



Department
for Transport

Director Rail Infrastructure North and West

SCS Pay Band 2

Locations: Birmingham or Leeds

Veredus Reference 17584

Oleo reference - 382738

Closing date: 23:55 on 21st February 2025



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Welcome Message

**Alex Hynes, Director
General, Rail Services**

The UK's passenger railway covers some 20,000 miles of track, carrying 1.7 billion passengers across 14 different principal routes serving 2,500 stations. Rail is at the very heart of the Government's sustainable transport strategy and essential to growing the nation's economy.

This exciting and challenging Directorship entails the leadership of a large team of professional Civil Servants delivering a £20bn portfolio of investment, spending around £1bn per annum in the North and West of England.

I am looking for an outstanding individual to take on what is one of the largest and most exciting programme delivery roles in Government. Many of the largest programmes are fully mobilised, in delivery, and have a high proportion of their funding committed.

This is a highly demanding leadership and stakeholder focused role and will require a significant amount of local engagement and travel. I am committed to improving the diversity of the rail industry's management and leadership and would welcome applications from those from all social backgrounds, ethnicity and from those with disabilities.

Department Background

Very few things affect everyday life the same way that transport does. It's much more than getting from A to B. It's about enabling individuals to take part in society. To make connections to work and leisure, education and health, business and the wider world.

At the Department for Transport (DfT) we're working to improve every kind of journey. We're harnessing new technology to create safer, more sustainable transport. And, creating better connections between people and places, we're enabling greater growth opportunities for communities UK-wide. It all means that in working for DfT, you are part of something very different and special.

DfT and its agencies employ around 15,000 staff, of whom about 3800 are in the core Department. We have the largest and most complex capital project portfolio in Government, delivered principally through delivery partners including Network Rail, HS2 Ltd and National Highways.

We are broadening our presence around the country and are growing new locations in Leeds and Birmingham.

Our Secretary of State has set out her five strategic priorities, putting transport at the heart of mission-driven government.

These include:

- improving performance on the railways and driving forward rail reform
- improving bus services and growing usage across the country

- transforming infrastructure to work for the whole country, promoting social mobility and tackling regional inequality
- delivering greener transport
- better integrating transport networks

More information about DfT can be found on our website [here](#)

Departmental Vision

All DfT employees are guided by the Civil Service core values of honesty, integrity, impartiality and objectivity.

Everything we do to achieve this is reinforced by our values:

- ◆ **Confidence:** to challenge, to take action, to innovate.
- ◆ **Excellence:** in our professionalism, in our delivery, in our learning.
- ◆ **Teamwork:** we are inclusive, we collaborate and we support each other.

To find out more about what it is like to work for DfT go to:

[Working for the Department for Transport](#)

[Senior Senior Civil Servants - Department for Transport Careers](#)



02 - The Role



Job Titles

Director Rail Infrastructure North and West

Location

Birmingham or Leeds

We currently work on a hybrid basis with 60% of our time working in an office location

Salary

£120,000

For existing Civil Servants, internal candidates the usual pay rules should apply, i.e. if moving on level transfer the salary will remain the same, if successful on promotion the salary will be the higher of either 10% pay increase or the pay band minimum.

Contract Type

Permanent

Security Clearance

Please note that the successful applicant will need to hold or be prepared to apply for **SC** clearance.

More Information

Find out more about working for DfT on the Civil Service careers site.

[Hear](#) from our Permanent Secretary, Bernadette Kelly, on what makes DfT a great place to build your career.

Job Description

This is one of the largest and most exciting programme delivery roles in Government. The successful candidate will be responsible for a £20bn portfolio of investment spending around £1bn per annum. Many of its largest programmes are fully mobilised, in delivery, and have a high proportion of their funding committed.

As part of the portfolio, you will be accountable as Senior Responsible Owner for the TransPennine Route Upgrade. This £11bn programme is in delivery and will transform the rail network in the North of England and the Government has confirmed its full commitment to the programme. Its scale means that it is part of the Government's Major Project Portfolio – the largest and most complex of the UK's programmes. As the overall client for the programme, you'll be a member of the Programme Board alongside senior Executives from the rail industry, including the Managing Directors of the Train Operators and the Network Rail Region. The Board is supplemented by experienced Non-Executive Directors to ensure that track, train and timetabling are fully integrated as is necessary to delivery passenger and freight outcomes.

