



Job Description

Job Description	
Job Title:	Training and Rail Services Manager
Level:	Middle Manager
Safety Critical Post:	Yes (through competencies held)
Department:	Operations
Location:	Tyseley Locomotive Works/Home
Responsible To:	Operations Production Manager
Direct Reports:	Operations Trainers
Budgetary Responsibility:	Training Centre Income and Cost Budgets
Salary Range:	c£60k (dependent on experience)

A) Job Purpose:
<ul style="list-style-type: none"> • To launch, develop and manage Vintage Trains Ltd.'s (VTL) new training centre • To identify and develop new market opportunities for the hire of operational personnel • To create training capability and deliver internal training needs
B) Context:
<ul style="list-style-type: none"> • Vintage Trains Group consists of two parent Charities, a Community Benefit Society and two trading companies – Vintage Trains Ltd (VTL) and Tyseley Locomotive Works (TLW) Ltd • VTL is the UK's newest main line Train Operating Company with a licence to operate passenger services throughout the UK. • VTL was primarily set up to keep Steam hauled services operating on the main line but is also developing new markets and income streams from training and third-party operating activities. • To lead these activities and build the new markets and income streams, this pivotal role has been established.
C) Key Accountabilities:
<ul style="list-style-type: none"> • Set up a new training facility and lead its marketing, development and growth • Lead the creation and establishment of training courses and assessment methods • Identify, nurture and grow market opportunities for the sale of training and assessment as well as the hire of operational personnel • Lead all liaison with the ORR on matters relating to driver licensing training centres • Deliver training courses and conduct assessments • Support the company's operations team, including driving trains and providing third party operational support and resource
D) Personal Specification:
<p>Experience:</p> <ul style="list-style-type: none"> • Creation and delivery of training courses • Customer contact and client management • Budget management



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- UK main line train driving experience
- Experience of working with steam (desirable)

Knowledge:

- Thorough knowledge of railway rules and equipment relevant to train driving and railway operations
- An understanding of emergency management structures and principles in the railway
- Knowledge of training methods and approaches
- Practical understanding of competence management and assessment
- An understanding of heritage railway equipment is desirable
- Knowledge of the railway training market

Skills and Competencies:

- An energetic, self-starter
- Commercial acumen
- Ability to work with others and alone, equally well
- Able to conceive new ideas and projects and sell these to the railway industry
- Mainline train driving experience (desirable)
- Able to communicate instructions, ideas and concepts confidently
- Able to manage and direct other staff
- Able to manage to a budget
- Able to overcome significant obstacles to achieve an objective, keeps focus and energy whilst under pressure
- Able to produce and maintain accurate records