

Principal Consultant | Health, Safety, Wellbeing, Compliance & Environment
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Executive Profile

A strategic Health, Safety, Wellbeing, Compliance and Environmental leader with over 20 years' experience delivering governance, regulatory assurance and organisational resilience across higher education, infrastructure, construction and corporate sectors. Combining executive leadership with deep technical expertise, I provide trusted advice to Vice-Chancellors, Governing Councils, Executive Boards and Audit & Risk Committees within complex, highly regulated environments.

A Chartered Fellow of IOSH and Chartered Environmentalist, I have led the development of integrated management systems, enterprise risk, emergency preparedness, business continuity and major capital programmes exceeding £100 million. I have a proven track record of strengthening governance, embedding positive safety cultures and driving continual improvement through assurance, audit and compliance. Equally experienced in environmental management and sustainability, I integrate health, safety, wellbeing, compliance and environmental stewardship to enable organisational performance and long-term resilience.

Core Competencies

- ☐ Strategic Health, Safety & Wellbeing Leadership
- ☐ Health & Safety Governance
- ☐ Executive & Board Advisory
- ☐ Regulatory Compliance & Statutory Assurance
- ☐ Health & Safety Culture Development
- ☐ Enterprise Risk Management
- ☐ Business Continuity & Organisational Resilience
- ☐ Crisis & Emergency Management
- ☐ Incident Investigation & Organisational Learning
- ☐ Environmental Management & Compliance
- ☐ Occupational Health & Wellbeing
- ☐ Integrated Management Systems (ISO 45001, 14001, 9001, 22301 & 27001)
- ☐ Audit, Assurance & Performance Reporting
- ☐ Capital Projects & Construction Safety
- ☐ Leadership of Multi-disciplinary Professional Teams
- ☐ Policy Development & Organisational Governance
- ☐ Sustainability Strategy & ESG Integration
- ☐ Trusted Executive Adviser to Vice-Chancellors, Executive Boards, Governing Councils and Audit & Risk Committees

Awards and Recognition

Derbyshire FA Positive Behaviour Award (2025)
University of Derby Civic Champion Gold Badge (2025)
USHA Emergency Response Initiative Commendation (2025, 2024)
USHA Health and Wellbeing Award (2023)
University Alliance Brave Heart Award (2022)
SHE Awards Health & Safety Manager of the Year Commendation (2019)
SHE Awards Health and Safety Rising Star Award (2018)
NHS Team of the Year Award (2014)
Skanska Learn and Lead in Safety Award (2012)
Skanska Injury Free Environment (IFE) Award (2011)

Professional Experience

University of Derby (TEF Gold)

Head of Group Health, Safety, Compliance and Sustainability

(Previously Head of Group Health, Safety and Wellbeing)

2020 - Present | Derby

Provide strategic leadership for a Health, Safety, Wellbeing, Compliance, Environmental Management and Sustainability across a complex multi-campus university and research estate, ensuring effective governance, legal compliance and organisational resilience.

Key Achievements

- Executive accountability for Health, Safety, Wellbeing, Compliance and Environmental governance across a £450 million estate, supporting more than 20,000 students, 3,000 staff, research laboratories, commercial operations and a diverse multi-campus property portfolio.
- Transformed the Health & Safety function from a reactive compliance service into a strategic business partner supporting institutional decision making.
- Advise the Governing Council, Executive Board and Audit & Risk Committee on strategic health and safety risks, regulatory compliance, governance and organisational assurance.
- Developed strategic partnerships with internationally recognised organisations including Rolls-Royce (Nuclear Skills Academy/IPC), Toyota Manufacturing UK & JCB, supporting major engineering, manufacturing and skills initiatives through collaborative health, safety, compliance and governance leadership.
- Chair strategic Health & Safety, Sustainability and Incident Management governance committees, providing leadership on organisational risk, compliance and continual improvement.
- Developed and implemented the University's Health & Safety Strategy, strengthening governance, improving executive oversight and embedding consistent standards across academic, research and professional service functions.

ADAM GOMES *MSc, BA (Hons), CFIOSH, FIWFM, FIIRSM, FISEP, CEnv*

- Lead enterprise-wide risk management, organisational resilience, emergency planning and business continuity arrangements, strengthening preparedness across the institution.
- Direct the University's incident management arrangements, ensuring effective investigation, organisational learning and continuous improvement following significant events.
- Oversee compliance with statutory legislation together with ISO 45001, ISO 14001, ISO 9001, ISO 22301 and ISO 27001, NSI Gold management systems.
- Provide executive oversight of major capital development programmes exceeding £100 million, ensuring effective health, safety and environmental governance throughout project delivery.
- Led the University's strategic COVID-19 response, maintaining operational continuity while protecting staff, students and visitors during an unprecedented organisational challenge.
- Provide Board-level assurance reporting, compliance dashboards and assurance reporting for Governing Council and Executive Board, supporting informed decision making and regulatory assurance.
- Embed a positive organisational safety culture through leadership engagement, coaching, assurance activities and proactive performance monitoring.
- Integrate environmental management and sustainability into wider organisational governance, supporting legal compliance while delivering strategic environmental improvement.