The role is part of the Rail Services Group (RSG) within the Department of Transport. RSG was formed in April 2024 to join up the teams delivering rail infrastructure projects and rail services as part of bringing together track and train, in line with the Government's long-term vision for the rail sector. The aim is to increase the long-term sustainability of England's railways, deliver the aspirations of the Plan for Rail and align this with the interests of regional stakeholders – all within the Department's Spending Review settlement.

As a member of RSG's Senior Leadership Team, you will also be accountable for the development and management of our industry partnerships and relationships, setting strategic direction and building key senior stakeholder relationships within government and the rail industry. This post reports to the Director General, Rail Services, as one of a team of seven SCS2s.

More broadly, you will work as part of the collective Shadow Great British Railways leadership, comprising DfT, Network Rail and DfT Operator Limited, to make decisions as one united railway in the public interest and in support of the Government's missions.

This role will oversee a team of Deputy Directors, who are accountable for the setting of strategy for their respective directorates and leading the delivery of high-profile rail infrastructure in the North of England, Wessex and Wales.

Responsibilities

Duties and Responsibilities

- Act as Senior Responsible Owner (SRO) for the £11bn TransPennine Route Upgrade, part of the Government's Major Project Portfolio as one of the largest and most complex of the UK's programmes.
- Act as SRO for the remaining programmes within the North and West Portfolio, some of which are £Bn+ in their own right.
- Ensure that track, train and timetabling are fully integrated to deliver a fundamental change in industry approach to focus on passenger and freight outcomes and significantly improved schedule/cost performance.
- Oversee and direct the activity of four Deputy Director-led teams, with 50 employees within your direct span of control and c.5,000 employees across the wider programme delivery teams.
- Ensure the smooth running of Rail Services Group playing a wider role as part of the senior leadership team, displaying exemplary values and behaviours and acting as a role model for staff.
- Play a key role in the Department's rail governance structures, acting as a member or Chair of key investment committees to ensure effective use of public funds in delivering ministerial priorities.
- Contribute towards business efficiency through effective planning and management of business processes, with a focus on continuous improvement.

03 - Person Specification

Person Specification

It is essential that in your written application you give evidence or examples of proven experience in each of the **essential criteria** of the person specification.

The successful candidate must be able to demonstrate their experience and skills against the following:

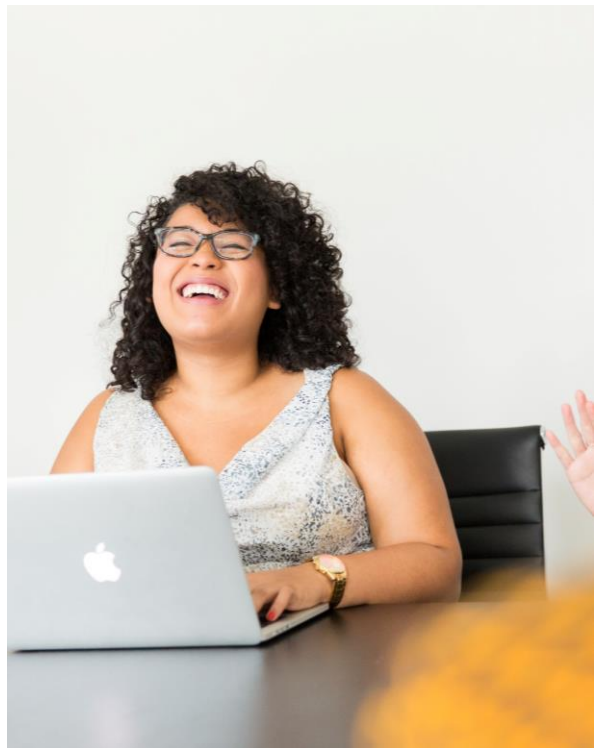
Essential Criteria:-

- Extensive experience of leading the development and implementation of significant, large scale, complex, high risk, high value projects and programmes, including a track record of providing strategic challenge to improve development and delivery, and of successfully managing complex interdependencies across multiple workstreams.
- A track record of delivering and building strong collaborative partnerships and networks across key groups of stakeholders across organisational and regional boundaries, as well as extensive experience of managing complex relationships.
- A developed understanding of the UK rail industry and the complex interfaces between different bodies and the operational and commercial environment. Alternatively, experience of working in another complex industry where day-to-day operations interact with longer-term investment and users across organisational boundaries and a willingness to get up to speed quickly with the rail context.
- Strong track-record of working in a complex political environment and ability to communicate large amounts of complex information with clarity and handle sensitive issues with tact.
- Highly developed leadership skills and the ability to model and inspire the required energy, dynamism and collaboration required to help the team develop its position as a trusted partner to industry and government. Comfortable working as part of a senior leadership team to provide strategic leadership on a broad range of difficult issues.



04 - Benefits

Whatever your role, we take your career and development seriously, and want to enable you to build a really successful career with the Department and wider Civil Service.



It is crucial that our employees have the right skills to develop their careers and meet the challenges ahead, and you'll benefit from regular performance and development reviews to ensure this development is ongoing. As a Civil Service employee, you'll be entitled to a large range of benefits.

Equality, Diversity & Inclusion

The Civil Service values and supports all its employees.

We have strong and pro-active staff networks, special leave policies for hospital appointments, reasonable adjustments put in place for those who need them, and diversity talent programmes to help everyone irrespective of background, to achieve their potential.

Pension

Your pension is a valuable part of your total reward package.

A competitive contributory pension scheme that you can enter as soon as you join where we will make a significant contribution to the cost of your pension; where your contributions come out of your salary before any tax is taken; and where your pension will continue to provide valuable benefits for you and your family if you are too ill to continue to work or die before you retire. Visit [Civil Service Pension Scheme](#) for more details. >



Generous Annual Leave and Bank Holiday Allowance

25 days annual leave on entry, increasing on a sliding scale to 30 days after five years' service (allowance is pro rata for part-time employees). This is in addition to eight public holidays.

This will be complimented by one further day paid privilege entitlement to mark the King's Birthday.

Staff Wellbeing

Flexible working including part-time or term-time working and access to Flexible Working Schemes allowing you to vary your working day as long as you work your total hours.

Generous paid maternity and paternity leave which is notably more than the statutory minimum offered by many other employers.

Childcare benefits (policy for new employees as of 5 April 2018): The government has introduced the Tax-Free Childcare (TFC) scheme. Working parents can open an online childcare account and for every £8 they pay in, the government adds £2, up to a maximum of £2000 a year for each child or £4000 for a disabled child. Parents then use the funds to pay for registered childcare. Existing employees may be able to continue to claim childcare vouchers, so please check how the policy would work for you here. Any move to the DfT from another employer will mean you can no longer access childcare vouchers. This includes moves between government departments.

Onsite facilities

Opportunity to use onsite facilities including fitness centres and staff canteens (where applicable).

05 - Recruitment Process



Application

Veredus are managing this competition on behalf of the Department for Transport. To apply, please submit the following through the Veredus website at www.Veredus.co.uk

quoting reference **17584** by no later than 23:55 on **21st February 2025**

- A **CV** (no more than two pages) setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years.
- A Statement of Suitability (no longer than 1,000 words) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the criteria in the person specification.

Failure to submit both documents will mean the panel only have limited information on which to assess your application against the criteria in the person specification.

As part of the online application process, you will also be required to complete the following:

- **Diversity Monitoring Form** All monitoring data will be treated in the strictest confidence, will not be provided to the selection panel and will not affect your application in any way. If you do not wish to provide a declaration on any of the particular characteristics, you will have the option to select 'prefer not to say' (*via this link*) [CLICK HERE TO COMPLETE THE DIVERSITY MONITORING FORM](#)
- **Candidate Supporting Information Form** (*via this link*) [CLICK HERE TO COMPLETE THE CANDIDATE SUPPORTING INFORMATION FORM](#)

Should you encounter any issues with your application please contact:

reece.dalanno@veredus.co.uk or
laura.Spurgin@veredus.co.uk

For a confidential discussion to help inform your application, please contact our recruitment advisors at Veredus:

reece.dalanno@veredus.co.uk or
laura.Spurgin@veredus.co.uk

Selection Panel

Martin Spencer, a Civil Service Commissioner will chair the process. In addition to Martin, the other panel members will be:

Alex Hynes, Director General, Rail Services Group

Janine Newmarch, Deputy Director, Business Partnering, Talent and Resourcing

Longlist

The panel will assess your application to select those demonstrating the best fit with the role by considering the evidence you have provided against the essential criteria set out in the 'Person Specification' section. Failure to address any or all of these may affect your application.

