



# southeastern

## Head of Drivers

2025

### Inspire teams, move people and create memorable moments

Are you a bold, forward-thinking leader ready to shape the future of rail operations?

Do you thrive in a fast-paced, unionised environment with the fastest trains where change is constant, and impact is real?

Do you want to be at the heart of bringing track and train together as Southeastern and Network Rail build a fully integrated Alliance?

If so, this is your chance to lead from the front as our Head of Drivers.

### Your ways of working

- You'll think 'What if?'
- You'll show you care
- You'll make great things happen

# What are we looking for?

## Leadership and visibility

As our head of drivers you'll lead over 1,000 colleagues. Remaining highly engaged and visible whilst promoting a culture of change and adaptation will be the key to your success.

You'll be expected to role model our ways of working as an important member of the senior manager group.

## Change management and union experience

The role needs a leader who has navigated change within a unionised workforce, with experience in managing challenges and bias.

You'll need an understanding of union dynamics and be experienced in leading transformative strategies.

Whilst not essential, you will likely have a rail background. We've got big plans in the works, so experience with rolling stock introduction and broad industry change will really help.

## You'll be a disruptor - capable of challenging processes

We want you to help us drive the company forward. You'll need to be able to maintain and improve high standards across multiple operational areas, whilst challenging the status quo.

We want you to contribute to the organisation's ongoing transformation and future aspirations, focused on continuous improvement.

## You'll be active on the network

You can be based in London or Ashford, but the expectation is that you will be mobile, accessible, and actively engaging with the workforce, driving buy-in through high visibility and leading by example.

This means travelling across London and Kent depots. You will also be part of the on-call rota.

# Is it for you? The context

You could view this role through an old fashioned and traditional lens. You could be bound by rules, standards and the way *'it has always been done'*.

Or, you could **think 'what if?'** and consider the opportunities it brings you as a leader at Southeastern, the trailblazers bringing track and train together.

## Team composition

With 25% of the drivers having less than three years of experience, you'll need to run a safe railway and prioritise performance and customer satisfaction.

You'll need to be clear on how you'll do this and how it will feel different for your teams.

## Continuous improvement focus

As our Head of Drivers, you'll be tasked with enhancing efficiencies and driving improvements in performance, safety, and customer experience simultaneously.

You'll need to work across the rail industry to achieve this, looking to see what we can steal with pride from our colleagues, as well as looking to see how other operational industries make great things happen.

## Creating a culture of excellence, inclusion, and accountability

You'll need to be able to show you care and make everyone feel welcome every day. You will challenge the status quo and question how we do things to understand and make sure everyone has the opportunity to progress.

## Industrial action and pay restraints

You'll understand the reason and impact of recent industrial action on our colleagues and our communities. You'll be able to think about how we can secure pay deals that meet the needs of our Drivers and needs of our customers and taxpayers.

# What does visible leadership mean?

## You can't hide behind a desk - you define our colleague and customer experience

Our colleagues deserve the best. And that means active engagement, support and inclusion on the small everyday things and the big stuff. You'll take great care of our colleagues, so they can make great things happen for our customers.

