

Deputy Director, Railway Engineering & Investment

Candidate Pack

SCS 1, circa £90,000

Closing date 23.55 on 16 October 2026



Inclusive



Professional



Ambitious



Collaborative

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Welcome

A message from the Interim Director, Planning and Performance

Thank you for your interest in the role of Deputy Director, Railway Engineering & Investment at the Office of Rail and Road (ORR). This is a crucial time for rail and road users, for the wider transport system in Great Britain and therefore for ORR. While our role to protect the interests of users and taxpayers remains vital, the landscape in which we operate is changing significantly and we are already transforming the organisation in response.

The UK Government's Railways Bill, and the creation of Great British Railways (GBR), will reshape the rail industry and with it many of ORR's responsibilities. We will take on broader system-wide monitoring and reporting of GBR, operate a reformed enforcement regime, and advise funders as part of a new five-year Funding Period Review.

Many of our responsibilities remain unchanged, including regulating health and safety across the mainline railway, metros, trams and heritage rail. Great Britain's railway is among the safest in the world and our inspectorate plays a key role in sustaining this. Technology and climate pressures mean our focus on safe, value for money operations, asset stewardship and resilience will remain crucial during and after the transition to GBR.



Graham Richards
Director, Planning & Performance

"This is a high-profile leadership role providing expert oversight of railway engineering, capital investment and infrastructure delivery." 3



Who we are

We are the independent economic and safety regulator for Britain's railways. We also regulate performance and efficiency on England's strategic road network.

- We hold Network Rail to account for its stewardship of the mainline railway network; we also regulate London St Pancras High Speed and the UK half of the Channel Tunnel.
- We oversee health and safety for both mainline and local railways, including the London Underground, tramways and heritage railways, protecting passengers, workers and the public.
- We authorise new rolling stock and rail infrastructure (such as major works at stations), protect fair access to the rail network and support freight growth.
- We protect passengers through our enforcement of consumer law and licence conditions, including standards for accessible travel, complaints handling and provision of information during disruption.
- We protect consumer and taxpayer interests by ensuring the rail industry is competitive and fair through our enforcement of competition law.
- We publish railway data and official statistics, providing transparency to Parliament and the public on the performance of the railway.
- On roads, we are responsible for overseeing National Highways in its role to maintain, renew, operate and improve the motorways and main 'A' roads in England. We also advise government on National Highways' funding and performance requirements.

[Watch the animation](#) for more information.



About the role

The Deputy Director, Railway Engineering & Investment is a strategically important leadership role at ORR, serving as the organisation's senior technical authority on railway engineering, asset management, capital investment and infrastructure delivery across Great Britain's rail network.

Reporting directly to the Director of Planning and Performance and forming a key part of the Senior Leadership Team, this role combines technical expertise, regulatory leadership and stakeholder influence. The postholder will provide expert oversight of the engineering performance, resilience and long-term stewardship of railway assets, ensuring that infrastructure managers, operators and other duty holders deliver safe, reliable and sustainable outcomes for passengers and freight users. Additionally, there is a dotted-line reporting relationship to the Railway Safety Director and Directorate on interoperability and safety matters.

This is a critical role at a time of significant transformation across the rail industry, including the transition toward Great British Railways. The successful candidate will help shape the future of railway regulation.

As ORR's senior technical authority for railway engineering, the Deputy Director will oversee asset stewardship, cost management and capital delivery oversight across Great Britain's rail network. For these areas, the role leads ORR's activity with respect to Network Rail (NR), High Speed 1 (HS1), and other licensed duty holders. The role also requires leading review of applications to enter new or upgraded rolling stock and infrastructure into service in the UK

The postholder will provide expert advice to the ORR Board and Executive Committee, ensuring that regulatory decisions are informed by robust technical evidence and engineering excellence. Working closely with government departments, industry leaders, manufacturers and infrastructure managers, they will build strong partnerships to drive excellence in engineering, investment and asset stewardship across the rail sector.

We are seeking an exceptional and inspirational leader who demonstrates strong corporate leadership, role models ORR's values and behaviours, and fosters a high-performing, inclusive and collaborative culture. The successful candidate will be capable of balancing strategic vision with technical credibility, influencing at the highest levels while leading complex regulatory and engineering challenges.

