

Post Title:	Rolling Stock Manager
Department:	Engineering Rolling Stock
Location:	Midland Metro Ltd, Wednesbury Depot, Potters Lane, WS10 0AR
Reporting to:	Service Delivery Director
Direct Reports:	Rolling Stock Technical Team, Rolling Stock Maintenance Team
Role Purpose:	<ul style="list-style-type: none"> • To work with the Midland Metro Limited management team to deliver the highest standards of customer service, by: • Managing the Rolling Stock Maintenance and Technical teams in delivering the required number of safe and compliant trams for each day's service; • Achieving consistent performance of the tram fleet through effective planning and management of day-to-day maintenance and longer term major overhaul work; and • Continuously improving maintenance delivery and fleet reliability through development of the team, their expertise, the processes employed and the tools used.
Role Responsibilities:	<ul style="list-style-type: none"> • In managing the rolling stock team you will ensure: • Safety – trams are proven safe through testing, checking and maintaining within the manufacturer's design limits. • Availability – there are sufficient trams to meet the timetabled service, with contingency, minimising service affecting failures • Compliance – trams are maintained in line with the OEM specifications and timescales, and regulatory requirements. • You will be responsible for: • Developing your people – working with Human Resources and Organisational Development you will ensure that the members of you team are equipped with the necessary skills and competencies to achieve the highest possible standards of work, through ongoing assessment, training and development. • Improving tram reliability – leading your Technical team you will improve and develop the processes of data collection and analysis to provide the information needed to improve tram reliability through identification of trends and root cause analysis and eliminating repetitive faults over time and increasing the Mean Distance Between Service Affecting Failures • Quality Assurance – working within the ISO 9001 framework, you will make sure that the levels of quality needed to achieve a "fit for purpose" product are clearly understood within the team and delivered. • Engineering assurance - ensuring that trams are compliant with required standards and regulatory requirements. • Modifications and change - working with Operations and QHSE to develop modifications to the trams in line with changing operational requirements,

	<p>providing technical support for the process, ensuring changes to the trams are delivered in line with the change control process.</p> <ul style="list-style-type: none"> • Major overhaul planning – the tram fleet is approaching its first major overhaul and you will be responsible for overseeing it, making sure that materials and tools are available, support contracts are in place and the team is trained in readiness. • The Asset Management Information System (AMIS) - Overseeing the implementation of the tram element of the new Asset Management Information System, so that it becomes an essential tool for effective maintenance and supports the collection of high quality data to support performance management and reliability improvement. • Information management – working with your teams and MML IT to develop efficient processes for sharing technical information and for managing technical records and ensuring that an up-to-date record of the configuration of the trams is maintained. • Developing procedures - working in accordance with company procedures, within the Safety Management System, being responsible for review and update of procedures within the Rolling Stock department and developing new procedures. • Materials management – working with the Materials Controller and with Procurement to ensure availability of materials required to support maintenance and overhaul, engaging with existing suppliers and developing new suppliers to obtain value for money and resilience in the supply chain. • Depot facilities and tools – working with facilities management, you will ensure that the depot facilities are available to support maintenance activities and your team is equipped with the necessary tools to deliver their work. • Budget – working with Midland Metro Limited’s Finance Manager you will be responsible for setting and adhering to the annual budget for rolling stock maintenance. • Infrastructure interface – working with the Infrastructure department you will jointly manage the interfaces between the tram and the track, overhead line, traction power, communications and control systems. • Introduction of new trams – the West Midlands Metro’s tram fleet is expanding and you will work with the tram supplier to introduce the trams into operation, developing and growing the maintenance team, ensuring the necessary facilities are in place and managing the warranty process through the reliability growth phase. • Maintenance improvement - reviewing and developing maintenance strategy with the aim changing to a reliability centred and condition-based approach. • Reporting – using performance and maintenance data to report monthly on contract KPIs, progress with delivery of the maintenance plan, reliability improvement, ongoing initiatives, current issues and their mitigation and on the activities and achievements of the department.
<p>Training:</p>	<ul style="list-style-type: none"> • Company induction • Personal Track Safety (PTS) • Fire warden • First aider • Depot Protection System
<p>Safety responsibilities:</p>	<ul style="list-style-type: none"> • Managers are responsible for ensuring that the Health and Safety policy is implemented within their own departments. Managers must monitor the

