



Department
for Transport

Director of HS2 Delivery, Major Rail Projects Group

SCS Pay Band 2

Locations: Leeds, Birmingham and London

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Closing date: 23:55 on Friday 4 July



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01 - Introduction



Welcome Message

From Alan Over
Director General,
Major Rail Projects Group

Alongside good local transport, rail connectivity underpins long term economic development, supporting jobs and housing, and allowing companies and workers widened choices about where they locate.

The Major Rail Projects Group is responsible for the development and delivery of benefits from long term investment in strategic rail infrastructure. That encompasses HS2 between Birmingham and London, the Euston Project, and Northern Powerhouse Rail linking our northern cities. Once delivered these will join up our biggest cities fostering agglomeration and faster growth.

HS2 and Northern Powerhouse rail will provide new rail services operated by Great British Railways as it brings train operating companies into public ownership and takes an integrated view of track and train to focus on the best results for passengers.

In order to realise these benefits we need to deliver new rail infrastructure more efficiently and more reliably. We have recently appointed a new CEO for HS2 Ltd to reset delivery of the remainder of HS2 between Birmingham and London. The reset will be finalised over the next 12 months and will lead to revised cost and schedule ranges within which we will require HS2 Ltd to deliver the railway.

Leading a talented multidisciplinary team of around 30 people, the Director of HS2 Delivery will sponsor the reset of HS2 to complete the remaining civil works for the line of route and stations with improved productivity, discipline and efficiency. This will require close working with HS2 Ltd to provide both support and independent, constructive challenge. It will require effective engagement to secure cross-

government approval for the reset schedule and cost ranges and an updated business case.

The role holder will also sponsor the mobilisation and delivery of the set of heavy and light systems contracts and rolling stock, and our work to foster early commercial and residential development around our stations.

They will also work with Director colleagues to ensure the delivery of the HS2 part of the Euston campus; the successful testing, regulatory clearance, and entry into service of initial services; the operating concept for HS2, and to share lessons with other infrastructure projects and improve infrastructure delivery.

I am committed to diversity and inclusion and your application is welcome whether you are disabled or able bodied, and regardless of your social and ethnic background, sexual orientation and gender identity.

If you are a talented senior leader interested in sponsoring delivery of the country's largest projects and making a difference at a national scale then I encourage you to apply to one of the most demanding and developmental Director jobs in the Civil Service.

Department Background

Very few things affect everyday life the same way that transport does. It's much more than getting from A to B. It's about enabling individuals to take part in society. To make connections to work and leisure, education and health, business and the wider world.

At the Department for Transport (DfT) we're working to improve every kind of journey. We're harnessing new technology to create safer, more sustainable transport. And, creating better connections between people and places, we're enabling greater growth opportunities for communities UK-wide. It all means that here, you are part of something very different and special.

DfT and our agencies employ around 15,000 staff, of whom about 3800 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 National Highways.

We are broadening our presence around the country and are growing new locations in Leeds and Birmingham.

Our Secretary of State has set out her 5 strategic priorities, putting transport at the heart of mission-driven government.

They include:

- improving performance on the railways and driving forward rail reform
- improving bus services and growing usage across the country
- transforming infrastructure to work for the

whole country, promoting social mobility and tackling regional inequality

- delivering greener transport
- better integrating transport networks

More information about DfT can be found on our website [here](#)

Departmental Vision

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

Everything we do to achieve this is reinforced by our values:

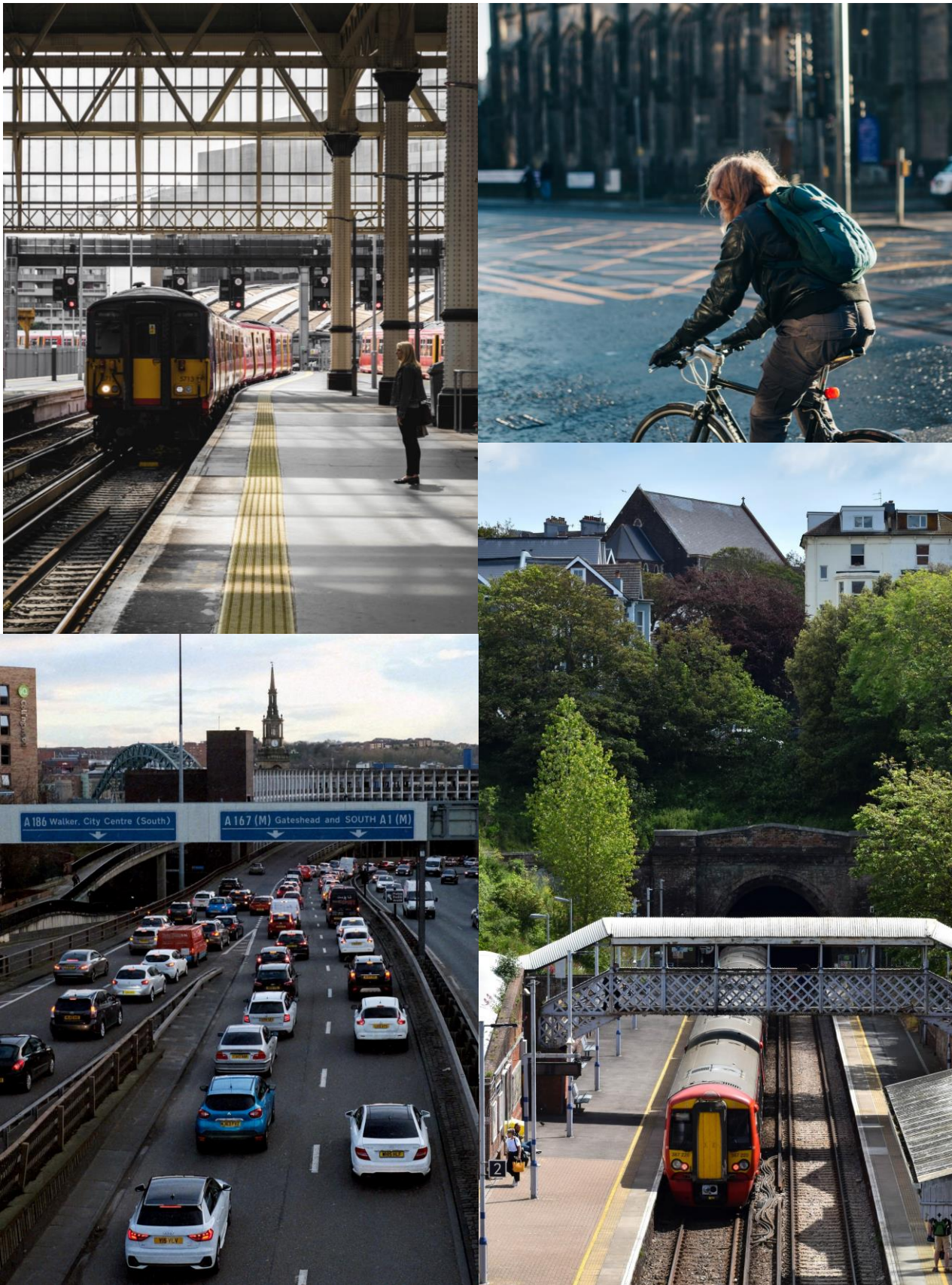
- ♦ **Confidence:** to challenge, to take action, to innovate.
- ♦ **Excellence:** in our professionalism, in our delivery, in our learning.
- ♦ **Teamwork:** we are inclusive, we collaborate and we support each other.

To find out more about what it is like to work for DfT go to:

[Working for the Department for Transport](#)

[Senior Senior Civil Servants - Department for Transport Careers](#)

Candidate Information Pack



02 - The Role



Job Titles

Director of HS2 Delivery, Major Rail Projects Group

Location

Birmingham, Leeds, London. Frequent travel to other sites between London and Birmingham may be required.

We currently work on a hybrid basis with 60% of our time working in an office location.

Salary

£125,000 for external candidates with the possibility of more for exceptional candidates.

