



Department
for Transport

Deputy Director, Northern Powerhouse Rail: Strategy, Upgrades and Integration

Grade: Senior Civil Service Pay Band 1
Salary: £85,000

Reference: GSe96904

Closing date: Monday 27 March 2023 at 23:55pm

Locations: Birmingham, Leeds or London

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Welcome Message

From Nick Bisson, Director, Integrated Rail Plan and Northern Powerhouse Rail



Thank you for your interest in this role.

The Government is committed to investing in the country's infrastructure to improve productivity and growth, level up our regions and provide low carbon transport.

As part of meeting these goals, the Rail Infrastructure Group within the Department for Transport sponsors the development and delivery of Northern Powerhouse Rail (NPR) – one of the country's largest projects - which seeks to transform journeys and connectivity between Liverpool, Manchester, Leeds, York and Newcastle.

Working with Network Rail, HS2 Ltd, Transport for the North, and local authorities in the North and Midlands, you will lead the business case and integration for the whole of Northern Powerhouse Rail, and directly sponsor the delivery of key Network Rail projects.

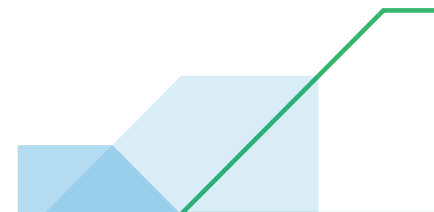
This work will mean maximising connectivity benefits, driving value for money, assessing funding requirements, and developing business cases for major (multi-£billion) investments. The postholder will need to work closely with colleagues across DfT's Rail Infrastructure and High Speed Rail Groups, as well as No10 and HM Treasury, clienting and interfacing with Network Rail, HS2 Ltd, Transport for the North, and major local authorities.

This is an exciting opportunity to work across one of the government's most high-profile major rail projects.

This role is available to individuals who wish to be based in Birmingham, Leeds or London, and we would expect the individual to be willing to travel to visit different locations relevant to the work on a regular basis.

If you would like any further information or to discuss the role before applying please contact our recruitment advisors at GatenbySanderson, contact details later in this pack.

I look forward to receiving your application



Background to the Department

Transport touches the lives of everyone in this country: it reunites families; takes people to work every day; and keeps fresh food on the shelves of our supermarkets. Directly and indirectly, transport is the lynchpin of how we go about our lives – and it is never out of the spotlight.

This has been true throughout the COVID crisis, during which the Department has worked with the sector to maintain critical connectivity whilst protecting public health.

The Department for Transport (DfT) and our agencies employ around 15,000 staff, of whom about 3000 are in the core Department, and we have the largest and most complex capital project portfolio in Government, delivered principally through delivery partners including Network Rail, HS2 Ltd and Highways England.

We are looking to broaden our presence around the country and are growing new locations in Leeds and Birmingham.

Our strategic objectives are:

- ◆ **Improving transport for the user**
- ◆ **Decarbonising transport**
- ◆ **Levelling up the economy**
- ◆ **Increasing our global impact**
- ◆ **Being an excellent department**

More information about DfT can be found on our website at <https://www.gov.uk/government/organisations/department-for-transport>

Departmental vision

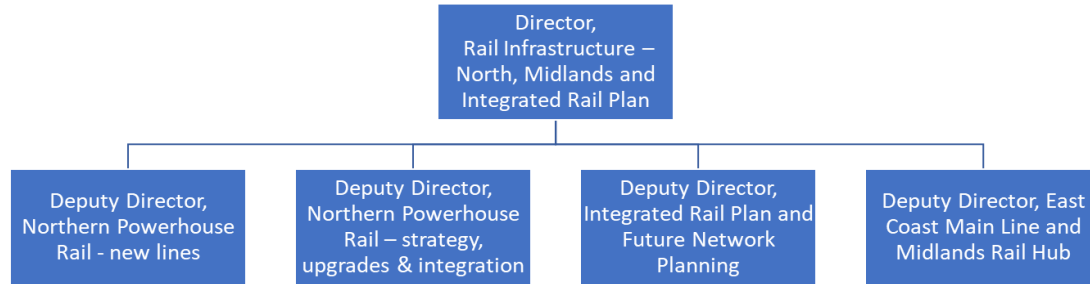
All DfT employees are guided by the Civil Service core values of honesty, integrity, impartiality and objectivity.

