

Position Description

Position	Director, Safety - APAC	Reporting Manager	Head of Development, APAC
Location	Singapore	Department	Development
		Reports	Future reports + site-embedded consultants

Our Company

Zerra DC (Zerra) develops and operates hyperscale data centre campuses across Australia, Japan and India, delivering capacity at scale into markets driven by the growth of cloud and AI. Our flexible campus developments support hyperscale and neocloud organisations, enabling some of the world's fastest-scaling technology businesses to grow with certainty and ambition.

At Zerra, we empower exceptional people to challenge convention, drive innovation and make a real impact in digital infrastructure. Our culture fuses entrepreneurial agility with global expertise, enabling our teams to deliver results that matter.

We believe that diverse perspectives, inclusive leadership and equitable opportunities are essential to building stronger teams and better outcomes. We are committed to fostering a workplace where everyone feels respected, supported and empowered to thrive.

Zerra is part of AGP, an independently owned investor and asset manager that develops and operates real assets across the energy, digital and real estate sectors.

Job Description

The Director, Safety - APAC owns the Health, Safety and Environment (HSE) function across Zerra's development portfolio across APAC — building and sustaining an Injury & Incident Free (IIF) culture from an End-to-End Project Delivery. Reporting to the Head of Development, APAC, the role sets non-negotiable baseline standards across the region.

Success is defined by zero LTIs, full regulatory compliance across all active jurisdictions, and year-on-year improvement in leading safety indicators — delivered through a function the development team and its contractors treat as enabling, not obstructive.

Key Responsibilities

1. HSE Strategy & Leadership

- Define and own the APAC HSE strategy, annual programme, KPIs, and resourcing model — calibrated to construction volume and site risk profile across the pipeline.
- Chair the quarterly APAC HSE Leadership Forum with Country Safety Managers and GC safety leads; represent HSE at ExCom for programme performance, regulatory matters, or significant incidents.
- Ensure HSE budgets are correctly scoped within project cost plans from S2; own HSE inputs to the annual ESG report.
- Develop the HSSE framework for DC operations ahead of first S7 handover, establishing the safety standards and protocols that will govern live operational environments

- Manage resolution of ad hoc customer requests and operational issues, coordinating internal teams and vendors to meet agreed timelines.
- Lead regular service reviews with customers, delivering transparent performance reporting and a continuous improvement pipeline.

2. Construction Safety & Contractor Accountability

- Embed HSE requirements in GC and OSE Vendor contracts from tender; approve HSE Management Plans, Site Safety Plans, and Emergency Response Plans before any S4 site activity commences.
- Deploy and supervise site-embedded safety personnel; maintain a live critical risk register reviewed at every programme governance cycle.
- Drive proactive interventions — site walks, stop-work authority, near-miss reporting — across GC and subcontractor workforces; use HSE performance results in contractor reappointment decisions.

3. Regulatory Compliance

- Maintain an up-to-date compliance matrix across all jurisdictions and take ownership of regulatory authority relationships, including the management of all formal submissions and regulatory engagements.
- Manage notifiable incident reporting, authority audit responses, and enforcement interactions; track legislative change and update Zerra's compliance posture before obligations take effect.

4. Incident Management & Governance

- Own the APAC Incident Management Framework; lead all investigations; deliver completed reports to Head of Development within defined SLAs; co-ordinate legal exposure with Zerra Legal.
- Maintain a live corrective action register with tracked closure dates; drive near-miss and hazard identification culture as the primary leading indicator of programme safety health.

5. Reporting, Risk & Analytics

- Produce monthly HSE dashboards (TRIFR, LTIFR, near-miss ratios, audit compliance) and quarterly ExCom packs benchmarked against internal targets and industry peers.
- Own the HSE risk register for the APAC Development portfolio; provide formal risk opinions at stage gate reviews; integrate HSE risk from site selection to reduce construction-phase risk at beginning of projects.

6. People & Capability

- Recruit, manage, and develop Country Safety Managers across the region; own team performance cycles and succession planning in partnership with People & Culture.
- Build HSE capability across the Development team through structured inductions and leadership training; own the HSE technology stack and drive digitisation of all safety documentation.

7. Safety Leadership (Injury & Incident Free)

This role carries personal accountability for maintaining an Injury & Incident Free (IIF) environment across all activities, teams, and sites it influences.

- Model visible safety leadership through regular, unannounced site visits; engage directly with workers, GC supervision, and subcontractors on live site conditions.
- Exercise and enforce stop-work authority without hesitation; create an environment where every person on site feels empowered to do the same.
- Report safety performance honestly — including failures — to leadership and regulators; build a just culture that distinguishes human error from recklessness and responds proportionately.

Experience, skills and competencies

Experience

- 15+ years of progressive HSE experience in complex, high-risk construction; minimum 5 years in a company leadership role with multi-site, multi-jurisdictional APAC accountability.
- Demonstrated track record managing principal contractor HSE obligations across Australian WorkSafe jurisdictions, including notifiable incidents and formal regulatory investigations.
- Experience scaling HSE functions through rapid programme growth; data centre, HV, or MEP-intensive delivery exposure an advantage.

Skills

- Deep working knowledge of ISO 45001 HSE-MS design and implementation.
- Structured investigation methodologies; HSE data analytics and dashboard production for C-suite and board audiences.
- Contract management: drafting and enforcing HSE schedules in GC/vendor contracts; proficiency in digital HSE platforms

Competencies

Leadership — Builds a technically credible, operationally present HSE team that drives outcomes with GCs, regulators, and Company leadership through demonstrated expertise and consistent enforcement.

Delivery Mindset — Drives corrective action closure, holds contractors to account without hesitation, and measures success through leading indicators — near-miss ratios, hazard identification rates, and audit compliance — not lagging statistics alone.

Stakeholder Orientation — Engages effectively across site workers, GC supervisors, ExCom, and WorkSafe authorities; calibrates content and tone to audience without diluting the standard.

Analytical Thinking — Identifies systemic issues before they become events through incident data, leading indicators, and audit findings; presents HSE intelligence in a form that enables programme decisions.

Integrity & Ethics — Reports safety performance honestly, including failures, to leadership and regulators; refuses to trade genuine safety outcomes for programme schedule or cost.

Desirable Qualifications / Professional Certifications

- Degree in Occupational Health & Safety, Engineering, or Construction Management; postgraduate qualification in HSE management or MBA an advantage.
- Professional membership: Safety Institute of Australia (SIA), IOSH (CMIOSH), or equivalent; ISO 45001 Lead Auditor or Lead Implementer certification.
- ICAM or TapRoot Lead Investigator certification; high-risk work qualifications or demonstrated HSE management experience in HV energisation and confined space programmes.