

Head of Engineering (Asset Management & Maintenance)

Employer: East West Railway Company

Location: Milton Keynes

Basis: Permanent

Role Summary: The Technical Authority accountable for leading the engineering activity for all assets and technical specialists within Asset Management and Maintenance, setting the Discipline Technical Strategies and Standards. Driving the overall integrated performance and optimised whole life cost of through appropriate risk-based assurance of engineering delivery across EWR. Providing expert technical advice to inform EWR and influence the industry, actively driving engineering innovation to achieve EWR objectives. Functionally leading all Discipline Engineers working in EWR.

The specific scope of each Discipline is described in more detail in Appendix 1 and a Discipline role addendum may define any specific Accountabilities, Skills & Experience required.

A little bit about us:

East West Rail is a new direct connection, linking communities between Oxford and Cambridge, including Bicester, Milton Keynes and Bedford by rail.

Oxford, Cambridge and the communities in between are renowned for their vibrant economy, educational excellence and scientific innovation. They deliver growth and prosperity both locally and for the whole country; connecting these two cities and the communities in between is crucial to the social and economic future of the region.

East West Railway Company was set up to accelerate the delivery of the East West Rail infrastructure and passenger services, bringing faster journey times and easing pressure on local roads.

We were set up by the Secretary of State for Transport in 2017 to do things differently. We aim to innovate, positively disrupt, and challenge the status-quo, leading to quicker and more cost-

effective project delivery, and an improved experience for passengers and the communities we serve.

As we build our team, we're looking for people with the right skills and mindset so that we can innovate, positively disrupt and set new industry standards. Whether you've been working on some of the world's most exciting rail and infrastructure projects or can inspire us with your ideas and expertise from other sectors, we want to hear from you.

Responsibilities and Accountabilities

- Inform the EWR Enterprise strategy and output requirements with expert technical advice & industry leading practice for Asset Management and Maintenance.
- Derive the Enterprise and technical requirements for Asset Management and Maintenance to achieve the EWR strategy.
- Set the EWR Technical Strategy for Asset Management and Maintenance, including standards and design principles to optimally achieve the EWR strategy and requirements.
- Assure technical compliance for Asset Management and Maintenance through appropriate risk-based assurance (V&V and technical approvals), audit and surveillance.
- Provide support and “constructive tension” to Programme Engineering (Delivery) and support the sponsor and Enterprise Integration Team in challenging Enterprise and Asset Management and Maintenance requirements and standards to enhance whole life performance.
- Lead Engineering safety management of Engineering people and assets for Asset Management and Maintenance, managing technical interfaces and assuring integrated system safety and performance (supporting the System & Railway levels) across the delivery partner design authorities, including manage Engineering change to maintenance and configuration of operational assets for Asset Management and Maintenance.
- Manage the engineering regulatory interface for Asset Management and Maintenance: supporting consents, approvals, safety case and entry into service.
- Support Engineering in establishing and maintaining the core Engineering processes and methods to enable delivery including the technical and system models required.
- Actively manage and mitigate EWR Asset Management and Maintenance level technical risks, whilst assuring that technical risk is appropriately managed within delivery partners.
- Establish and maintain technical competence accreditation systems, ensuring all Asset Management and Maintenance engineers working in EWR are appropriately assessed and accredited to undertake engineering activities (including technical interviewing during recruitment).
- Lead and support Programme Delivery and the Enterprise Integration Teams in implementing the Engineering strategy, processes and tools for Asset Management and Maintenance.
- Actively manage and accelerate engineering innovation for Asset Management and Maintenance to meet EWR challenges, influencing the industry and informing EWR on technical opportunities and risk.

- Support the Head of System to plan Asset Management and Maintenance technical capability (skills and experience with demand levels) required to deliver the EWR Enterprise throughout the whole lifecycle of the railway. Support developing and maintaining the make or buy sourcing strategies for Discipline technical capability with commercial functions.
- Set specific Asset Management and Maintenance objectives, managing priorities and work bank across Asset Management and Maintenance Engineering team to ensure effective delivery.
- Implement effective KPI & Metrics, visualisation and reporting for Asset Management and Maintenance Engineering team performance, promoting a high-performance culture.
- Support Programme Engineering Managers in managing senior external technical delivery partners and industry stakeholder relationships for Asset Management and Maintenance, ensuring requirements are agreed and any approvals gained.
- Support the EWR External Relations team with any Asset Management and Maintenance level technical engagement with local authorities, other key local stakeholders, other government departments, NR and other operators.

Role Dimensions

- Reporting directly to the Head of System, working closely with Engineering team including other Heads of Discipline, the Enterprise Integration Team and the Engineering Delivery Manager.
- Working closely with Programme Engineering Managers & Project Engineers to support development of strategy, requirements and business case.
- Working closely with Programme Engineering Managers & Project Engineers to implement Engineering strategy, policies, plans and core processes with Delivery Programmes.
- Line management of all Asset Management and Maintenance engineers (employees and consultants) reporting to Engineering.
- Functional leadership all Asset Management and Maintenance's Engineers in EWR, creating a professional community that provides peer support, promotes best practice and innovation. Ensuring effective management of professional performance and development of Asset Management and Maintenance Engineers embedded within Delivery Programmes.