For existing Civil Servants and internal candidates, the usual pay rules should apply, i.e. if moving on level transfer the salary will remain the same, if successful on promotion, the salary will be the higher of either 10% pay increase or the pay band minimum.

Contract Type

This is a permanent full-time role with the Department for Transport.

The role is suitable for a job share.

We are willing to consider secondment arrangements for this role for suitable candidates and where conflicts do not exist.

Security Clearance

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

Job Description

The Director of HS2 Delivery is responsible for sponsoring HS2 Ltd in the construction, systems integration, testing and handover of HS2 between Euston and the West Midlands.

Sponsorship means translating political direction and funding into delivery and benefits. That means the role holder will need to be able to work upwards and outwards to ministers, Parliament and other government departments; as well as challenging and supporting HS2 Ltd's delivery in representing ministers as its sole customer, funder and owner.

Specifically, the role holder is responsible for:

- Assessing the performance of HS2 Ltd on behalf of ministers, the Permanent Secretary and Parliament for the delivery of delivery of HS2 against its schedule and budget.
- Working with HS2 Ltd's Chief Executive and his leadership team to review the current programme status and develop, assure and win approval for revised schedule and cost ranges within which HMG can be confident of final delivery.
- Establishing effective management information, reporting and control mechanisms to allow the Department to assess delivery progress both for FY25/26 (whilst the re-set is undertaken) and for the remainder of the programme against the reset schedule and cost metrics.
- Supporting HS2 Ltd in reinstating incentives for its civil contractors to complete their work productively and efficiently.
- Sponsoring HS2 Ltd's delivery of the new stations at Old Oak Common, Interchange (Solihull) and Birmingham Curzon Street, and working closely with the Euston Director on the HS2 component.
- Supporting HS2 Ltd in standing up its suite of systems contracts to ensure timely and efficient rollout and integration testing across light and heavy systems and rolling stock.
- Working with the Department's Shareholding Team and the HS2 Ltd Chief Executive to ensure the right capability, capacity and governance of HS2 Ltd.
- Driving delivery of early economic benefits on the land freed-up from construction around the new stations in close partnership with Birmingham City Council, Solihull Metropolitan Borough Council and the Old Oak and Park Royal Development Corporation.
- Overseeing the Group's compliance with Parliamentary and environmental obligations, response to legal challenges, and input to cross-government work on planning reform.
- Identifying and sharing lessons from HS2 to deliver other infrastructure projects more effectively including Northern Powerhouse Rail, Euston, East West Rail, and the Lower Thames Crossing.
- Working as a collegiate part of the Group's leadership team alongside the other Directors responsible for Euston, Benefits and Policy, Northern Powerhouse Rail and Portfolio Management.

03 - Person Specification

You will need to be able to show, through your application, that you have the professional skills, breadth of experience and personal qualities for this post, as well as the leadership skills to succeed at Director level in the Senior Civil Service.

It is essential that in your written application you give evidence of examples of proven experience in each of the essential criteria of the person specification. These responses will be developed and discussed with those candidates invited for interview.

In terms of strengths and experience we are looking for the following:

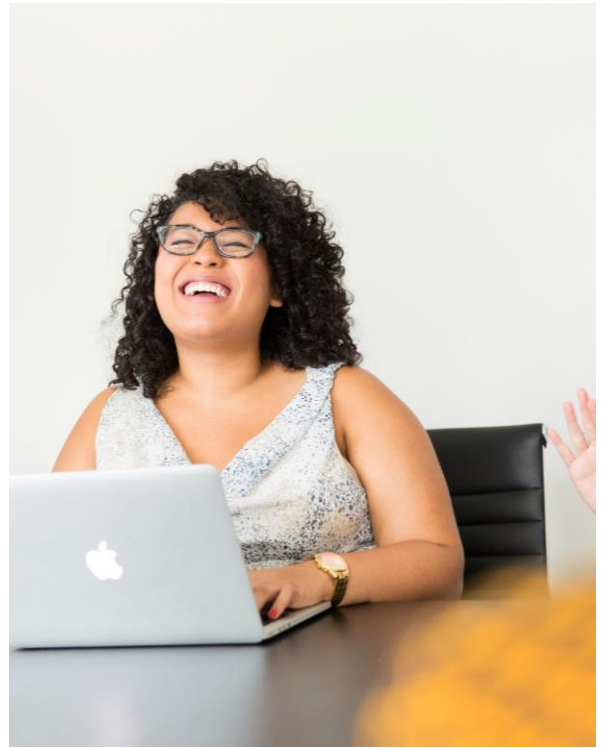
- Proven experience of sponsoring very large-scale projects including securing and sustaining support; defining scope; obtaining funding, setting delivery targets on cost and schedule; and monitoring, challenging and supporting delivery. (This need not be in a rail or public sector context but should evidence sponsorship as distinct from direct delivery.)
- Experience of translating strategic goals into tangible and measurable benefits including active management of scope (requirements and standards), benefits, cost, schedule and risks.
- Impact, credibility, and sensitivity to deliver results across organisational boundaries using soft power, influencing and contractual obligations where necessary – judging when to support and when to challenge, whilst recognising successful delivery is a collective endeavour.
- Commercially savvy to deliver results from other organisations and to judge whether incentives are effective in aligning interests and that strategic risks are appropriately assigned and tackled.
- An excellent leader of people who improves capability, leads through change, builds a diverse, inclusive, and multi-disciplinary team, and guides staff successfully through significant challenges.
- Experience in working as part of a senior leadership team in shaping and operating within a complex operating environment and providing support and challenge to colleagues.

Candidate Information Pack



04 - Benefits

Whatever your role, we take your career and development seriously, and want to enable you to build a really successful career with the Department and wider Civil Service.



It is crucial that our employees have the right skills to develop their careers and meet the challenges ahead, and you'll benefit from regular performance and development reviews to ensure this development is ongoing. As a Civil Service employee, you'll be entitled to a large range of benefits.

Equality, Diversity & Inclusion

The Civil Service values and supports all its employees.

We have strong and pro-active staff networks, special leave policies for hospital appointments, reasonable adjustments put in place for those who need them, and diversity talent programmes to help everyone irrespective of background, to achieve their potential.

Pension

Your pension is a valuable part of your total reward package.

A competitive contributory pension scheme that you can enter as soon as you join where we will make a significant contribution to the cost of your pension; where your contributions come out of your salary before any tax is taken; and where your pension will continue to provide valuable benefits for you and your family if you are too ill to continue to work or die before you retire. Visit Civil Service Pension Scheme for more details.



Generous Annual Leave and Bank Holiday Allowance

25 days annual leave on entry, increasing on a sliding scale to 30 days after 5 years' service (allowance is pro rata for part-time employees). This is in addition to 8 public holidays.

This will be complimented by one further day paid privilege entitlement to mark the King's Birthday.

Staff Wellbeing

Flexible working including part-time or term-time working and access to Flexible Working Schemes allowing you to vary your working day as long as you work your total hours.

Generous paid maternity and paternity leave which is notably more than the statutory minimum offered by many other employers.

Childcare benefits (policy for new employees as of 5 April 2018): The government has introduced the Tax-Free Childcare (TFC) scheme. Working parents can open an online childcare account and for every £8 they pay in, the government adds £2, up to a maximum of £2000 a year for each child or £4000 for a disabled child. Parents then use the funds to pay for registered childcare. Existing employees may be able to continue to claim childcare vouchers, so please check how the policy would work for you here. Any move to the DfT from another employer will mean you can no longer access childcare vouchers. This includes moves between government departments.

Onsite facilities Opportunity to use onsite facilities including fitness centres and staff canteens (where applicable).

05 - Recruitment Process



Application

To apply for this post, you will need to complete the online application process by no later than 23:55pm on Friday 4 July 2025.

All applications must be submitted using the link
<https://www.gatenbysanderson.com/job/GSe119422>

The application should include:

- 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 1,000 words) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the criteria in the person specification.

Failure to submit both documents will mean the panel only has limited information on which to assess your application against the criteria in the person specification.

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 with your online application or need support please contact
mary.dempsey@gatenbysanderson.com

Your application will be acknowledged when it is received.