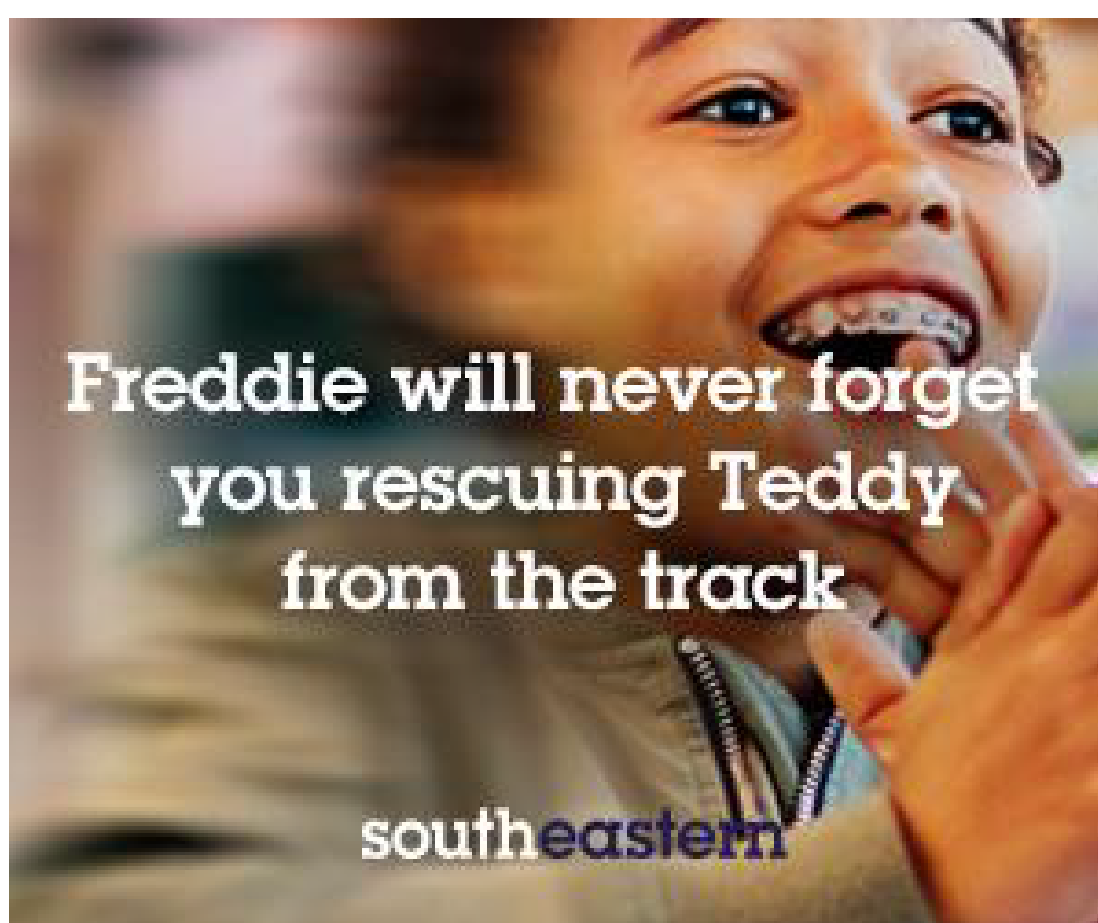
You don't have to be an extrovert but you need to be confident and persuasive. You need to get involved early on and ensure colleagues and the unions are considered as part of any change.

If you prefer to sit on the sidelines, draft papers and respond when asked a specific technical question then this role is not for you.

## We will support you

Being a disruptor isn't easy. If it was, everyone would do it. But it's the driver of positive change that our colleagues and our industry need.

We'll have your back to help you make the biggest impact you can. There is a supportive and listening leadership structure which encourages innovation and change.



# The application process

1

## Introduce yourself and your skills

Our online application opens Monday 3 March and closes Sunday 23 March.

Don't be afraid to let your personality shine through and tell us how you'd make great things happen at Southeastern.

2

## Invite secured

If we think you'll be a great fit, we'll invite you to a first round of interviews.

You'll get your invite by the end of March.

3

## Show us what you've got

Our first round of interviews will take place in the first two weeks of April.

As this is such an important role, we're going to do this recruitment a bit differently and involve our colleagues in your interview. The final stage will involve a presentation or a challenge for you to address.

4

## You're in!

Final selection will take place in early May.

If we're lucky enough to make you an offer as a great match for the role, that's when you'll know.

5

## Hop on board - as soon as you can!

**Salary of circa £90,000-110,000**

**(Some) of the perks**

**A final salary pension**  
(contributory)

**Free rail travel**  
on Southeastern and GTR services

**75% discounted leisure travel**  
on all other train operators, including European services

**Up to 32 days annual leave**  
(including bank holidays)

**Family friendly benefits**  
including enhanced maternity/paternity, parental and carers leave



# About us

**Southeastern is one of the busiest commuter rail companies in the UK.**

We run train services into London from Kent and East Sussex:

- Operating over 1,700 trains a day
- Managing 165 stations across south-east London, Kent and East Sussex
- Carrying more than 500,000 passengers
- Serving 180 stations and covering 540 miles of track
- 399 trains
- Over 4,500 colleagues
- 140mph top speed on the UK's first domestic highspeed service

**We have a clear approach to how we work. We:**

- Think 'What if?'
- Show we care
- Make great things happen

Southeastern is proud to work with some fantastic organisations and our recent accreditations are part of our journey to becoming an even better place to work. [Find out more here.](#)

## The rules bit

If you've been unsuccessful in the recruitment process for the same/similar position you will not be eligible to apply for a period of six months from that date.

All offers of employment are subject to us obtaining satisfactory references (covering all education, training, employment and unemployment in the preceding five years and any previous railway employment). We will also complete right-to-work in the UK and criminal record checks. This is to ensure we are employing the best person for the role and to protect our customers, colleagues and our reputation. We are unable to offer sponsorship to work in the UK.

This post will close before the intended closing date should sufficient number of suitable applications be received. Therefore, if you are interested in applying for this role, we suggest that you do so at the earliest opportunity to avoid disappointment. We can't wait to hear from you.