- **Confidence:** to challenge, to take action, to innovate
- **Excellence:** in our professionalism, in our delivery, in our learning
- **Teamwork:** we are inclusive, we collaborate and we support each other

To find out more about what it is like to work for DfT go to [Working-for-the-department-for-transport](#) or visit our careers site at [Senior Civil Servants - Department for Transport Careers](#)



About Rail Infrastructure Group (RIG)



Background to Northern Powerhouse Rail

The Department's Rail Infrastructure Group is responsible for some of the largest rail projects: Northern Powerhouse Rail; East West Rail and the Rail Network Enhancements Portfolio.

Delivering Northern Powerhouse Rail is one of the Government's top priorities, and a key part of its long-term economic plan to build a stronger, more competitive economy and secure a better future for Britain.

Northern Powerhouse Rail is the Government and Transport for the North's vision to help transform the economy of the North of England by significantly improving the capacity, frequency and journey time of rail links between the region's main economic centres. The vision for the scheme set out in the Integrated Rail Plan included:

- Improving the capacity and frequency of links between Liverpool and Manchester Piccadilly via Warrington and Manchester Airport (using HS2).
- A new hub station at Manchester Piccadilly, including NPR.
- Faster Transpennine links between Manchester and Leeds, with an upgrade of the existing lines to Huddersfield and Bradford.

- Leeds to Newcastle via significant upgrades to the East Coast Mainline

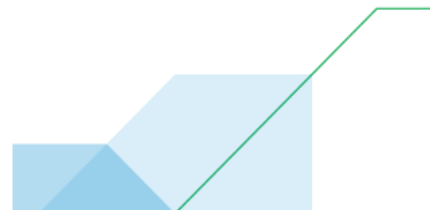
The Government is also keen to see an assessment of options to better connect Bradford.

Rail Infrastructure in the North and Midlands and the Integrated Rail Plan (RIMINI) Directorate

RIG is an energetic and friendly team, tasked with delivering this and other complex, high profile, and fast moving projects. The Directorate sponsors the entire Northern Powerhouse Rail Programme, East Coast Main Line enhancements, Midlands Rail Hub and major Future Network studies – including how HS2 could reach Leeds.

We are responsible for: the business cases; for securing funding; for securing powers to build the railway where these are obtained through hybrid bills; for tasking HS2 Ltd (the government owned company charged with delivery of the high speed line); and for commissioning work and advice from Network Rail on the existing rail infrastructure.





About the Role

Job Title

Deputy Director, Northern Powerhouse Rail:
Strategy, Upgrades and Integration

Location

Birmingham, Leeds or London. Regular travel will be required to other sites, particularly in the North of England

We currently work on a hybrid basis with 40% of our time working in an office location

Salary

£85,000

The salary for this post is set within the Senior Civil Service Pay Band 1 Range

Existing Civil Servants

Candidates moving on level transfer within the Civil Service will retain their existing salary. Civil Service candidates on promotion will have their salary increased by 10% or receive the starting salary for SCS PB1 whichever is higher.

Contract type

Permanent

Working pattern

The role is available for full-time, part-time, job share and flexible working arrangements

Security clearance

Please note that the successful applicant will need to hold or be prepared to apply for **BPSS** clearance.

More information

Find out more about working for the Department for Transport on the Civil Service careers [site](#).

[Hear](#) from our Permanent Secretary, Bernadette Kelly, on what makes the Department for Transport a great place to build your career.



About the Role

Northern Powerhouse Rail (NPR) will transform existing links between Liverpool, Manchester, Leeds and Newcastle and other major cities. It is a £multi-billion programme with critical interfaces to High Speed 2 and the Transpennine Route Upgrade projects and likely to lead to a further hybrid bill beyond the HS2 programme. The post holder will be co-sponsor of the programme with Transport for the North, the statutory subnational transport body. They will be responsible for leading DfT's work on preparing the business case for NPR and for sponsoring Network Rail in delivering upgrades to the existing network.

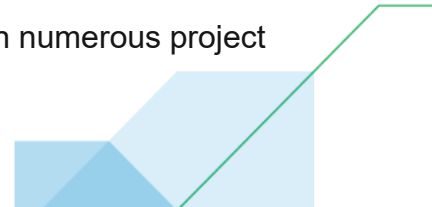
The post-holder will also lead the successful integration of NPR with other projects which will need a collaborative and organised approach that pools the knowledge, skills and experience of colleagues in RIG, High Speed Rail Group, Network Rail and High Speed 2 Ltd. They are responsible for brokering agreement within DfT – including across groups – on the way forward, and for managing senior stakeholder relationships with local partners. The work is of high political interest, a Government manifesto commitment, and vital for future economic growth.