Help with your application

For a confidential initial discussion about the role, please get in touch with our recruitment advisers at GatenbySanderson:

- Zoe Bennett:
zoe.bennett@gatenbysanderson.com
- Julie Myers:
julie.myers@gatenbysanderson.com

GatenbySanderson will be available throughout the process to advise and support candidates.

Selection Process

Elizabeth Hambley, a Civil Service Commissioner, will chair the process. More detailed information can be found at the Civil Service Commission website:

[Civil Service Commission](#)

Longlist

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 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 Personal Specification

Assessment

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

- Staff Engagement Exercise - a presentation and Q&A with a representative staff group from across the DfT.

This assessment will not result in a pass or fail decision. Rather, it is designed to support the panel's decision making and highlight areas for the panel to explore further at interview.

Informal Discussions

Shortlisted candidates will have the opportunity to speak to Alan Over 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.

Interview

You will be asked to attend a panel interview where you will be asked to give a presentation and then 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,

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.

The anticipated timetable is as follows:

Advert Closing Date	Friday 4 th July
Longlist	w/c 14 th July
Preliminary discussions with GatenbySanderson	w/c 21 st July
Shortlist	w/c 28 th July
Assessments	w/c 4 th or 11 th August
Panel Interviews	w/c 18 th August

06 - 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 know that working inclusively and harnessing a range of talents means solving problems better, making better decisions and delivering better public services.

We are committed to representing as broad a range of views and backgrounds as we have in UK society, focused not just on the characteristics protected under law but equally committed to greater socioeconomic diversity, greater regional diversity and to building teams where effectively harnessing cognitive diversity is the way decisions are made.

We know that diverse perspectives and experiences are critical to an effective, modern Civil Service that delivers policies and services for all of our citizens.

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 and fairness are not only respected and valued – but celebrated – and where everyone can see where they belong and no one feels excluded.

What's in it for me?

We want to maximise the potential of everyone who chooses to work for us – regardless of background, working style or career experience. 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 inclusion and equality means creating a work environment for all employees that is welcoming, respectful, fair, 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.

DfT was recently announced as one of The [Times Top 50 Employers for Women](#) for our work on gender equality, highlighting our dedication towards being an inclusive employer and a great place to work. We are proud to have a number of successful job share partnerships in senior roles. We are also proudly committed to building a truly inclusive workplace, through actions outlined in our [DfT D&I Strategy](#) and our [Race Action Plan](#).

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. Read more about the [Civil Service becoming the UK's most inclusive employer](#) and DfT's own [diversity and inclusion plans](#).



Candidate Information Pack



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 may be required.

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.

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.

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

This job is broadly open to the following groups:

- UK nationals
- nationals of the Republic of Ireland
- nationals of Commonwealth countries who have the right to work in the UK
- nationals of the EU, Switzerland, Norway, Iceland or Liechtenstein and family members of those nationalities with settled or pre-settled status under the [European Union Settlement Scheme \(EUSS\)](#) ([opens in a new window](#))
- nationals of the EU, Switzerland, Norway, Iceland or Liechtenstein and family members of those nationalities who have made a valid application for settled or pre-settled status under the European Union Settlement Scheme (EUSS)
- individuals with limited leave to remain or indefinite leave to remain who were eligible to apply for EUSS on or before 31 December 2020
- Turkish nationals, and certain family members of Turkish nationals, who have accrued the right to work in the Civil Service

For more information on job nationality requirements and the right to work in the UK, see the [Civil Service Nationality rules](#) ([opens in a new window](#)) and the [UK Visas and Immigration rules](#) ([opens in a new window](#))

FAQs cont.

Is security clearance required?

Yes. If successful you must hold, or be willing to obtain, security clearance to SC 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?

Yes. As this role is one of the more senior posts within the Civil Service, a Commissioner will oversee the recruitment process and chair the selection panel.

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

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](#).

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 elleanor.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.

08 – Contact Us

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

- Zoe Bennet: zoe.bennet@gatenbysanderson.com
- Julie Myers: julie.myers@gatenbysanderson.com

