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| Department | Fleet Maintenance |
| Grade | SMG |
| Reports to | Fleet Maintenance Director |
| Location | Four More London (4ML) |

Our Purpose

Working together to secure a thriving future for the railway and for the communities we serve

Your Role: Head of Fleet Technical

Your Purpose

In this role, you will provide visionary leadership to the Fleet Technical function, shaping and delivering engineering strategies that ensure the safe, reliable, and high-performing operation of South Eastern Railway’s fleet. You’ll be the designated Professional Head of Engineering, driving innovation in fleet maintenance and asset management to meet our contractual commitments and support long-term performance improvement.

You are a trusted partner to senior leaders, setting technical standards and policies that align with legal, industry, and company requirements. You’ll lead a high-performing team, delivering against safety, performance, and budget targets, while supporting transformation as we move towards Great British Railways.

Your Talents

* **You dare to lead** - your inspirational leadership drives technical excellence and high performance across your team.
* **Chartered Engineer status** - demonstrating professional competence and commitment to engineering excellence.
* **Deep expertise in Traction & Rolling Stock (T&RS) engineering** - you know the systems, the challenges, and how to optimise performance.
* **Risk-aware** -you assess engineering change with confidence, ensuring safety and compliance every step of the way.
* **Safety-first mindset** - you understand approvals, certification, and risk management inside out.
* **A natural communicator -** you build strong relationships across the business and industry, influencing at all levels.
* **A team builder** - you coach, support, and develop others to reach their full potential.
* **You bring integrity, drive, and professionalism -** consistently role-modelling our values and delivering with resilience and accountability.

Your Responsibilities & Accountabilities

* Lead the Fleet Technical team with strategic vision, aligning engineering and maintenance to deliver safe, reliable, and high-performing fleet operations.
* Set and maintain safety and technical standards, ensuring compliance with our Railway Safety Certificate and internal policies.
* Build strong relationships with industry bodies to shape coordinated fleet strategies and support availability and reliability.
* Review and approve engineering policies and processes, working closely with Safety, Operations, and Fleet Commercial to ensure alignment and compliance.
* Oversee risk management for all rolling stock changes, ensuring robust assessment and appropriate mitigation measures are put in place.
* Manage the analysis of safety and performance data to identify trends and drive proactive improvements that minimise risk and performance loss.
* Act as the technical lead for fleet operations, engaging with internal and external stakeholders across the industry.
* Champion continuous improvement, lead policy and process reviews, and ensure technical governance across the function.
* Represent the Fleet Maintenance directorate at senior forums, deputise for the Fleet Maintenance Director as required, and support operational resilience through an on-call roster.

What We Trust You to Do – (Authority to Act)

* Accountable for day-to-day decision-making with direct influence on the safety, availability, reliability, and maintenance of our rolling stock.
* Holds financial authority within agreed limits as defined by the Finance Director.
* Empowered to assess and manage fleet quality and safety risks, ensuring effective mitigation strategies and full compliance with regulatory and operational standards.

Our Ways of Working

* **We think what if**

We see something we could do better. We get involved.

* **We show we care**

We look out for people. We do what we can to help.

* **We make great things happen**

We take on a task. We get it done.

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| Date created | 06/10/2025 |
| Approved by | Dan Paris, Fleet Maintenance Director |