HSEQ Manager – Offshore Wind

Are you passionate about renewable energy and eager to work at the forefront of the global energy transition? PEAK Wind operates Feng Miao 1, a 495MW offshore wind farm in the Taiwan Strait, on behalf of the asset owner. The wind farm is being prepared for handover into operations in 2027, and we are now building the operations team that will look after it under the long-term O&M agreement.
PEAK Wind is seeking an HSEQ Manager – Offshore Wind, a local role based in Taiwan, with responsibility for the Health, Safety and Environment (HSE) function at Feng Miao 1 through the critical transition from construction to operations. As a member of the site operations management team, you will make sure the asset is operated safely, compliantly and sustainably, build a strong safety-first culture across employees and contractors, and manage a diverse group of stakeholders, from regulators to OEMs and the owner's team. You will be part of PEAK Wind's global HSEQ organisation, working with HSEQ colleagues across our international portfolio and supported by its established HSEQ tools, processes and frameworks, while adapting them to Taiwan's regulatory requirements.

Introducing the Team

You will become part of our HSEQ team, where we work collaboratively to support renewable energy projects around the world. Our team consists of highly motivated professionals who bring diverse backgrounds and a strong commitment to excellence. We support one another, share knowledge, and celebrate both individual and collective achievements.

How You Will Make an Impact

As a HSEQ Manager, you will contribute to the success of our clients and renewable energy projects. Your key responsibilities will include:

- Make sure PEAK Wind's activities at Feng Miao 1 meet all statutory HSE requirements and comply with Taiwan's Occupational Safety and Health Act and its subsidiary regulations, the project's Environmental Impact Assessment commitments, and relevant environmental and maritime regulations.
- Manage PEAK Wind's statutory OSH duties as employer and as principal to its contractors under the Occupational Safety and Health Act and its regulations, including the OSH management plan, OSH committee, statutory OSH education and training, contractor hazard notification and joint-operation coordination, and reporting occupational accidents to the authorities within the statutory timeframe.
- Implement the site HSEQ management plan in line with PEAK Wind's HSEQ strategy, organisational goals and legal requirements.
- Act as a role model for a safety-first culture, making sure effective HSEQ practices are applied by all teams and contractors, onshore and offshore.
- Run and maintain the project HSEQ management system and reporting, aligned with Taiwan’s occupational safety and health and environmental protection regulations, as well as ISO 14001 and ISO 45001 and corporate and project-specific requirements, including HSEQ procedures and their interface with the Safe System of Work.
- Carry out regular HSEQ inspections and audits, review risk assessments and method statements, and document findings, non-conformities and improvement actions.
- Set project standards and controls for the main offshore wind hazards.
- Monitor, evaluate and improve the HSEQ performance of employees, OEMs, contractors

and service providers, including regular performance reviews, incident investigation, root-cause analysis and close-out of corrective actions.
- Develop, maintain and take an active part in the project Emergency Response Plan, including emergency preparedness, drills, and responses.
- Before handover, set up the operational HSEQ processes for Feng Miao 1, agree HSE interface and bridging documents with the owner, OEMs and construction contractors, review contractor mobilisation plans and HSEQ documentation for operational readiness, and support the safe handover of turbines and balance of plant from construction into operations.
- Build strong relationships with the Ministry of Labor's Occupational Safety and Health Administration and other Taiwanese regulators, contractors, OEMs and the owner's team, and provide clear, transparent HSEQ reporting to project management, the owner and PEAK Wind's corporate HSEQ function.

What Will Make You Successful in This Role

At PEAK Wind, we know success comes in many forms. What matters most is your mindset, curiosity, and drive to make an impact. The following qualities and experiences will help you succeed in this role:

- **Essential:** Class A of Occupational Safety and Health Affairs Manager () qualification or higher, held at the time of application. Accepted higher qualifications are Occupational Safety and Health Management Staff (), Occupational Safety Management Specialist (), and Occupational Health Management Specialist ().
- With technical, engineering or operations background.
- At least five years' HSEQ experience in health- and safety-critical environments, including at least three years on offshore wind projects.
- Hands-on experience of establishing a robust HSEQ culture during the construction-to-operations transition or operational start-up of an offshore wind farm or comparable offshore energy asset.
- In-depth knowledge of Taiwan's Occupational Safety and Health Act and its subsidiary regulations, and experience working with the Occupational Safety and Health Administration, labour inspection authorities and other regulators.
- A strong understanding of HSEQ management systems (e.g. ISO 9001, ISO 14001, ISO45001 systems), best-practice procedures and technical specifications.
- Experience of managing emergency response plans, conducting risk assessments and investigating incidents.
- Strong leadership, communication, stakeholder management and problem-solving skills, with the ability to influence teams and contractors and manage multiple priorities.
- Fluent Mandarin and English, spoken and written, including written Traditional Chinese for regulatory submissions and site documentation.
- GWO Basic Safety Training and a willingness to go offshore regularly to lead by example.

It would also help if you have:

- Experience of HSEQ in an operator role under a long-term O&M agreement.
- Experience on a Taiwanese offshore wind project.
- Familiarity with offshore marine and aviation operations (SOVs, CTVs, jack-up vessels and helicopters) and SIMOPS.
- Experience of implementing ISO system or preparing a site for ISO certification.
- Experience of helping to establish a new organisation and of working in international teams with colleagues and contractors from different cultures.

Why Join PEAK Wind

- An international, inclusive, and diverse workplace where differences are valued
- The opportunity to work on leading renewable energy projects alongside experienced industry professionals
- Flexible working arrangements that support both your career and personal life
- A flat organisational structure where your ideas are welcomed and your contributions matter
- A strong focus on your learning, development, and professional growth.
- A culture that values commitment, meaningful contributions, and having fun

Our Commitment to Inclusion and Fair Hiring

We believe that a diverse and inclusive workplace drives innovation, creativity, and stronger results. At PEAK Wind, we are committed to fair and transparent hiring processes, welcoming candidates from all backgrounds, identities, and experiences. Our hiring decisions focus on what each person brings to the role and our team, and we are committed to ensuring transparent salary structures, with pay decisions based on clear, objective, and genderneutral criteria. Salary information, including the relevant salary band, will be shared with candidates when they are invited to a first interview.

How to Apply

We look forward to receiving your application. Applications will be reviewed on an ongoing basis, and we reserve the right to close the recruitment process once the right candidate has been found. Please apply directly through our website. If you have any questions or would like to know more about the position, please contact People & Development at recruitment@peak-wind.com.

About PEAK Wind

PEAK Wind is an independent renewable energy specialist in commercial, financial, and technical operations, delivering advisory, intelligence, and asset management services to investors and developers around the world. From onshore and offshore wind generation to Power-to-X, we work across the entire energy lifecycle to optimise operations and maintenance, enhance asset performance, and provide a holistic view of renewable infrastructure portfolios.

Our values - Expertise, Passion, Unity, and Integrity - are reflected in everything we do, from how we support our clients to how we collaborate as a team. At PEAK Wind, you will be able to apply your professional skills in a dynamic environment and experience a meaningful responsibility and involvement.