

Career spotlight: Anne Mallory

In this interview, Anne Mallory shares her career path and advice on successfully managing risk and making an impact at work to inspire those up and coming in their careers.



How did you get into health, safety, risk management as a career?

I never set out to have a career in health and safety. My degree was in Biology and my aim was to pursue a career in the environmental monitoring sphere relating to my Master's qualification. As part of my project for this qualification I joined a waste management company and was subsequently offered a role monitoring the licensing of a site for environmental compliance.

During my time I was involved in an incident and was therefore encouraged to gain a qualification in health and safety so it all started there with the NEBOSH Certificate in Occupational Safety and Health.

Name:

Anne Mallory

Position:

Director

Organisation:

Mallory Health and Safety Consultants

Industry/ Sector:

Health and Safety Consultancy

From there I was offered a wider health and safety role covering many operations and sites and also given the opportunity to further my qualifications. When I left the waste management sector, I joined a civil nuclear site manufacturing radiolabelled medicines and from there, after a part time safety role with a management college, I took the opportunity to start my own independent consultancy business which has been in existence now since 2003.

What Qualifications do you have, which have proved most valuable and what advice would you give those starting out or considering a career in risk management?

I hold the following qualifications:

- Bachelor of Science and Master of Science degrees.
- NEBOSH General Certificate in Occupational Safety and Health
- British Safety Council Post Graduate Diploma in Safety management
- Chartered Safety Practitioner CMIOSH – portfolio
- Chartered Fellow CFIOSH FIIRSM – portfolio / interview

There are many and varied roles in the risk management sector not just health and safety specific. Roles can often have health and safety responsibilities so to do a relevant job-related

BRIEF BIO/ KEY CAREER MILESTONES:

Anne Mallory has been involved in the health and safety sphere since 1997. She has held senior management positions with health and safety, quality and environmental responsibilities. As a founder and Director of Mallory Health and Safety Consultants Ltd., she has undertaken many varied roles in the consultancy sphere including construction, decommissioning projects, emergency arrangements and business continuity planning in high hazard industries such as civil nuclear sites. In addition, she has been involved on a voluntary basis in event planning for a number of charities.

The spectrum of work has ranged from the introduction of complete safety management systems and training processes to the >>>

training course is very valuable. For example, there are a number of courses specific to food hygiene, construction, event management, cybersecurity, emergency planning – the list is almost endless.

A recognised higher-level qualification such as the NEBOSH Diploma or equivalent gains entry into higher level health and safety roles. I would say both routes are equally valid, I gained experience and got my qualifications whilst being in a permanent job role.

What are the benefits of joining professional organisations such as the International Institute of Risk and Safety Management (IIRSM)?

As a consultant I have joined a number of organisations at different levels. This has helped getting relevant technical information for some more specialist roles such as emergency planning, radiological protection, technology and research.

Some memberships are a requirement to be on public registers for example being a chartered safety practitioner allows you to be on the Occupational Safety and Health Consultants Register (OHSCR).

In terms of networking and membership benefits I have always valued my relationship with IIRSM and have found that their support and encouragement in my early career hugely

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beneficial. I have been able to meet and work with individuals and organisations from many business and charitable sectors. The membership engagement is something I believe in passionately which is why I spent 6 years on Council and am involved in both mentoring and the Emerging Risk Leaders' Network.

What does a typical week look like for you?

I have a number of retained clients to whom I deliver a service standard. I can receive an enquiry or a request for assistance on any topic as my client base is very diverse. This does require a lot of effort to keep up to date and knowledgeable on all the information that is out there. Very often clients want help on how to translate the requirements into practical solutions for their individual business.

There is also project work which can also be very varied, intense but hugely rewarding from construction projects to auditing, due diligence reports to looking at EHS systems within multi-site organisations.

What is the biggest career challenge you have faced, how did you approach the challenge, what was the outcome and would you approach it differently with hindsight?

It is hard to define one particular moment but it is more about winning hearts and minds in organisations where the culture has made it a challenge to influence. That is where the ability to communicate at all levels is vital to help to drive through change and very often within very limited timeframes. In the consultancy world you are only as good as your last project!

How do you manage client/stakeholder expectations whilst encouraging commitment to continuous improvement in risk management?

This is a tricky question as there are many factors in play when looking at potential solutions such as cost, training, culture, safety behaviours and so on. The key to

BRIEF BIO/ KEY CAREER MILESTONES:

>>> evaluation of unique high hazard operations for specialist contractors. She is a Chartered Fellow of the Institution of Occupational Safety and Health and a Fellow and previous Council Member of the International Institute of Risk and Safety Management, a Member of the Emergency Planning Society and a Senior Construction Manager through the Construction Skills Certification Scheme.

Anne Mallory has an interest in sport and is an Amateur Swimming Association qualified teacher. She enjoys both training in the pool and open water swimming.

driving through any proposal is to be able to “sell” the proposal and to look further than mere compliance but to highlight the opportunities that might arise in the wider business environment. For example, an engaged workforce is happier and more productive.

What is your proudest achievement so far?

My proudest achievement is to see where I have made a real difference to an organisation for the people working at the coal face. Also, in being able to guide those taking up the fight to improve practices and working conditions and to support them in their own career progressions.

What/ who inspires you and why?

Very early on in my career I was affected by a fatality that happened in a location where I worked. I always think that if some small thing I do saves an injury or death then it is all worthwhile.

What are your most important tips for someone starting out on their health, safety, risk management career?

Everything you have done before starting as a consultant or health and safety specialist is relevant. The ability to be a chameleon is vital as you need to be able to get the message across to the CEO as well as those on the shop floor. You have to have the ability to persuade those who have a negative viewpoint to come on side. Communication is everything as well as leading by example.

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What are your career aspirations now?

I am at a place in my career where I am happy where I am. I have recently stepped down from my Trustee role at IIRSM but hope to continue with IIRSM mentoring and supporting the Emerging Risk Leaders' Network to give back in some small way to a career which has provided me with a livelihood and many wonderful experiences.

What does running your own consultancy company involve?

Well, to do this you have to be a Jack or Jill of all trades! You need to develop a wide range of skills from accountancy and financial awareness to marketing and promotion using all the various social media platforms. The responsibility for the company lies with you and you are responsible for your own remuneration and career progression which can be a juggling act at times.

How can you be a Leader as a Health and Safety Consultant?

This is where the communication skills and relationship with your clients comes into play. It is vital to understand the culture and the operating environment of your client. I would say that you aim to guide and steer your client to the right result as your success in delivering a project is ultimately their success as an organisation.

About IIRSM's Emerging Risk Leaders Network

The IIRSM Emerging Risk Leader Network (ERLN) is a working group of ambitious professionals who are proactively looking to get ahead in their careers or support others to do so. The purpose of the Network is to:

- Support its members in developing their influence and profile within their place of work and the wider risk community.
- Empower members to build career success by learning from and supporting others from different industries, risk disciplines and geographical locations to cross-pollinate ideas, knowledge, best practice and lessons learned.
- Facilitate opportunities to showcase member capabilities through delivering informative and novel ideas and solutions through different channels.
- Promote the importance of developing risk and leadership skills early on in careers.

To find out more and for sponsorship opportunities, visit:

www.iirsm.org/iirsm-emerging-risk-leaders-network