Omegas Enterprises Ltd

Managing Director/Principal Consultant: 2014-Present

Established and led a consultancy specialising in Health & Safety, Compliance, Environmental Management, Risk, Governance and Organisational Assurance across public and private sector organisations.

Key Achievements

- Delivered strategic health and safety leadership, governance reviews and compliance improvement programmes.
- Designed and implemented ISO 45001, ISO 14001, ISO 9001 and ISO 27001 management systems.
- Supported Boards and Executive Teams in strengthening governance, organisational assurance and regulatory compliance.
- Led complex compliance reviews, audits and organisational improvement programmes.
- Advised clients on emergency planning, business continuity, organisational resilience and crisis management.
- Supported organisations in improving safety culture, leadership capability and regulatory performance.

Operational Technical Expertise

Alongside executive leadership responsibilities, continued to personally deliver specialist operational health and safety services where required, including:

- Occupational audiometry and spirometry testing
- PAT testing and electrical safety inspections
- Workplace health and safety audits
- HSE and internal incident investigations
- ISO 9001, 14001, 27001, 22301 & 45001, 50001 implementation and auditing
- Contractor management and CDM support
- Fire risk assessments and evacuation planning
- Asbestos management and surveys
- Workplace noise, lighting (Lux) and HAV assessments
- Face-fit testing and respiratory protection programmes
- Health and safety training delivery across multiple sectors
- Career Coaching & conflict resolution
- Stress and Wellbeing Reviews
- Allergen Risk Assessments

Altius / Constructionline

**UK Head of Compliance, Risk, Sustainability and Environmental Management:
2011-2014**

National leadership role responsible for Health & Safety, Compliance, Risk, Environmental Management and Governance across one of the UK's largest construction assurance organisations.

Key Achievements

- Led national compliance, health and safety and environmental assurance programmes.
- Developed integrated governance frameworks improving organisational compliance and operational performance.
- Managed regulatory assurance and risk management across national contractor assurance schemes.
- Improved audit performance through strengthened governance, assurance and compliance systems.
- Worked closely with construction organisations to improve health and safety standards across high-risk environments.

Board and Governance Experience

- Staff Governor - University of Derby Governing Council
- Executive Board Member – University Audit & Risk Committee
- Executive Board Member - Universities Safety and Health Association (USHA)
- University of Derby Chair – HSE Committee
- Board Member – Major Capital Development Programmes (£100m+)
- Health, Safety & Wellbeing Board Member – Allestree Juniors Football Club
- Former Chair of Governors Breadsall CofE School
- Former Chair of Governors – Wren Park Primary School

ADAM GOMES *MSc, BA (Hons), CFIOSH, FIWFM, FIIRSM, FISEP, CEnv*

- Former HSE Governor – Murray Park Academy Trust
- Board Member - IIRSM East Midlands Committee
- Previous Board Member - IOSH East Midlands Branch
- IOSH Governance Talent Pathway
- Previous Board Member - BSI Standards Committee
- Previous Chair of the East Midlands HSE Committee - Unite the Union

Education and Professional Qualifications

Chartered Fellow IOSH (CFIOSH), FIWFM, FIIRSM, FISEP
NVQ Level 5 Diploma in Occupational Health and Safety
IRCA Lead Auditor - ISO 9001, 14001, 45001, 23001, NSI Gold
NEBOSH- National General Certificate in Occupational Health and Safety
NEBOSH- National Certificate in Construction Safety
NEBOSH - Fire Safety & Risk Management
Legionella ACOP L8 Responsible Person Certificate
UKATA Asbestos Appointed Person Certificate
Socotec – Asbestos Emergency Response Competency Certificate
Amplivox – Occupational Audiometry and Spirometry Competency Course
City & Guilds - PAT Inspection Competent Person Course
HST - HACCP Level 3 Certificate in Food Safety Management Systems
MRS – The Management of Working at Height
API - BTEC Diploma in Advanced Professional Investigation
IOSH - Certified Occupational Industrial Noise Competency Training Course
IfATE - Level 5 Coaching Professional Apprenticeship Diploma
ILM - Level 5 Coaching and Mentoring Diploma
Chartered Environmentalist (CEnv)
Qualitative Face Mask Fit Testing Train the Trainer
IRCA/BSI ISO 27001 Lead Implementer Certificate
City & Guilds - Level 3 Award in Education & Training
IEMA - Environmental Management Certificate
EU GDPR Levels 1, 2 & Certified Data Protection Officer
NHS - Leadership Foundations Edward Jenner Diploma
NGA - Chairs Governance Leadership Development Programme Diploma
UoD - MSc Sustainability and Environmental Management
UoD - BA (Hons) American Studies

Community and Interests

Published author of a youth career guide book called *Omegas Point*.
UEFA C Diploma qualified youth football coach (Allestree Juniors PSV and AJFC Omegas). Charity organiser, marathon fundraiser, golfer and former Special Constable for Derbyshire Police, married father of three.