Context and current issues

The intention is to reach an initial strategic business case by summer 2023, to inform funding considerations for the future scope. It will remain a highly challenging piece of work. As well as sponsoring the detailed development undertaken by Network Rail, there will be a range of complex scope to resolve, including at Leeds station - arguably a major project in its own right.

Main Activities

- Co- Sponsor of Northern Powerhouse Rail, developing the Strategic Outline Business Case and managing senior stakeholder relationships
- Senior Network Rail client, holding project directors to account for upgrade works
- Lead for integration across the Northern Powerhouse Rail Programme
- Supporting the cross industry “Train Service Specification Focus Group” ensuring coordination on numerous project train service proposals





Person Specification

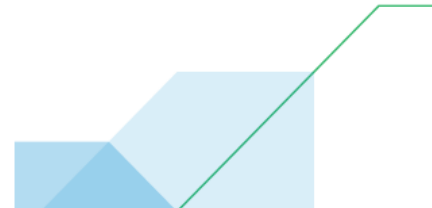
It is essential in your supporting statement that you provide evidence and proven examples against each of the essential selection criteria below as far as you can. These responses will be further developed and discussed with candidates invited for interview.

Essential Skills and Experience

- Experience of working with and influencing multiple senior stakeholders with competing interests, and of brokering consensus in a complex environment, including ability to work effectively with senior politicians nationally and locally.
- Outstanding leadership skills with the ability to inspire staff and build engagement and capability to deliver; driving an inclusive and performance culture which achieves results, and encouraging, supporting and coaching individuals and teams to energise delivery.
- Track record of leading sponsorship, governance and development of complex programmes and business cases with multiple interdependencies across both short, medium and long-term deliverables, including where financial considerations are significant.
- A successful track record of working under pressure and meeting demanding timescales.
- An influential figure who is able to command confidence, with first class communication skills and the ability to build strong networks and alliances, influence and get buy-in across sectors and organisations.
- Ability to analyse complex and inter-related issues in order to deliver effectively, and translate requirements into clear commissioning of delivery bodies.

Desirable experience

- Experience of the rail sector would be an advantage.



Recruitment Process

Application

To apply for this post, you will need to complete the online application process at <https://www.gatenbysanderson.com/job/GSe96904> no later than **23:55 on Monday 27 March 2023**. You will be asked to submit the following:

1. Some basic, personal information;
2. 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;
3. A **Statement of Suitability** (no longer than 1,250 words) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role against the criteria in the person specification.

Please note - Failure to complete both sections of the form (CV and Statement of Suitability) will mean the panel only have limited information on which to assess your application.

As part of the online application process, you will be asked a number of diversity-related questions. 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'.

All monitoring data will be treated in the strictest confidence and will not be provided to the selection panel.

Should you encounter any issues please contact:

Mary Dempsey – mary.dempsey@gatenbysanderson.com

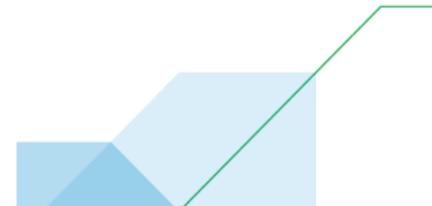
The information you provide when submitting your application will help us monitor our progress in improving diversity and inclusion across the Civil Service. See the Civil Service's [diversity and inclusion policies](#) and how they are monitored for more information.

For a confidential discussion to help inform your application, please contact one of our recruitment advisors at GatenbySanderson:

Jacob Simmons – jacob.simmons@gatenbysanderson.com

Julie Myers - julie.myers@gatenbysanderson.com

Nadia Khan – nadia.khan@gatenbysanderson.com



The Recruitment Process

Longlist

You will receive an acknowledgment of your application through the online process. If you do not receive a notification of your application, please contact mary.dempsey@gatenbysanderson.com

The panel will then 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 GatenbySanderson 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 job specification are guaranteed an interview. Please complete the relevant parts in the application system if applying under these schemes.

Shortlist

The panel will review reports on those longlisted and will 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

Assessment

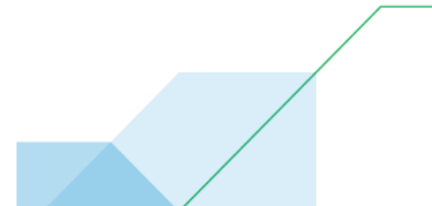
If you are shortlisted, you will be asked to take part in the following assessment:

Staff Engagement Exercise (SEE) – a presentation and Q&A with representative staff from across DfT.