The role leads a multidisciplinary team of approximately 34 colleagues through six direct reports and works closely with colleagues across ORR, particularly within Railway Safety, to ensure a coherent and integrated approach to regulation and oversight. While team structures and specific accountabilities may evolve over time, the strategic leadership requirements and significance of the role will remain central to ORR's success.

Key Responsibilities

Whole system engineering and asset management assurance

Provide strategic leadership and regulatory oversight of engineering, asset management and capital investment across Great Britain's railway infrastructure and rolling stock. Assess the effectiveness of asset stewardship, long term renewal strategies, fleet replacement programmes and investment plans, ensuring that duty holders deliver safe, reliable and sustainable railway assets. Lead ORR's assessment of engineering risks, resilience and reliability, including investigation of significant failures and emerging systemic issues.

Regulatory oversight

Lead ORR's monitoring of Network Rail, London St. Pancras Highspeed and other duty holders against their regulatory and licence obligations. Provide authoritative technical advice to the ORR Board and Executive on matters relating to engineering, asset stewardship, asset performance, cost management and capital delivery. Shape ORR's regulatory approach to rail reform, ensuring effective oversight of the transition to Great British Railways and the long-term stewardship of railway assets.

Technical authorisations & interoperability

Act as ORR's lead authority for rail interoperability and technical authorisations, overseeing the assessment of new or modified rolling stock and infrastructure. Ensure that applications meet relevant legislative, technical and safety requirements, enabling the safe introduction of new assets while maintaining compatibility and performance across the rail network.

Wider industry oversight

Build constructive relationships with industry leaders, manufacturers, maintainers and government stakeholders to support effective regulation and continuous improvement. Represent ORR in industry, technical and government forums, providing expert advice on engineering, asset management and investment matters.

Leadership

Lead and develop multidisciplinary teams of engineers, inspectors, analysts and specialists, setting clear strategic direction and priorities. Foster a high-performing and inclusive culture, ensuring that ORR has the capability, expertise and capacity required to deliver effective engineering assurance, regulatory oversight and investment scrutiny across the railway sector.



About you – essential criteria



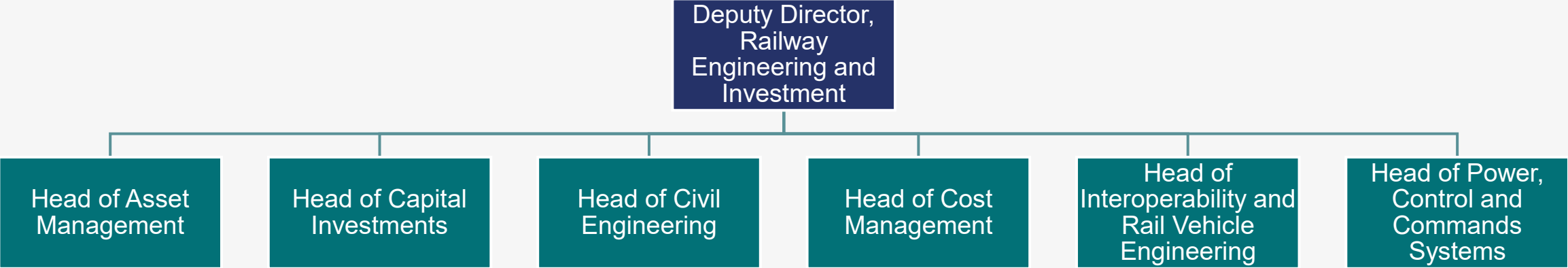
The criteria below set out the essential requirements for appointment and form the person specification against which applications will be assessed.

Essential Criteria

- Chartered Engineer (CEng) in a related discipline.
- Significant senior leadership experience of technical teams in a complex organisation, providing clear technical direction, inspiring confidence and building capability across ORR.
- Senior level experience in infrastructure engineering, fleet engineering, or asset management.
- Demonstrable knowledge and application of UK regulatory frameworks, safety legislation, interoperability requirements, and licence obligations.
- Strong analytical capability and ability to make authoritative engineering judgements to complex regulatory issues.
- Excellent stakeholder management with the ability to build strong relationships with senior industry leaders and government.
- Proven ability to influence, challenge and advise senior leaders, boards and key stakeholders on complex technical and regulatory issues, securing effective and evidence-based outcomes.
- Demonstrable understanding of whole system interactions across infrastructure, operations and rolling stock, with a track record of delivering effective assurance, risk-based interventions and organisational outcomes at pace.



