|  |  |
| --- | --- |
| JasonPaul Lennon  | jay.p.lennon@gmail.com0448 069 698**WWW:** www.linkedin.com/in/jay‑lennon |

|  |  |
| --- | --- |
| Personal Summary | Skilled HSE and Compliance professional with expertise in safety leadership, risk management, and regulatory compliance across diverse industries. Proven track record in driving safety culture, aligning strategies with business goals, and ensuring compliance with key regulations. Strong experience in audits, investigations, training, and continuous improvement to achieve effective safety outcomes. |

|  |  |  |  |
| --- | --- | --- | --- |
| Key Knowledge and Expertise |

|  |  |
| --- | --- |
| * Risk management
* Risk assessments
* Bow ties
* Permit to work systems
* Worksite safety inspections
* System auditing
* Training
* Mentoring
* Health and safety programs
* Auditing skills
* Internal audits
* Support and advice to external auditors
* Work Health and Safety Act and Regulations 2011
* Regulatory and auditing bodies knowledge
* Lock out / tag out systems
* Isolation systems
* Working at heights controls
* Confined space permit entry systems
* Penetration/excavation safety essentials
 | * ICAM
* Root cause analysis
* Serious incident investigations
* Lost time injury prevention strategies
* Technical writing
* Document composition
* Policies
* Standard operating procedures
* Lifesaving rules
* Licensing and accreditation knowledge
* Therapeutic Goods Administration (TGA)
* ISO4801
* OHSAS18001
* ISO14001
* ISO9001
* Australian Customs Service
* Department of Agriculture, Fisheries and Forestry
* Confident communicator
* Remote work capability
 |

 |

|  |  |
| --- | --- |
| Career Summary | **Senior Specialist Advisor – Emergency Management and Dangerous Goods** | 12/2023 to Current**Team Global Express** * Designed, developed, and maintained HSE dashboards and reporting systems to enhance safety performance visibility and data-driven decision-making.
* Managed the Safety Management System (SMS) and executive-level compliance documentation, ensuring alignment with corporate and regulatory standards.
* Led continuous improvement initiatives for incident reporting and risk management frameworks, increasing operational safety and efficiency.

**Regional HSW Business Partner (SA)** | 11/2022 to Current**Team Global Express** * Led the implementation and continuous improvement of the regional HSW strategy, aligning initiatives with national goals to enhance safety culture and performance.
* Supported organizational objectives by integrating HSW practices with operational excellence, workforce engagement, and customer satisfaction.
* Provided practical, hands-on HSW support to leaders and frontline employees, embedding a proactive safety mindset across all operational levels.
* Championed the company's “Genuine Care Culture” initiative by driving engagement programs, safety campaigns, and wellbeing activities in collaboration with key stakeholders.

**WHS Inspector / Authorized Officer – Manufacturing and Primary Industry Team** | 06/2020 to 11/2022**SafeWork SA** * Responded to notifiable workplace incidents and complaints, including fatalities, serious injuries, occupational illnesses, and high-risk dangerous occurrences.
* Conducted proactive compliance audits, inspections, and safety campaigns in accordance with agency priorities and regulatory frameworks.
* Delivered clear, accurate advice to employers and workers regarding obligations under the Work Health and Safety (WHS) Act and Regulations.

**HSEQ Advisor, SA** | 12/2017 to 02/2020**Air Liquide Australia Ltd** * Championed the company's “Safety First” culture by implementing and maintaining robust HSEQ systems across multiple industrial gas facilities in South Australia.
* Provided consistent HSEQ and regulatory compliance support to all regional sites through structured site visits, clear meeting agendas, and actionable improvement plans.
* Ensured all equipment, operations, and services complied with relevant legislation, regulatory requirements, and internal Air Liquide Group standards and policies.

**Compliance / WHS Manager** | 05/2015 to 12/2017**Rapid Group of Companies Pty Ltd** * Developed and implemented strategic WHS and compliance frameworks across multiple divisions, including heavy haulage, refrigerated transport, and long-term storage.
* Streamlined safety processes and compliance protocols, enhancing operational efficiency and risk mitigation across local, intrastate, interstate, and international transport operations.
* Designed a company-wide Safety Index KPI schedule, enabling data-driven monitoring and continuous improvement of safety performance across the Rapid Group of Companies.
* Created and maintained comprehensive risk registers and developed a standardised risk matrix applicable to all group sites, ensuring consistent and effective risk management.