This assessment will not result in a pass or fail mark, but outcome and feedback from these will reported to the panel ahead of the panel interview.

Informal Discussions

Shortlisted candidates will have the opportunity to speak to Nick Bisson prior to the final interview. This is an informal discussion to allow candidates to learn more about the role and is not part of the assessment process.



The Recruitment Process

Interview

You will be asked to attend a panel interview in order to have a more in-depth discussion of your 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 in our London office, full details of the interview format will be provided to shortlisted candidates prior to 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.

Timeline

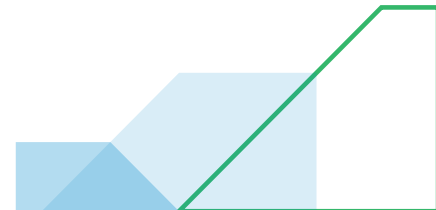
The timeline later in this pack indicates the date by which decisions are expected to be made, all candidates will be advised of the outcome as soon as possible thereafter, and we will advise on any delays



Expected Timeline

We will try and offer as much flexibility as we can, but it may not be possible to offer alternative dates for assessments or interviews. You are therefore asked to note the below timetable, exercising flexibility through the recruitment and selection process, in order to meet the dates given. Please note that these dates may be subject to change.

| | |
|---|--|
| Closing Date | Monday 27 March 2023 23:55pm |
| Longlist meeting | 5 th or 6 th April 2023 |
| Preliminary interviews with GatenbySanderson | w/c 10 th & 17 th April 2023 |
| Shortlist meeting | 24 th or 25 th April 2023 |
| Staff Engagement Exercise / Informal discussion | w/c 1 st and 8 th May 2023 |
| Interviews | w/c 15 th May 2023 |



Diversity and Inclusion



“The Civil Service is committed to becoming the most inclusive employer in the UK, and the Department for Transport wants to lead the way in this commitment.”

We are committed to understanding, respecting and representing as broad a range of views and backgrounds as we have in UK society. We know that diverse perspectives and experiences are critical to an effective, modern Civil Service.

Our vision is to ensure the Civil Service represents modern Britain and is a truly inclusive employer - an example to other employers. We will create an organisation where diversity is not only respected and valued - but celebrated.

What's in it for me?

We want to maximise the potential of everyone who chooses to work for us - regardless of background. If you're interested in becoming a world class leader, developing your career with us – starting with this interesting and challenging role – or doing things differently and inspiring colleagues, then the Civil Service is the place for you.

Our passion for diversity, inclusion and equality means creating a work environment for all employees that is welcoming, respectful, engaging, and enriched with opportunities for personal and professional development.

We're a modern, inclusive, high performing employer. Flexible working is helping us become the organisation we need to be. It's about giving our people the opportunity to be adaptable and embrace new ways of working to improve our productivity and performance – making DfT a great place to work.

What's next?

You've taken the first step and looked through this job pack to understand the skills and experience needed to perform this role. Now join us in achieving our ambitions and let us help you achieve yours.



Benefits of working for the Civil Service



“I believe your pension is the most important benefit after your Salary that you can have when you are employed in the Civil Service. Providing you with financial security when you retire and also providing cover for your family and loved ones should the worst happen”

Dominic Arthur – Director of Civil Service Pensions and Government Recruitment Services

Great member pension

- ✓ Defined Benefit Pension Scheme
- ✓ Provides a secure pension payable for life with no investment uncertainty
- ✓ Choice of a tax free lump sum
- ✓ Amongst the lowest member contributions in public sector
- ✓ Generous build rate of 2.32% of your earnings as a pension each year.

What pension could you get?

- ✓ For example if you earned £22,000 per year
- ✓ After 20 years you could have a pension of £10,208pa or a pension of £6,562pa and a tax free lump sum of £43,748
- ✓ After 40 years this could be £20,416pa, or a pension of £13,124pa and a tax free lump sum of £87,497

Generous employer contribution

- ✓ Employer contribution towards your pension is extremely generous – on average 27% of your pay
- ✓ These contributions pay for:
 - A pension for you
 - Pension for your loved ones
 - Death benefits
 - Ill health benefits

Death benefits

- ✓ Able to nominate anyone (including charities) for a Tax free lump sum in the event of your death
- ✓ Lump Sum of two times your pay
- ✓ Pension for your spouse/partner of around 37.5% of your pension
- ✓ Pension for eligible children

For more information on the Civil Service Pension Scheme please go to the scheme website www.civilservicepensionscheme.org.uk



FAQs

Can I apply if I am not currently a civil servant?