Structure chart





Benefits

Existing civil servants will be appointed in line with the Civil Service pay rules in place on the date of their appointment

Location: London, York, Manchester, Bristol, Birmingham, Glasgow.

ORR operates a hybrid working model, working from a workplace location other than home for at least 40% of each month. This may be higher depending on the role and business needs. Workplace locations include ORR offices, inspection sites, off-site meetings, conferences, and other approved business locations.

Contract type: Permanent, Full time

Salary: **SCS1**, up to £90,000

Whatever your role, we take your career and development seriously and want to enable you to build a successful career with ORR. You'll benefit from regular performance and development reviews to ensure your development is ongoing. You'll be entitled to a range of benefits including:

- 25 days annual leave on entry, increasing on a sliding scale to 30 days after 5 years' service, in addition to eight public holidays. Additionally, this will be complemented by one further day of paid privilege leave to mark the King's Birthday
- A Civil Service pension provides you with financial security and options when you retire, as well as key benefits for your family and loved ones. ORR contributes 28.97% of pensionable pay, with employee contribution rates for the defined benefit Alpha scheme set on a salary-banded basis (currently ranging from 4.60% to 8.05%).
- We offer access to a range of benefits and discounts to suit your lifestyle. Savings include discounts at hundreds of retailers, gift card discounts, holiday offers and gym discounts.
- Employee Assistance Programme (EAP) including access to 24/7/365 counselling.



Applying for this position

The Office of Rail and Road have appointed Veredus to support this appointment. To apply for the role of Deputy Director, Railway Engineering & Investment, please submit the following through the Veredus website at <https://www.veredus.co.uk/opportunities/> quoting **reference #1336** by no later than 23.55 GMT on 16 October 2026. Late applications will not be accepted.

You will be required to submit the following at the application stage:

- A **CV** setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years.
- A **Statement of Suitability** (no longer than two pages) explaining how you consider your experience matches the essential requirements detailed in the person specification.

As part of the online application process, you will also be required to complete the following:

- **Diversity Monitoring Form** - All monitoring data will be treated in the strictest confidence, will not be provided to the selection panel and will not affect your application in any way. If you do not wish to provide a

declaration on any of the particular characteristics, you will have the option to select 'prefer not to say' (via this link)

[DIVERSITY MONITORING FORM – Fill in form](#)

- **Candidate Supporting Information Form** (via this link)
[CANDIDATE SUPPORTING INFORMATION FORM – Fill in form](#)

If applicable, please also download, complete and submit the following form (*downloadable from the Veredus website under Supporting Documentation for this role*);

- Disability Confident Scheme Form

As a Disability Confident employer, we guarantee an interview to disabled applicants who meet the essential criteria - please select the Disability Confident option on the Diversity Monitoring form when applying.

The panel will review applications against the essential criteria set out in the person specification. Failure to address all essential requirements may affect an application's progression.

To arrange a confidential discussion, please contact Laura Spurgin at laura.spurgin@veredus.co.uk



Selection process

Panel members

The panel members will be:

- Graham Richards - Interim Director of Planning & Performance
- Richard Hines - HM Chief Inspector of Railways and Director of Railway Safety
- Elizabeth Thornhill - General Counsel

Longlist

You will receive an acknowledgment of your application through the online process. The panel will assess your application to select those demonstrating the best fit with the role by considering the evidence you have provided against the essential criteria set out in the 'Person Specification' section. Failure to address any or all of these may affect your application.

The timeline later in this pack indicates the date by which decisions are expected to be made, and all candidates will be advised of the outcome as soon as possible thereafter. Candidates selected for longlisting will be invited for a preliminary discussion with a Veredus Consultant to further explore their skills and experience.

Candidates applying under the Disability Confident, Redeployment or Veterans Scheme who meet the minimum selection criteria in the Person Specification are guaranteed an interview. Please complete the relevant parts of the application process if applying under these schemes.



Selection process

Shortlist

The panel will review reports on those longlisted and select a shortlist of candidates whose applications best demonstrate suitability for the role, by considering the evidence provided against the essential criteria set out in the Person Specification. Veredus will conduct social media checks on our behalf for all shortlisted candidates.

Assessment

Shortlisted candidates will be asked to take part in a series of assessments including an Individual Leadership Assessment and a Staff Engagement Exercise. These assessments will not result in a pass or fail decision. Rather, they are designed to support the panel's decision making and highlight areas for further exploration at interview. Full details of the assessment process will be provided to shortlisted candidates.