The timeline later in this pack indicates the date by which decisions are expected to be made, and all candidates will be advised of the outcome as soon as possible thereafter. Candidates selected for longlisting will be invited for a preliminary discussion with Veredus to further explore their skills and experience.

Candidates applying under the **Disability Confident, Redeployment or Veterans Scheme** who meet the minimum selection criteria in the person specification are guaranteed an interview. Please complete the relevant parts in the application system if applying under these schemes.

Shortlist

The panel will review reports on those longlisted and will select a shortlist of candidates whose applications best demonstrate suitability for the role, by considering the evidence provided against the essential criteria set out in the Personal Specification

Assessment

If you are shortlisted, you will be asked to take part in the following assessments :

- Individual Leadership Assessment – a combination of psychometric assessments
- Staff Engagement Exercise and/or Individual Psychometric Assessments

These assessments will not result in a pass or fail decision. Rather, they are designed to support the panel's decision making and highlight areas for the panel to explore further at interview.

Interview

You will be asked to attend a panel interview where you will be asked to give a presentation and then have a more in-depth discussion of your previous experience and professional competence in relation to the criteria set out in the Person Specification.

Interviews are expected to take place face to face in our Leeds office

Outcome and Feedback

Unfortunately, due to the anticipated number of applicants for this role, we are unable to provide feedback to those not successful at longlist stage.

Timeline

The timeline later in this pack indicates the date by which decisions are expected to be made, all candidates will be advised of the outcome as soon as possible thereafter, and we will advise on any delays.

Expected Timeline

We will try and offer as much flexibility as we can, but it may not be possible to offer alternative dates for assessments or interviews. You are therefore asked to note the below timetable, exercising flexibility through the recruitment and selection process, in order to meet the dates given. Please note that these dates may be subject to change.

The anticipated timetable is as follows:

Advert Closing Date	23:55 on 21 st February 2025
Longlist	4th March 2025
Shortlist	24th March 2025
Assessments	w/c 31 st March 2025 or 7th April
Panel Interviews	24th April 2025 (Leeds office)

06 - Diversity and Inclusion

The Civil Service is committed to becoming the most inclusive employer in the UK, and the Department for Transport wants to lead the way in this commitment.



We know that working inclusively and harnessing a range of talents means solving problems better, making better decisions and delivering better public services.

We are committed to representing as broad a range of views and backgrounds as we have in UK society, focused not just on the characteristics protected under law but equally committed to greater socioeconomic diversity, greater regional diversity and to building teams where effectively harnessing cognitive diversity is the way decisions are made.

We know that diverse perspectives and experiences are critical to an effective, modern Civil Service that delivers policies and services for all our citizens.

Our vision is to ensure the Civil Service represents modern Britain and is a truly inclusive employer – an example to other employers. We will create an organisation where diversity and fairness are not only respected and valued – but celebrated – and where everyone can see where they belong and no one feels excluded.

What's in it for me?

We want to maximise the potential of everyone who chooses to work for us – regardless of background, working style or career experience. If you're interested in becoming a world class leader, developing your career with us – starting with this interesting and challenging role – or doing things differently and inspiring colleagues, then the Civil Service is the place for you. >



Our passion for inclusion and equality means creating a work environment for all employees that is welcoming, respectful, fair, engaging, and enriched with opportunities for personal and professional development.

We're a modern, inclusive, high performing employer. Flexible working is helping us become the organisation we need to be. It's about giving our people the opportunity to be adaptable and embrace new ways of working to improve our productivity and performance – making DfT a great place to work.

