

Post Title:	Technical Trainer and Assessor
Department:	Engineering - Rolling Stock
Location:	Midland Metro Ltd, Wednesbury Depot, Potters Lane, WS10 0AR
Reporting to:	Rolling Stock Manager
Direct Reports:	None
Role Purpose:	<ul style="list-style-type: none"> • To support Midland Metro Ltd.’s mission which is to provide a safe and reliable tram service. • To deliver training to the MML Rolling Stock Team in a safe, effective, efficient and professional manner. • Provide training on tram maintenance, repair, overhaul, depot processes and procedures and relevant operational aspects.
Role Responsibilities:	<ul style="list-style-type: none"> • Plan and co-ordinate activities and deliverables involved with the design and delivery of technical training. • Plan, design and deliver technical training and associated assessments which may include classroom teaching, practical workshops, webinars, online learning, user guides and tutorials. • Deliver training courses on mechanical, electrical, electronic, hydraulic and pneumatic systems found on trams. • Deliver training courses on depot procedures. • Maintain the MML rolling stock team competences. • Produce training schedules and work-based learning plans for individuals. • Work with third party suppliers and OEMs to develop training courses. • Assess the competence of the rolling stock team through auditing. • Recording all completed training and competencies on the company’s competency management software. • Help influence the culture within the department to continuously improve. • Motivate and coach individuals to reach their full potential. • Develop the Rolling Stock team’s further learning plans with nationally recognised qualifications. • Working occasional evenings, nights and weekends if required as part of the role. • Carry out rostered on-call duties as part of Fleet Technical On-call. • Any other duties that are commensurate with the role.
Training:	<ul style="list-style-type: none"> • In house training courses covering individual tram systems and general courses in electrical/mechanical/hydraulic/pneumatic systems.

	<ul style="list-style-type: none"> • Depot processes and procedures. • Health and Safety. • First Aid. • Formal training will be provided to become a fully qualified trainer and assessor. • Any other training commensurate with the role.
Health & Safety:	<ul style="list-style-type: none"> • To work within the MML company policies, procedures and Safety Management System (SMS).
People Management:	<ul style="list-style-type: none"> • To work effectively as a member of the Rolling Stock Engineering team.
Legislation & Compliance:	<ul style="list-style-type: none"> • In common with the whole rail industry, the successful applicant will be required to pass a stringent drugs and alcohol testing. • DBS Checks.

Tasks:	Level of Experience	Desirable Or Essential
Work Experience:	<ul style="list-style-type: none"> • At least five years' experience in an engineering position. • Proven hands on technical electrical engineering experience. • Experience of working with rolling stock. • Technical training experience, including defining training needs, designating, delivering and evaluating content at both group and one to one level. • Experience of delivering training using various forms of media such as, video, webinars and tutorials in a blended learning environment. • Experience in coaching and mentoring staff members 	Essential Essential Desirable Desirable Desirable Desirable
Education:	<ul style="list-style-type: none"> • NVQ Level 3 in Electrical Engineering. • Minimum of 5 GCSEs grade C or above (or equivalent qualifications) which include Maths, English and Science. • Degree/HNC/HND in Electrical Engineering. • City & Guilds Level 301/302/303 or equivalent. • Certificate in Education or equivalent. • Assessor Qualifications or equivalent. 	Essential Essential Desirable Desirable Desirable Desirable
Managing People:	<ul style="list-style-type: none"> • Experience of being accountable as a member of a team. 	Essential
Communication:	<ul style="list-style-type: none"> • Excellent interpersonal skills, able to communicate effectively at all levels within and outside the company. • Strong written English skills for documentation and instruction. • Ability to communicate complex engineering material in an easy to understand manner. 	Essential Essential Essential
Additional Qualities:	<ul style="list-style-type: none"> • Excellent attention to detail. • Strong IT skills, including using Microsoft Office365. • Highly motivated and enthusiastic about passing engineering knowledge on to others. • Proven learner who thrives off understanding how things work. • Logical thinker. 	Essential Essential Essential Essential Essential
Personal Attributes:	<ul style="list-style-type: none"> • To have a good hardworking attitude. • To be reliable and punctual. • Can comfortably work within a team or on their own. 	Essential Essential Essential

	<ul style="list-style-type: none"> • Able to represent MML in a professional manner at all times. 	Essential
Driving through Change:	<ul style="list-style-type: none"> • Contribute to helping the department and the company continuously improve. 	Essential
MML Compliance	<ul style="list-style-type: none"> • To undertake drugs and alcohol testing in line with current company procedures and policy. • Hold a Full UK driving Licence. • Must complete a Medical Assessment to the current company policy and procedure. • Must undertake Company vetting process. 	Essential Essential Essential Essential