



Permanent Way Manager

How would you like a unique challenge? An opportunity to showcase your professional p-way expertise in a beautiful setting while leading a dedicated team of volunteers to strengthen, develop and restore one of the UK's longest heritage railways? Your specialist knowledge helps us manage risk; your interpersonal qualities teach and inspire others, and your technical vision makes a lasting impact on the shape and resilience of our railway for decades to come. It's a demanding job but the achievement, scenery and - above all - the people make it worthwhile. **Welcome to Wensleydale.**

Key Responsibilities

Strategic & Operational Leadership: Develop and deliver the P-Way maintenance plan, renewals strategy and long-term management policy. Prioritise work based on safety, operational need and available resource. Provide leadership to p-way volunteers, fostering a positive safety culture and a collaborative working environment. Advise the Infrastructure Director and General Manager on asset condition, risks and investment priorities.

Inspection & Compliance: Ensure track inspections are carried out in accordance with the Railway's Safety Management System, relevant industry standards and ORR expectations. Maintain accurate records, prepare for and support internal and external audits. Ensure compliance with relevant legislation, including CDM regulations for infrastructure works.

Maintenance & Renewals: Plan and oversee routine maintenance including drainage, ballast management, sleeper replacement and rail condition. Plan and supervise track renewals, tamping, welding and other specialist works. Coordinate possession planning with the Operations Manager to minimise disruption. Ensure appropriate tools, equipment and materials are available and maintained.

Safety Management: Lead by example in promoting safe working practices. Conduct risk assessments and method statements for all p-way activities. Ensure all volunteers are trained, competent and briefed for the tasks they undertake. Investigate incidents, near misses and p-way failures, and implement corrective actions.

Volunteer & Team Management: Recruit, train, motivate and support a team of volunteer p-way workers and track patrollers. Conduct track patroller competence assessments. Provide mentoring and skill development opportunities. Build a culture of respect, teamwork and pride in the Railway's infrastructure.

Budgeting & Resource Management: Prepare and manage the Permanent Way budget. Source materials and services economically, paying due regard to quality and compliance. Manage relationships with contractors and suppliers.

Stakeholder Engagement: Work closely with other departments to coordinate activities. Communicate planned works, restrictions and safety information clearly and promptly. Represent the Permanent Way function at management meetings and external forums.



Skills and Experience

Essential:

- Experience in track maintenance or civil engineering (heritage or mainline).
- Strong understanding of p-way standards, inspection regimes and safe systems of work.
- Proven ability to lead teams.
- Excellent organisational and record-keeping skills.
- Commitment to safety, professionalism and heritage values.
- Ability to work outdoors in all conditions and undertake physical tasks as required.
- Possess, or willing to obtain, Wensleydale Railway PRS and COSS qualifications.

Desirable:

- Experience of working in a heritage railway environment and / or working with volunteers.
- Competence in use of small plant, welding and on-track machinery.
- Knowledge of ORR guidance and heritage railway SMS frameworks.
- Project management experience.
- Relevant qualifications (e.g. track maintenance, inspection, renewals; civil engineering).
- Familiarity with HOPS for competence and safety data recording.

Working Conditions

This is a practical role involving leadership, site visits and first-hand knowledge of our asset base. Face-to-face liaison with the General Manager and team leaders is also important, so you'll need to attend regularly (ideally 2-3 days per week). Home working is encouraged for administrative tasks not requiring physical attendance.

Remuneration

This role is advertised as an unpaid volunteer position. However, we recognise the professional skillset and personal commitment required, so would consider making the post a **part-time paid** appointment for the right applicant. Please indicate, when applying, if you'd like to explore this option, and provide suitable justification so we may consider your request. In addition, reasonable expenses may be claimed for travel and incidentals necessarily incurred while performing duties on behalf of the Wensleydale Railway.

How to Apply

Safe and compliant maintenance of the permanent way is fundamental to our railway's continued viability and success. If you have the right mix of professional knowledge, technical skill, interpersonal qualities and dedication to succeed in this challenging role, we'd love to hear from you. Please submit a short résumé outlining your experience and suitability for the role, contact details and CV to:

j.trueman@wensleydalerailway.com

Interviews will take place in person or via video call at a time to be agreed. We look forward to receiving your application.