DfT was recently announced as one of The [Times Top 50 Employers for Women](#) for our work on gender equality, highlighting our dedication towards being an inclusive employer and a great place to work. We are proud to have a number of successful job share partnerships in senior roles. We are also proudly committed to building a truly inclusive workplace, through actions outlined in the [DfT D&I Strategy](#) and our [Race Action Plan](#).

What's next?

You've taken the first step and looked through this job pack to understand the skills and experience needed to perform this role. Now join us in achieving our ambitions and let us help you achieve yours. Read more about the [Civil Service becoming the UK's most inclusive employer](#) and [DfT's own diversity and inclusion plans](#).





Can I apply if I am not currently a civil servant?

Yes. This role is open to suitably qualified people in the external market and to existing civil servants and those in accredited Non Departmental Bodies.

Is this role suitable for part-time working?

This role is available for full-time, part-time or flexible working arrangements (including job share partnerships) but you should discuss your needs with the hiring manager if you are invited to interview.

Will the role involve travel?

Regular travel to other sites may be required.

Where will the role be based?

Birmingham or Leeds

Relocation costs will not be reimbursed.

Can I claim back any expenses incurred during the recruitment process?

No. We will not reimburse you, except in exceptional circumstances and only when agreed in advance.

Reserved for UK Nationals

Certain posts, notably those concerned with security and intelligence, might be reserved for British citizens, but this will not normally prevent access to a wide range of developmental opportunities within the Civil Service.

This post is not reserved.

What nationality do I need to hold in order to apply?

This job is broadly open to the following groups:

- UK nationals
- nationals of the Republic of Ireland
- nationals of Commonwealth countries who have the right to work in the UK
- nationals of the EU, Switzerland, Norway, Iceland or Liechtenstein and family members of those nationalities with settled or pre-settled status under the [European Union Settlement Scheme \(EUSS\)](#) ([opens in a new window](#))
- nationals of the EU, Switzerland, Norway, Iceland or Liechtenstein and family members of those nationalities who have made a valid application for settled or pre-settled status under the European Union Settlement Scheme (EUSS)
- individuals with limited leave to remain or indefinite leave to remain who were eligible to apply for EUSS on or before 31 December 2020
- Turkish nationals, and certain family members of Turkish nationals, who have accrued the right to work in the Civil Service

For more information on job nationality requirements and the right to work in the UK, see the [Civil Service Nationality rules](#) ([opens in a new window](#)) and the [UK Visas and Immigration rules](#) ([opens in a new window](#))

FAQs cont.

Is security clearance required?

Yes. If successful you must hold, or be willing to obtain, security clearance to SC level. More information about the vetting process can be found [here](#)

What reasonable adjustments can be made if I have a disability?

We are committed to making reasonable adjustments in order to support disabled job applicants and ensure that you are not disadvantaged in the recruitment and assessment process.

If you feel that you may need a reasonable adjustment to be made, or you would like to discuss your requirements in more detail, please contact: reece.dalanno@veredus.co.uk or laura.Spurgin@veredus.co.uk in the first instance.

Do you offer a Disability Confident Scheme for Disabled Persons?

Disabled applicants who meet the minimum selection criteria in the job specification are guaranteed an interview. Selection will be on merit. If you wish to claim a guaranteed interview under the Disability Confident Scheme, you should complete the relevant section of the online application. It is not necessary to state the nature of your disability.

Will this role be overseen by the Civil Service Commission?

Yes. As this role is one of the more senior posts within the Civil Service, a Commissioner will oversee the recruitment process and chair the selection panel.

More detailed information can be found on the Civil Service Commission [website](#).

The law requires that selection for appointment to the Civil Service is on merit on the basis of fair and open competition as outlined in the [Civil Service Commission's Recruitment Principles](#).

What do I do if I want to make a complaint?

If you feel your application has not been treated in accordance with the Recruitment Principles, and you wish to make a complaint, you should contact dftscsresourcing@dft.gov.uk in the first instance.

If you are not satisfied with the response you receive from the Department, you can contact the Civil Service Commission.

What should I do if I think that I have a conflict of interest?

Candidates must note the requirement to declare any interests that might cause questions to be raised about their approach to the business of the Department.

If you believe that you may have a conflict of interest please contact: reece.dalanno@veredus.co.uk or laura.Spurgin@veredus.co.uk before submitting your application.