**National Compliance Manager** | 04/2009 to 05/2015**Hi-Trans Express Pty Ltd** * Liaised daily with the National Heavy Vehicle Regulator (NHVR) to manage route access, oversized vehicle permit applications, NHVAS compliance, and general regulatory communications.
* Led the development, documentation, and national rollout of company-wide transport policies and procedures, ensuring standardization and compliance across all Australian branches.
* Designed and delivered national training programs on dangerous goods transportation and Basic Fatigue Management (BFM), enhancing workforce competency and legislative compliance.
* Acted as the central point of contact for regulatory updates and transport compliance issues, supporting operational teams with up-to-date legal and procedural guidance.

**Compliance Manager** | 07/2007 to 01/2009**Northern Territory Freight Service** * Developed, implemented, and maintained compliance programs to ensure adherence to applicable laws, regulations, and industry standards (e.g., WHS, NHVAS, Chain of Responsibility, DG, and environmental regulations).
* Provided expert advice to executive leadership on regulatory changes and their operational impact, ensuring timely updates to policies, procedures, and training programs.
* Led company-wide compliance training initiatives, improving workforce awareness and reducing incidents of regulatory breaches.
* Directed the response to incidents and breaches, conducting root cause analysis and implementing preventative strategies to ensure future compliance.

**Operations Assistant / Fleet Controller** | 02/1999 to 07/2007**TOLL/NQX Freight Systems** * Coordinated daily fleet operations, including dispatch, routing, and scheduling of local and interstate deliveries to optimize efficiency and meet customer service targets.
* Monitored driver movements and vehicle status using GPS and fleet management systems to ensure real-time tracking and timely delivery performance.
* Communicated effectively with drivers, customers, and internal departments to resolve delivery issues and minimize delays or disruptions.
* Ensured compliance with Chain of Responsibility (CoR), fatigue management, and NHVAS requirements through daily checks and accurate record-keeping.
 |

|  |  |
| --- | --- |
| Education | **Certificate IV - Occupational Health and Safety****07/2012****Certificate IV – Training and Assessment****10/2011** |

|  |  |
| --- | --- |
| Recent Achievements | * Ownership and complete management of a large confidential portfolio of WHS, dangerous substance, and enforceable undertaking files on behalf of SafeWork SA.
* Achieved the only ever recorded prosecution of a PCBU for failing to display a Regulatory Prohibition Notice.
 |

|  |  |
| --- | --- |
| Professional Referees | * Ms. Andrea Hand, Technical Inspector, Worksafe Victoria, 0411 261 586, Andrea.hand@worksafevic.gov.au
* Ms. Natalie Tabone, Executive General Manager WHS, Team Global Express, 0434 630 913, Natalie.Tabone@teamglobalexp.com
* Mr. Craig Lewis, WHS Inspector, SafeWork SA, 0425 810 254, Craig.lewis@sa.gov.au
* Mr. David Barrett, Team Leader – Manufacturing and Primary Industry Team, SafeWork SA, 0407 363 252, David.barrett@sa.gov.au
 |

|  |  |
| --- | --- |
| TRAINING AND QUALIFICATION | * SAR-24-1144 Cabinet X-Ray Systems, October 2024
* SafeWork SA, Technical Training Program, October 2020
* SafeWork SA Inspector Development Program, July 2020
* BSBWHS515 Lead Initial Response to and Investigate WHS Incidents (ICAM), August 2021

Refresh July 2023* BSBWHS407 Return to Work Coordinator, September 2015
* TLIF2092A Demonstrate awareness of the chain of responsibility regulations, February 2013
* TLIC1051: Operate a Commercial Vehicle (Defensive Driving Program Level), March 2019
* HLTAID001: Provide first aid, June 2010
* HLTAID002: Provide Basic Emergency Life Support, Refresh, Nov 2019
* HLTAID003: Provide Cardiopulmonary Resuscitation, Refresh, Aug 2022
* 30681QLD: Perform drug and alcohol screening, November 2010
* PUAWER005B: Operate as part of an emergency control organization, March 2007

Refresh Nov 2019* PUAWER006B: Lead an emergency control organization
* FDFPHGMP1A: HACCP Awareness Training, November 2010

Refresh Dec. 2015* Occupational Health and Safety Welfare Representative Level 1, September 2006
* TLIF1007C: Apply Fatigue Management Strategies, November 2010
* TLIF6307C: Administer Fatigue Management Strategies, November 2010
 |