

Midland Metro Limited (MML) - Head of Engineering Role Profile

Post Title:	Head of Engineering
Department:	Engineering Department
Location:	Wednesbury Depot – Potters Lane, Wednesbury.
Reporting to:	Managing Director
Direct Reports:	7
Role Purpose:	<p>To lead the Engineering Department in supporting the delivery of a safe, secure, and sustainable tramway, delivering required levels of reliability and availability through effective management of West Midlands Metro infrastructure, systems and rolling stock assets.</p> <p>To implement engineering strategy, standards and direction, specialised technical guidance and to drive business improvement initiatives to achieve optimal asset performance.</p> <p>To cultivate engineering excellence through a culture of team development.</p> <p>To lead and provide the engineering interface for Transport for West Midland's (TfWM) projects to upgrade and extend the West Midlands Metro, ensuring that the operator's input is considered in the design, development, and implementation of all new and upgraded infrastructure, trams, and systems.</p> <p>To ensure that the Engineering Department delivers Best Value in its activities in accordance with approved budgets and financial targets.</p>
Role Responsibilities:	<p>Safe operation and maintenance of the tramway assets including adherence by tramway engineering staff and contractors to Safe Systems of Work.</p> <p>Compliance of the tramway assets with the appropriate maintenance, legislative, regulatory, and contractual standards.</p> <p>Delivery of a safe, secure, reliable, and well-presented tramway for the Operations Department and MML's customers.</p> <p>Accountable for all engineering standards and changes to the Midland Metro network, vehicles, and infrastructure, ensuring change management processes are robust and appropriate for the different types of change.</p> <p>Responsible for the delivery of maintenance and lifecycle plans in line with the requirements of the Public Service Contract.</p>

Strategic management of the engineering function providing direction, leadership, and motivation to the engineering team, to deliver engineering excellence.

Promote and foster creative thinking; supporting and challenging managers to develop robust change programs to consistently deliver business objectives.

Utilise effective and efficient business performance management tools to engage teams to deliver KPI improvements and sustained operational reliability across Metro assets and tram fleet.

Manage support contracts for both light rail vehicles and infrastructure, ensuring where appropriate subject matter expert input and leading on senior review meetings with key suppliers/OEMs.

Oversee the preparation and implementation of annual budgets for the Engineering Department, ensuring targets are challenging and achievable and deliver Best Value to the business and the client.

Monitor the financial performance of the Engineering function and identify opportunities for continuous improvement and reduction in whole life costs of the assets.

Ongoing development and performance of the Asset Management Information System (AMIS), ensuring suitable reports and dashboards to inform asset management decisions and business planning.

Stewardship and development of MML's systems for management of the West Midlands Metro asset portfolio, consistent with the requirements of ISO 55001.

Manage the complete set of technical records for the West Midlands Metro, to ensure they are accurate and comprehensive including completeness of records when adopting new assets and infrastructure.

Continuous review of the operating environment to identify areas, processes, and systems which through innovation can be substantially improved.

Development, procurement, and implementation of projects for improvements in safety, reliability, capacity, and cost efficiency, driving quality, on-time, on budget project delivery.

Ensuring that all MML projects are supported by an appropriate Business Case and ensure that project benefits are monitored during and post implementation in order to drive future efficiency.

Collaborate with MML Projects team in the creation of robust project plans to ensure coordination between maintenance and project delivery.

Develop and promote robust and constructive relations between MML, TfWM and TfWM's contractors, stakeholders, and partners.

	<p>Provide input to TfWM’s major projects, to support their development and delivery in a manner that ensures the safety of MML’s customers and staff and optimises operational performance and MML’s financial performance.</p> <p>Engage with the Light Rail Safety and Standards Board and UKTram to contribute to the wider development of technology, processes, and standards within the light rail industry.</p> <p>On call duties as may be required from time to time, or on a rota basis.</p>
Safety Responsibilities:	<p>Lead and guide the Engineering team and its contractors in the continual development of a leading safety culture, utilising health and safety legislation, approved codes of practice, and industry guidance to support health and safety leadership across the department that compliments the businesses own safety management systems and policy.</p>
Decision Making Authority:	<p>Authority to make operational and financial decisions in accordance with MML’s approved Delegated Authority.</p>
People Management:	<p>To take responsibility for ensuring that Engineering staff are managed and empowered to enable them to deliver their objectives in line with MML’s Business Plan and have the required level of competence to do so, ensuring that staff succession plans are in place and that there is resilience within the Department.</p>
Legislation & Compliance:	<p>To have a comprehensive and sound knowledge of the legislative and regulatory requirements applicable to tramways and to the workplace.</p>

Head of Engineering - Person Specification

Task	Level of Experience	Desirable Or Essential
Work Experience:	<ul style="list-style-type: none"> Delivering at senior management level in a fast moving and demanding environment. Having relevant engineering operational knowledge. Extensive experience in an Engineering Management role in the rail or light rail industry or similar safety critical role. 	Essential
Education:	<ul style="list-style-type: none"> Chartered Engineer and a member of a relevant professional body Degree or HND level in an Engineering discipline. 	Desirable Essential
Managing People:	<ul style="list-style-type: none"> Experience of managing teams of people. Experience of developing engineering staff in skilled and safety critical roles. Demonstrable experience of working at or collaboratively with a Senior Leadership Team level. 	Essential
Communication:	<ul style="list-style-type: none"> Proven experience of communication at all levels. Experience in producing engineering reports, performance reports and board reports. Experience of producing business cases. Energetic with excellent interpersonal communications skills. 	Essential
Additional Qualities:	<ul style="list-style-type: none"> A pragmatic and practical approach to problem solving. Maintaining a professional interest in industry development and technological improvements. Ability to rapidly assimilate data in order to make decisions in a timely and positive manner 	Essential
Personal Attributes:	<ul style="list-style-type: none"> Constantly strives to achieve new skills, knowledge and experience through personal development. Takes responsibility for resolving problems, even those not of own making. Develops positive relationships, co-operates with and supports their colleagues. Handles stress, conflict and pressure in a positive way. Manages upwards and sideways. Contributes positively to team and company morale and spirit. Makes recommendations and suggestions more often than asking for answers. 	Essential

Driving through Change:	<ul style="list-style-type: none">• Experience of successfully managing change.	Essential
Drugs & Alcohol:	<ul style="list-style-type: none">• All MML employees are subject to random drugs and alcohol testing.	Essential