



Role Title:	MECHANICAL ENGINEERING DIRECTOR Swanage Railway Company Ltd (Voluntary Role).
Department:	Swanage Railway Company Board of Directors.
Departmental Overview:	Swanage Railway Company Limited (SRC) is the wholly owned trading subsidiary of the Swanage Railway Trust (SRT). SRC is responsible for the running of rail services and associated trading activities. The Board of Directors of SRC are ultimately responsible for the strategic leadership, oversight and performance of the Company.
Reports to:	Chairman, Swanage Railway Company Limited.
Location:	The role is generally homebased with attendance at Swanage Railway locations as required.
Purpose of the role:	<p>The role assists the Swanage Railway achieve its vision and run a successful railway by;</p> <ul style="list-style-type: none"> • Setting mechanical engineering standards and strategy at all levels. • Providing leadership, inspiration and support to SRC’s mechanical engineering activities in particular to the Loco Carriage and Wagon Manager and staff, General Manager, volunteers and employees to achieve the organisation’s objectives and business plan. • In conjunction with other Directors, being ultimately responsible for all SRC’s performance in line with its Memorandum and Articles of Association, Business Plan and the Strategic Plan of the SRT.
What you’ll be doing:	<p>These are the key activities that you’ll be undertaking:</p> <ul style="list-style-type: none"> • Leading in the setting of mechanical engineering strategies and standards in line with statutory requirements under ROGS and associated standards. • Supporting the Locomotive Carriage and Wagon Manager in particular and the Managers, staff and volunteers as required. • Developing the engineering aspects of the Business Plan and monitoring performance against it. • Complying with statutory requirements placed upon the company. • Developing and monitoring policies along with ownership of them. • Assisting in the preparation and oversight of the L, C & W departmental budget.. • Ensuring SRC’s financial stability. • Assisting in the development and achievement of Departmental Safety targets. • Working towards developing the organisation’s safety culture. • Being a visible and credible leader. • Attending Board and Annual General Meetings.

	<ul style="list-style-type: none"> • Regularly engaging with employees and volunteers to understand their roles and support them in the challenges they face. • Leadership of, or involvement in projects. • Represent SRC externally as appropriate including other heritage railways press and other media. • Attend, where needed, sub-groups of SRT. • Complying with the Swanage Railway Volunteer Commitment. • Promoting the SRC reputation and its Purpose, Vision and Values.
<p>What you'll need for the role:</p>	<ul style="list-style-type: none"> • To hold an appropriate Mechanical Engineering degree (being a Chartered Engineer would be desirable but not essential). • Experience as a Mechanical Engineering Manager at senior level in a similar or larger organisation in terms of activities. • Knowledge and understanding of business leadership, and specifically the legal and financial accountabilities associated with Company Directorships. • Up to date knowledge of corporate governance. • Sound professional experience in in Mechanical Engineering in a railway environment in particular. • Ideally experience of active volunteering either within the Swanage Railway or elsewhere. • An understanding of organisational change and development. • An understanding of the Rail Maturity Model (RM3) would be desirable but not essential. • Commitment to the organisation's Purpose, Vision and Values and the Swanage Railway Volunteer Commitment. • Strong interpersonal and communication skills, tact and diplomacy. • Integrity, impartiality, sound judgement and common sense. • Willingness and ability to dedicate the necessary time to the role. • To be, or become a member of the Swanage Railway Trust.
<p>What you'll get from the role:</p>	<ul style="list-style-type: none"> • Putting your professional skills to the benefit of a leading Purbeck organisation. • The satisfaction of giving something back to the community. • Meet a new network of people. • Develop your knowledge of the voluntary sector. • Discounted Refreshments. • Discounts in Swanage Railway Shop.* • Discounted Rail Travel.* <i>*Subject to Membership of Swanage Railway Trust</i>
<p>The Training we'll provide:</p>	<ul style="list-style-type: none"> • Induction Training • Personal Track Safety This role will require the undertaking of training for a Personal Track Safety Competence. • Safety Critical Work This role is regarded as safety critical and as such will require you to undertake an appropriate medical examination. (You'll be reimbursed for the cost). • Mentoring from colleague Directors.
<p>Time commitment:</p>	<p>This is an active role requiring both a strategic and 'hands on' approach. The normal term of office is three years with retirement by rotation.</p> <p>The amount of time that you give during the term of office can be flexible dependant on your level of involvement but is likely to be around 3 days per week.</p> <p>Time commitment would include a need to be a regular presence on the railway in support of</p>

	<p>managers and staff, to attend Board Meetings (monthly on a Saturday for approximately half a day) and an Annual General Meeting (usually held in September).</p> <p>There will be the need to read papers, handle some phone calls and deal with emails as well as communication with colleagues and staff.</p>
Other requirements:	Appointment to the role is through co-option by existing SRC Directors and subsequent election by the SRT as SRC's voting shareholder.
Our vision	<p>The vision of the Swanage Railway Company is to be the leading heritage railway in the UK.</p> <p>To be recognised as the UK's leading heritage railway, the Swanage Railway will actively seek ways of improving its business in all that it does.</p>
Our Values	<ul style="list-style-type: none"> • Safety, integrity and professionalism underpin our operations. We are committed to high standards of safety, behaviour and expertise in all we do whilst treating everyone with integrity, openness, and honesty. We seek ways of improving our organisation balancing our heritage with modern business practices. • Dedication, commitment and volunteers are at the heart of our community. We are proud of our inspirational history; we have overcome many challenges and achieved great successes through tenacity and perseverance. That spirit lives on today. We celebrate our Volunteers' commitment and dedication which form such a vital part of our Railway. • Customers are at the focus of our services. Our customers are the heart of our business. We welcome feedback to better understand the needs of our customers and improve our service. • Enjoyment, quality and value for money for all. We deliver a memorable experience enjoyed by everyone.

Our Volunteer Commitment	<p>Volunteers form an absolutely vital part of everything the Swanage Railway does. There are over 80 different roles that our volunteers fulfil; from driving a locomotive to serving refreshments, from selling goods in our shops to helping maintain our track, from maintaining our signalling equipment to timetabling, from managing our finances to keeping our rolling stock maintained, volunteers are at the heart.</p> <p>Our vision is to be the UK's leading heritage railway: we have an inspirational history during which we have overcome many challenges and achieved great successes through tenacity and perseverance. That spirit lives on today. We celebrate our Volunteers' commitment and dedication which form such a vital part of what we do now and will do in the future.</p> <p>We want all our volunteers to gain fulfilment and enjoyment from their role whilst helping us to achieve our vision, and so we have our Volunteer Commitment that sets out the mutual basis of the relationship between Swanage Railway and our volunteers:</p> <p>The Swanage Railway will ...</p> <ul style="list-style-type: none"> • Welcome you as a volunteer and provide appropriate opportunities to individuals who can help us achieve our purpose and vision. • Provide the right equipment and training for the task. • Give guidance and support in your volunteer role. • Treat you and all other volunteers equally and fairly.
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| | <ul style="list-style-type: none">• Ensure, so far as is reasonably practicable, you have a safe working environment.• Listen to any concerns if things are not going right.• Recognise that you are a volunteer giving your time to us whilst having other commitments. |
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In return we ask you to ...

- Give us your time and commit to any training if needed for the role.
- Be professional and loyal to the organisation.
- Be fair to those around you.
- Talk to your Manager/ Supervisor (volunteer or employee) first if things aren't going right.
- Comply with our business standards, including the need to maintain confidentiality in relation to all SR information and to comply with SR's security and safety procedures.