Given the early stage of the project, it is likely that the nature of the role may evolve as the project progresses. It is also possible that other ad-hoc activities and duties may be required.

Experience and skills

As a EWR Head of Asset Management and Maintenance, you will have extensive experience in leading single-discipline Engineering teams in a regulated safety critical environment, be an industry recognised expert with deep technical expertise in Asset Management and Maintenance, having used novel and innovative approaches successfully in the past. Must have a good working knowledge of related disciplines and how to integrate Asset Management and Maintenance solutions and approaches with them to deliver an integrated Railway System.

Your skills will include:

- Delivery of innovative asset management and maintenance solutions that have delivered a high level of performance and reduced whole life cost (i.e. EWR is not looking for a traditional Railway Asset Management and Maintenance approach).
- Delivery and assurance of safety critical engineering solutions within large scale and technically complex projects.
- Analysis of complex data, drawing effective conclusions and rapidly producing solutions and decisions.
- Excellent communication with the ability to promote and execute Technical Strategy.
- Influencing skills, including negotiating and facilitating joint decision making with colleagues and stakeholders.
- Building and leading high-performance teams.
- System Engineering and Asset Management tools and techniques.
- Innovation and change management, including best practice continuous improvement methodologies.
- Engineering Safety Management and best practice technical risk control methodologies.

Your experience will include:

- Broad experience of leading Engineering in a complex, safety focussed and regulated organisation with multiple complex interfaces.
- Extensive experience of the engineering lifecycle including requirements, specification, design, build and maintenance.
- Personal responsibility for successfully leading Asset Management and Maintenance as a discipline, exercising Technical Authority to assure the compliance and safety of delivered engineering solutions.
- People leadership of single-disciplinary engineering teams.
- Extensive experience of change management, rapidly adapting to emerging requirements, changing circumstances and high levels of uncertainty and ambiguity in a fast-changing environment.
- Working within relevant UK rail industry legislation and standards.

Education and qualifications

- Chartered or Incorporated engineer, or demonstrably equivalent professional experience and training (Fellow or working towards desirable)
- Masters degree in a field of engineering relevant to Asset Management and Maintenance, or demonstrably equivalent professional experience and training
- You will need to have the right to work in the UK

What we offer:

- Competitive base salary
- Up to 20% bonus based on individual and company performance
- Up to 12% employer's pension contribution
- 36 days holiday a year (including bank holidays) + up to 2 days to buy
- Life assurance
- Employee Assistance Programme
- Perks platform with hundreds of discounts and freebies
- On-the-spot and annual awards
- Advanced learning and development programmes
- Great work-life balance and flexible working opportunities
- Enhanced family-friendly policies
- Exceptional IT tools

Join the team!

Please send your resume and a covering letter explaining why you are interested in the role and meet the above experience requirements to: recruitment@eastwestrail.co.uk

Appendix 1 – Scope of Disciplines

Disciplines form part of Engineering ‘Systems’ that make up the integrated Railway System:

Railway System & Architecture

Leading the Systems Engineering & Assurance, **Asset Management & Maintenance** disciplines, this function sets the overall railway technical strategy, as well as developing and implanting the top level Engineering Strategy, Engineering Safety Management System and Engineering Integrated Management Systems that provide the core processes and methods (tools) required to deliver the EWR strategy and vision. Key responsibilities including assuring the overall integrated railway system performance and optimised whole life cost through working closely with Infrastructure & Transport System disciplines and Engineering Delivery, as well as developing and maintaining the required key EWR technical and system models.

Infrastructure Systems

Leading the Civil, Built Environment & Permanent Way, Geotechnical & Drainage and Station Systems disciplines, this function sets the Infrastructure System and associated Discipline Technical Strategies and Standards. Driving the overall integrated performance and optimised whole life cost of the Infrastructure Systems through appropriate risk-based assurance (V&V), audit and surveillance of Engineering Delivery activities. Providing expert technical advice to inform EWR and influence the industry, actively driving engineering innovation to achieve EWR objectives. Functionally leading all discipline engineers working in EWR, ensuring they are appropriately assessed and accredited as technically competent for their roles.

Transport Systems

Leading the Signals & Telecoms, Power & Electrification, Rolling Stock & Depots disciplines, this function sets the Transport System and associated Discipline Technical Strategies and Standards. Driving the overall integrated performance and optimised whole life cost of the Infrastructure Systems through appropriate risk-based assurance (V&V), audit and surveillance of Engineering Delivery activities. Providing expert technical advice to inform EWR and influence the industry, actively driving engineering innovation to achieve EWR objectives. Functionally leading all discipline engineers working in EWR, ensuring they are appropriately assessed and accredited as technically competent for their roles.

Each Discipline is accountable for ensuring that EWR has the required specialist engineering capability to set technical strategy and standards, manage technical competence, inform and support the delivery design lifecycle, whilst assuring compliance and engineering safety. This will be achieved through an appropriate combination of Engineering employees (for long term and critical capabilities), interim contracts (for sustained and important capabilities) and delivery partners (for short or variable demand and routine capabilities) to ensure each Discipline can fulfil its core functions and meet objectives. The majority of Discipline Engineers will be embedded within the Engineering Delivery organisation (client side) and within the Delivery Partner supply chain, which the Discipline will functionally lead to ensure technical competence and professional performance. Key Discipline Engineer specialist technical capabilities are listed below:

