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| Department | Fleet Maintenance |
| Grade | MG2 |
| Reports to | Head of Engineering Delivery North |
| Location | North depots and delivery locations |

Our Purpose

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

Your Role: Safety Delivery Manager North

Your Purpose

In this role, you will provide strategic leadership and expert guidance on Health, Safety and Environmental (HSE) matters across the Fleet Maintenance Delivery function. You will champion a proactive safety culture, drive continuous improvement, and ensure compliance with South Easter Railway’s Safety Management System and environmental legislation.

You will lead the implementation of an Environmental Management System and energy reduction initiatives, while fostering collaboration across the wider Fleet Maintenance team.

Your Talents

* **You dare to lead** - Inspiring leadership is what you do best
* **You live and breathe safety –** Your HSE expertise sets the standard across the business
* **Incident investigator**– You get to the root cause and drive real change
* **NEBOSH double threat** – You hold (or are working towards) both General and Environmental NEBOSH Diplomas
* **Audit ace** – You know how to spot gaps and close them with confidence
* **RAMS ready** – You write risk assessments that result in real improvements
* **Data pro** – You turn reports into action
* **Tech-savvy safety leader** – You’re fluent in CMS and Microsoft Office, and you know how to use them to make safety smarter

Your Responsibilities & Accountabilities

* Champion continuous improvement in health, safety, and environmental practices across Fleet Maintenance Delivery, aligning with legislation and company safety plans.
* Advise Fleet Maintenance Managers on HSE matters, including environmental compliance, risk management, and documentation such as RAMS and HSE manuals.
* Investigate accidents and incidents with local teams, conduct learning reviews, and ensure root cause analysis leads to effective remedial actions.
* Manage internal and external HSE audits, maintain accurate records, and ensure compliance with ISO 50001 and 14001 standards.
* Develop and maintain emergency response plans and ensure alignment with business continuity requirements.
* Analyse HSE data and reports to identify trends, set KPIs, and drive targeted improvement initiatives.
* Work closely with union safety reps, RSSB, and industry partners to support safety committees, share best practices, and enhance safety culture.

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

* Raise and recommend closure of CARs and NCRs
* Approve and lead accident/incident investigations
* Recommend improvements based on audit and risk assessments

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 | 06/08/2025 |
| Approved by | Simon Miles, Head of Engineering Delivery North |