	<p>workplace to ensure that safe conditions are maintained and where risks are identified the manager must ensure that these are removed or mitigated</p> <ul style="list-style-type: none"> • Management duties include the following: • Reinforcing the importance of safety at work so that a safety culture is embedded. • Ensuring that employees, contractors and visitors are aware of safety procedures and any relevant legislation. • Establishing that all equipment, plant and substances used are suitable for the task and are kept in good working condition; this includes the regular maintenance and servicing of equipment. • Providing adequate training, information, instruction and supervision to ensure that the work is conducted safely. • Ensuring risk assessments are in place for all relevant activities and in accordance with statutory requirements. • Taking immediate and appropriate steps to investigate and rectify any risks to Health & Safety arising from the work activity. • Bringing to the prompt attention of senior management any health & safety issues that requires their attention. • Ensuring that all accidents and near misses, are properly recorded and reported and that investigation is carried out to determine casual factors. • Maintaining safe access to and egress from the workplace at all times.
<p>Decision Making Authority:</p>	<ul style="list-style-type: none"> • Responsible for all decisions directly relating to the management of the Rolling Stock department, subject to budgetary approval limits
<p>People Management:</p>	<ul style="list-style-type: none"> • To provide an accountable, effective, efficient and professional maintenance repair and overhaul service to all Rolling Stock Assets through effective management of the Rolling Stock Maintenance and Technical teams • To work effectively as a member of the Midland Metro Limited management team
<p>Legislation & Compliance:</p>	<ul style="list-style-type: none"> • To have and practice a sound knowledge of legislative requirements regulations, regulatory bodies and their procedures and experience of managing Safe Systems of Work.

Tasks:	Level of Experience	Desirable Or Essential
Work Experience:	<ul style="list-style-type: none"> • Experience in leading, managing and developing a team of technical staff. • Experienced in managing preventative and corrective maintenance on high value safety critical equipment. • Experienced in operational planning • Experienced in working in a regulated industry with a range of statutory requirements • Experienced in rolling stock maintenance • Knowledge of The Railways and Other Guided Transport Systems (Safety) Regulations 2006 (ROGS) (as amended) • Use of IT systems in maintenance management 	Essential Essential Desirable Essential Desirable Desirable Essential
Education:	<ul style="list-style-type: none"> • Educated to degree level or equivalent in an engineering discipline • Lean, six sigma, auditing, ISO 9001 or similar modern quality and process control techniques • Health and safety qualifications such as NEBOSH or IOSH 	Essential Essential Desirable
Managing People:	<ul style="list-style-type: none"> • Experience of leading others, and ability to directly manage a team of maintenance technicians being responsible for their performance and conduct at work. • Goal oriented leader who communicates MML’s vision, maintains a positive forward-thinking environment and who motivates and coaches employees to meet high standards performance 	Essential Essential
Communication:	<ul style="list-style-type: none"> • Excellent interpersonal skills, able to communicate effectively at all levels within and outside the company • Excellent written and verbal communication skills 	Essential
Additional Qualities:	<ul style="list-style-type: none"> • Capable of strategic thinking and taking a long-term view of what is needed to deliver MML’s vision • A proven record of delivering projects on time. • Ability to set KPIs for the department and provide performance and commercial updates to the management team • attention to detail, determination to maintain accurate records and information • Outstanding Safety Awareness gained through working in a safety critical operations and maintenance environment. • Excellent planning analysing, critical thinking and reasoning skills 	Essential Essential Essential Essential Essential Essential
Personal Attributes:	<ul style="list-style-type: none"> • Trustworthy • Reliable and punctual • Goal focussed • Able to represent MML in a professional manner at all times. 	Essential Essential Essential Essential
Driving Through Change:	<ul style="list-style-type: none"> • Driving improvements in effectiveness and efficiency of maintenance tasks and workshop management 	Essential Essential

	<ul style="list-style-type: none"> • Evaluating technology for automation of tasks or measurements and use of special tools • Using data to manage and understand costs, identify trends and opportunities for efficiency improvements and cost savings 	Essential
Drugs & Alcohol:	<ul style="list-style-type: none"> • To understand and apply a stringent drugs and alcohol policy. 	Essential