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| A | **Post Details** | | | |
|  | Job Title: | Technical Development Engineer | Function: | Engineering |
|  | Location: | Slade Green Train Care Depot | Unique Post Number: |  |
|  | Reports To: | Technical Development Manager | Grade: | MG1 |
| B | **Purpose of the Job** | | | |
|  | The Technical Development Engineer leads the development and implementation of reliability growth initiatives, business led development engineering or customer driven modification across all Southeastern rolling stock.  The Technical Development Engineer supports resolution of safety issues, but principally leads identification, development and implementation of a range of reliability growth initiatives across all fleets. Each Technical Development Engineer will develop systematic and structured processes to address reliability, availability, maintainability and safety issues leading to component or system modification, improvement in specification, maintenance plan improvement, or maintenance or operational process improvement.  The Technical Development Engineer will ensure adequate communication across Southeastern engineering and operations departments, recognising that a large part of reliability growth can be derived from continued improvements to communication and management process. The Technical Development Engineer will support reliability growth through development of initiatives with train leasing companies, and external suppliers.  Critical to the role of Technical Development Engineer is the ability to provide an effective Technical Support Service, through effective problem solving, reliability growth initiatives, managing these in a prioritised and time effective manner. | | | |
| C | **Principal Accountabilities** | | | |
| C1  C2  C3  C4  C5  C6  C7  C8  C9  C10  C11  C12  C13 | Accountable for the identification, development and implementation of reliability growth initiatives across all fleets.  The Technical Development Engineer is accountable for providing technical leadership and developing technical system knowledge across all rolling stock. In particular being conversant with the performance issues, emerging technical trends, reliability problems and safety risks.  Each Technical Development Engineer will develop, maintain and update a matrix of reliability initiatives dependent upon emerging trends, customer or business driven needs or as identified in conjunction with the Technical Service Engineer. It is important that initiatives identify resource needs (labour material, specification, business case) and are developed in conjunction with the Planning team. Initiatives must be planned prioritised and delivered to agreed timescales based upon business-driven needs.  The Technical Development Engineer will develop reliability solutions using structured methodology and recognised reliability growth techniques such as RCM, FMECA, RAMS or MSG3.  Where required by the business, the Technical Development Engineer will develop a business case or board paper necessary for approval of the initiative. In addition, the Technical Development Engineer will develop all Engineering Change documentation and ensure this is complete and robust prior to transfer to the Planning team for implementation.  The Technical Development Engineer will provide other Technical Development Engineers support in developing their understanding of systems.  The Technical Development Engineer, for system specific issues, will be the lead contact regarding ROSCO technical liaison, as well as the Train manufacturer, Supplier or OEM. The Technical Development Engineer will be required to communicate reliability issues within the depot environment, at the depot performance review and to Production Delivery Engineers and Production teams, directly or via the Technical Service Engineer. The Technical Development Engineer will also lead regular reliability meetings as appropriate.  The Technical Development Engineer will ensure continued compliance with Southeastern Safety Case for systems across all fleets through management of Maintenance documentation.  This will be updated on a regular basis from review of audit or performance trends.  The Technical Development Engineer will liaise with the Services Support Manager and Technical Services Engineer to maintain relevant documentation including the VMI, VMP, ILOC, FFG, TOM and TIM as well as appropriate engineering specifications, drawings and vehicle configuration.  The Technical Development Engineer is accountable for ensuring systems across all fleets remain compliant with Engineering Acceptance Certification, Network Rail Route Certification as well as providing leadership and guidance to Production in order to maintain component modification or configuration control.  The Technical Development Engineer will be responsible for, and aware of, the need for continued application of the engineering Quality Management System and will develop or improve engineering quality procedures or engineering technical procedures as required to maintain compliance with the quality system.  The Technical Development Engineer shall be required to lead technical investigations and provide technical reports with structured recommendations as necessary.  The Technical Development Engineer is required to provide an on-call Fleet Technical Officer (FTO) incident response service. Where necessary this may require attendance at-site for incident investigations or representation of Southeastern interests. The post holder will carry out formal investigations and report on incidents and findings, together with recommendations. | | | |

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| D | **Safety Responsibilities** | | | | |
| D1 | This post is required to undertake SAFETY CRITICAL WORK | Yes | **🗸** | No |  |
| D2 | This is a KEY SAFETY POST or nominated deputy | Yes |  | No | **🗸** |
| D3 | The holder of this post is identified as a KEY SAFETY MANAGER | Yes |  | No | **🗸** |
| D4 | The job requires competence in PERSONAL TRACK SAFETY | Yes | **🗸** | No |  |
| D5 | This job has SPECIFIC SAFETY RESPONSIBILITIES (if Yes see section D6 below) | Yes | **🗸** | No |  |
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| D6 | The post holder has the following specific safety responsibilities: | | | | |
|  | Investigation of incidents occurring at Southeastern locations or on Southeastern rolling stock. | | | | |
| E | **Decision making Authority** | | | | |
| E1  E2 | The Technical Development Engineer will become the lead ROSCO technical liaison for the system being worked on.  The Technical Development Engineer will be required to attend and represent Southeastern at meetings regarding issues affecting their particular system. | | | | |
| F | **Most Challenging and/or Difficult parts of the role** | | | | |
| F1  F2  F3  F4 | Identifying and reacting to system issues affecting safety or performance at the earliest possible opportunity, providing immediate and longer-term mitigations to provide closure.  Progressing reliability growth and development engineering initiatives in line with the targets set and maintaining regular progress reporting to stakeholders.  The post holder will have (or have to develop) a good understanding of all the applicable standards (from the point of view of maintaining compliance).  The post holder is responsible for monitoring and responding on NIR system related issues and managing these safety issues through to conclusion. | | | | |

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| G | **Person Specification** | | | | |
|  | Southeastern aims to recruit people not just for jobs but for long term careers. We want good quality, talented people with the right attitude who will stay with us.For these reasons we look for evidence of Southeastern values and behaviours in all potential staff and our existing staff looking for promotion along with the particular experience/knowledge, skills and behaviours relevant to the position applied for. These areWe care passionately about our people and passengers  * + we put ourselves in our passengers’ shoes to do what’s right for them   + we support our colleagues to be, feel and do their best   + we love the places we serve and do our bit for our communities and environment  We aim to be the best  * + we move with pace, we’re agile and learn from everything   + we relentlessly strive to be the best   + we are professionals with personalities  We make the difference together  * + we are answerable to each other and our passengers   + we trust each other and do what we say we will   + we are stronger together than we are as individuals   We also have identified behaviours required to be successful in leading Southeastern.  The Leading Southeastern framework details **how** we should be behaving in order to drive up performance to deliver the route to **85**.  **Leading Southeastern**  X:\hr\Career Development\Leading Southeastern\Leadership Model Diagram.jpg  All shortlisted candidates seeking promotion will be assessed against this framework.  The job demands the following blend of experience/knowledge, skills and behaviours (all are essential , unless otherwise shown and will be assessed by application and/ or interview/assessment) : | | | | |
| G1 | Experience, Knowledge & Qualifications (including any specific safety training requirements) At least 4 years’ experience in a T&RS engineering environment.  Degree or HNC / HND in an Engineering Discipline.  Knowledge of reliability growth models and techniques together with experience and application in a technical or operational environment. Particular skills in structure problem solving using recognised process such as FMEA, RCM, RAMS or FRACAS.  Technical knowledge of Rolling Stock systems and operation, software and Diagnostic Tools. As well as good knowledge of rolling stock Maintenance Management structure and systems and as well as all associated maintenance documentation.  Experience in project management particularly structured time management and planning, resource identification and utilisation and prioritising. Proven leadership experience, communication and interpersonal skills. Articulate in written and oral communication.  Practical application knowledge of IT systems, including Windows, Word, Excel and MS Project or equivalent.  Good knowledge of Railway Group Standards and ROGS and relevant rail related standards. Knowledge of Interoperability (RIR) and Technical Standards for Interoperability useful but not essential.  Working knowledge of the Network Rail operational rule book including those applicable to DC EMU rolling stock.  The post holder must be able to attain Personal Track Safety Certification. | | | | |
| G2 | Skills (including any specific safety critical competencies). Must be able to interpret technical standards and applicable legislation.  Must be able to make sound engineering judgments in relation to Rolling Stock defects (acting in accordance with the Southeastern DOTEL (Company Safety Manual – section 5.3).  Must be able to effectively prioritise workload.  Must be a logical thinker with good planning and organising skills to ensure targets are met, trackers are update and progress is communicate. | | | | |
| G3 **G4** | **Behaviours**  Take ownership and responsibility for issues and work in structured way to deliver to target.  Excellent team working qualities by assisting/supporting others with technical problems and working with others to gain a rich understanding of the problems surrounding an issue.  **Other**  The Technical Development Engineer will be required to provide on-call cover.  Will be required to attend and complete formal training for reliability development as required. | | | | |
| H | **Dimensions of role** | | | | |
| H1 | Financial – Direct: | | None | | |
| H2 | Financial – Other: | | None | | |
| H3 | Staff Responsibilities – Direct: | | None | | |
| H4 | Staff Responsibilities – Other: | | None | | |
| H5 | Any Other Statistical Data: | | The post holder is responsible for ensuring and maintaining the compliance of all Southeastern’s Rolling Stock vehicles with all applicable standards and legislation. | | |
| I | **Acknowledgement** | | | | |
| I1 | Prepared By: | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | Date: | \_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| I2 | Approved By (Head of Department): | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | Date: | \_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

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| **J** | **Job Description Briefing** | | | | | |
|  | The post holder has been briefed on and understands the requirements of this Job Description and other related documents: | | | | | |
|  | Name of post holder: |  | Signature: |  | Date: |  |
|  | Name of briefing manager: |  | Signature: |  | Date: |  |
| **K** | **Nominated Deputy for Safety requirements** | | | | | |
|  | If this is a KEY SAFETY POST (D2 in Safety Details above is YES) at least one nominated deputy must be identified. The Job Holder must ensure that the Nominated Deputy(ies) receives a copy of, and is briefed on this Job Description. If there are more nominated deputies, they should sign further copies of this Job Description. | | | | | |
|  | The nominated deputy has been briefed on and understands the requirements of this Job Description and other related documents: | | | | | |
|  | Name of nominated deputy: |  | Signature: |  | Date: |  |
|  | Name of briefing manager: |  | Signature: |  | Date: |  |