Yes. This role is open to suitably qualified people in the external market and to existing civil servants and those in accredited Non- Departmental Bodies.

Is this role suitable for part-time working?

This role is available for full-time, part-time or flexible working arrangements (including job share partnerships) but you should discuss your needs with the hiring manager if you are invited to interview.

Will the role involve travel?

Regular travel to other sites particularly in the North of England, will be required. There may be a need for occasional international travel.

Where will the role be based?

Birmingham, Leeds or London

Relocation costs will not be reimbursed.

Can I claim back any expenses incurred during the recruitment process?

No. We will not reimburse you, except in exceptional circumstances and only when agreed in advance.

What nationality do I need to hold in order to apply?

To be eligible for employment to this role you must be a national from the following countries:

To be eligible for employment to this role you must be a national from the following countries:

- ◆ UK nationals
- ◆ Nationals of Commonwealth countries*
- ◆ Nationals of the Republic of Ireland
- ◆ EEA nationals with (or eligible for) status under the EUSS
- ◆ Relevant EEA or Turkish nationals working in the Civil Service
- ◆ Relevant EEA or Turkish nationals who have built up the right to work in the Civil Service
- ◆ Certain family members of the relevant EU & Turkish nationals

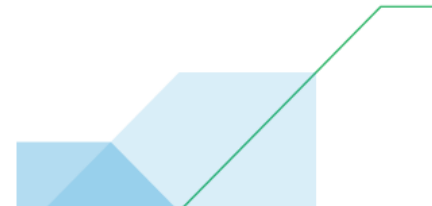
*Individuals will need to demonstrate that they meet the relevant immigration requirements.

For further information on whether you are eligible to apply, please visit [Civil Service Nationality Rules](#).

Reserved for UK Nationals

Certain posts, notably those concerned with security and intelligence, might be reserved for British citizens, but this will not normally prevent access to a wide range of developmental opportunities within the Civil Service.

This post is not reserved.



FAQs cont.

Is security clearance required?

Yes. If successful you must hold, or be willing to obtain, security clearance to **BPSS** level. More information about the vetting process can be found [here](#)

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

We are committed to making reasonable adjustments in order to support disabled job applicants and ensure that you are not disadvantaged in the recruitment and assessment process.

If you feel that you may need a reasonable adjustment to be made, or you would like to discuss your requirements in more detail, please contact: mary.dempsey@gatenbysanderson.com in the first instance.

Do you offer a Disability Confident Scheme for Disabled Persons?

Disabled applicants who meet the minimum selection criteria in the job specification are guaranteed an interview. Selection will be on merit. If you wish to claim a guaranteed interview under the Disability Confident Scheme, you should complete the relevant section of the online application. It is not necessary to state the nature of your disability.

Will this role be overseen by the Civil Service Commission?

No, however the recruitment process will still be governed by the Civil Service Recruitment Principles.

The law requires that selection for appointment to the Civil Service is on merit on the basis of fair and open competition as outlined in the [Civil Service Commission's Recruitment Principles](#).

More detailed information can be found on the Civil Service Commission [website](#).

What do I do if I want to make a complaint?

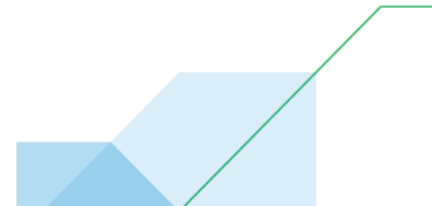
If you feel your application has not been treated in accordance with the Recruitment Principles, and you wish to make a complaint, you should contact eleonor.reed@dft.gov.uk in the first instance.

If you are not satisfied with the response you receive from the Department, you can contact the [Civil Service Commission](#).

What should I do if I think that I have a conflict of interest?

Candidates must note the requirement to declare any interests that might cause questions to be raised about their approach to the business of the Department.

If you believe that you may have a conflict of interest please contact: mary.dempsey@gatenbysanderson.com before submitting your application.







Department
for Transport

Contact us

If you would like to discuss the role in more detail before submitting an application, please contact our recruitment advisors, GatenbySanderson:

Jacob Simmons – jacob.simmons@gatenbysanderson.com

Julie Myers – julie.myers@gatenbysanderson.com

Nadia Khan – nadia.khan@gatenbysanderson.com