serves as a guide