Informal Discussions

Shortlisted candidates will have the opportunity to have an informal discussion with Graham Richards to allow them to learn more about the role. This is not part of the assessment process.

Interview

Shortlisted candidates will be invited to attend a panel interview where they will be asked to give a presentation and then have a more in-depth discussion of their previous experience and professional competence in relation to the criteria set out in the Person Specification. Interviews are expected to take place face to face at an ORR Office to be confirmed closer to the interview.

Outcome and Feedback

Unfortunately, due to the anticipated number of applicants for this role, we are unable to provide feedback to those not successful at longlist stage.



Indicative timeline

The timetable below sets out the indicative dates for the recruitment process.

While these dates are accurate at the time of publication, they may be subject to change.

Candidates who are successful at the application stage may be contacted by Veredus to arrange an initial, confidential discussion.

Event	Timescale
Closing date	23.55 16 October 2026
Longlist Meeting	w/c 26 October 2026
Shortlist Meeting	w/c 16 November 2026
Candidate Assessments	w/c 23 November 2026
Panel Interviews	w/c 30 November 2026



FAQs

Will the role involve travel?

This role can be based in any of ORR's six locations (Birmingham, Bristol, Glasgow, London, Manchester, York). Travel to London will be required, as will visits across the UK to engage with stakeholders and attend meetings.

Can I claim expenses incurred during the recruitment process?

Recruitment-related expenses are not normally reimbursed. Expenses may be considered in exceptional circumstances, where agreed in advance.

Is this post reserved for UK Nationals?

No. This is not a reserved post.

What nationality do I need to hold to apply?

This role is open to applicants who are eligible to work in the UK (further information on eligibility can be found on gov.uk). This includes:

- UK nationals
- Nationals of Commonwealth countries with the right to work in the UK
- Nationals of the Republic of Ireland
- Nationals of the EU, EEA or Switzerland with (or eligible for) status under the EU Settlement Scheme (EUSS)
- Relevant EU, EEA, Swiss or Turkish nationals working in the Civil Service
- Relevant EU, EEA, Swiss or Turkish nationals who have built up a right to work in the Civil Service
- Certain family members of the above groups.

Is security clearance required?

The successful candidate will be required to undertake National Security Vetting (NSV) to Security Check (SC) level.



FAQs

What pre-employments checks are required?

All offers of employment will be conditional on the satisfactory completion of the following checks:

- References covering the last three years of employment and/or education
- A social media check (undertaken at the shortlisting stage)
- Proof of the right to work in the UK
- National Security Vetting

What reasonable adjustments can be made if I have a disability?

We are committed to making reasonable adjustments to support disabled applicants and to ensure that no candidate is disadvantaged during the recruitment or assessment process.

If you require a reasonable adjustment, or would like to discuss your requirements, please contact laura.spurgin@veredus.co.uk in the first instance.

Do you offer a Guaranteed Interview Scheme for disabled applicants?

Disabled applicants who meet the essential criteria set out in the job specification are guaranteed an interview. Selection decisions will continue to be made on merit. If you wish to be considered under the Disability Commitment, please complete the relevant section of the application process. You are not required to state the nature of your disability.

Will this role be overseen by the Civil Service Commission?

No. The Commission will not oversee the recruitment process. You can find more detailed information [here](#).



Additional information

Working for the Civil Service

The Civil Service Code sets out the standards of behaviour expected of civil servants. Recruitment to the Civil Service is on merit, following fair and open competition, in line with the [Civil Service Commission's Recruitment Principles](#).

Civil Service Code and values

The [Civil Service Code](#) is underpinned by core values set out in legislation. As a civil servant, you are expected to carry out your role with dedication and commitment to these values:

- **Integrity** – putting the obligations of public service above personal interests
- **Honesty** – being truthful and open
- **Objectivity** – basing advice and decisions on rigorous analysis of evidence
- **Impartiality** – acting solely on the merits of the case and serving governments of different political persuasions equally

These values support good government and help ensure the highest standards across the Civil Service, reinforcing public trust and confidence.

Complaints procedure

If you believe your application has not been handled in accordance with the Recruitment Principles, you may raise a complaint in the first instance with the Office of Rail and Road via peopleservices@orr.gov.uk. If you are not satisfied with the response, you may escalate your complaint to the Civil Service Commission. Further details are available on the [Commission's website](#).

