

Quality, Health, Safety & Environment (QHSE) Manager

European group based in France

A QHSE role is not just about maintaining a system. It is lived on the ground, in production, and sometimes in the unexpected. This position is aimed at a professional who combines and masters standards, has a strong sense of decision-making, and the ability to engage teams—within a demanding industrial environment undergoing rapid European expansion.

Context

For over 25 years, Alliance Consulting® has supported executives in the nutrition, nutraceutical, and beauty industries. As a pioneering firm, present across the entire value chain, we place people and professional expertise at the heart of every assignment.

For our client—a **European group and an innovative player in its field, specialized in the development and manufacturing of food & feed products with high regulatory requirements**—we are looking for a **QHSE Manager** capable of supporting sustained growth in an environment where compliance is a core structural requirement.

The Role

Reporting to the Site General Manager, you structure, lead, and engage the entire organization in a continuous operational excellence approach. You are the guardian of QHSE systems and a direct contributor to the company's overall performance.

Strategic leadership & structuring

Define, deploy, and sustain the QHSE policy in line with business challenges. Ensure the effectiveness of the management system (ISO 22000, ISO 14001, etc.). Structure quality, food safety, and environmental processes with an operational excellence mindset.

Continuous improvement & performance

Manage non-conformities and corrective and preventive action plans (CAPA). Define and monitor KPIs arising from management reviews. Lead internal and external audits and turn results into concrete improvement levers.

Leadership & management

Lead, develop, and engage the QHSE team (5 people). Raise awareness and train operational teams on quality, hygiene, and safety issues. Build a strong collective dynamic around standards and best practices.

Business & client interface

Act as a key point of contact for clients on quality matters. Manage complaints and drive their resolution with an excellence-driven approach. Contribute to raw material approval and regulatory validation.

Compliance & technical expertise

Ensure proactive regulatory monitoring. Guarantee food safety (HACCP, microbiology, etc.). Manage certifications and standards (Organic, Halal, etc.).

Candidate Profile

Expected technical background:

Master's degree (Bac+4/5) in Food Science, Agri-food Engineering, or equivalent.

Proven experience of at least 3 years in QHSE, ideally within a demanding or fast-growing environment (food industry, cosmetics, health).

Strong command of ISO 22000, ISO 14001 standards and applicable regulatory requirements.

Expertise in HACCP and solid microbiological knowledge.

Beyond skills, what will make the difference:

- A hands-on mindset combined with system thinking.
- Strong judgment and decision-making ability.
- High adaptability when facing the unexpected.
- A professional presence that inspires confidence with regulatory authorities.
- Good ability to step back and see the bigger picture.
- Strong, unifying leadership.

What makes this opportunity attractive:

A **fast-growing European environment** where a significant part of the QHSE system still needs to be structured and strengthened.

A **key role with direct impact** on the company's performance and organization, reporting directly to the Site General Manager.

Real autonomy in defining the roadmap, backed by a solid European group supporting the site's industrial ambition.

The **opportunity to leave a lasting mark** by building a robust QHSE system aligned with a long-term growth strategy.

We thank you for submitting your application (CV + salary expectations), which will be treated with strict confidentiality.

Location : Pays de La Loire, France

Reference : RQH413/Syn

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