## ROLE DESCRIPTION

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|---|---|
| **Job Title** | Transport Devolution and Rail Reform Manager |
| **Salary Band** | SCP 44-50 |
| **Reporting to** | Head of Network Development |
| **Directorate** | Place |
| **Service Area and sub area** | Transport |
| **Team** | Network Development |
| **Political Restriction** | No |

### 1. Primary Purpose of the Post

Reporting to the Head of Network Development, this role will play a pivotal part in shaping and executing the future devolution strategy for the Liverpool City Region Combined Authority (LCRCA) in respect of transport networks, services, and assets. This is a critical role in the further evolution of the Combined Authority, coming at a time when major devolution initiatives need to be driven forward to increase local control over transport networks and improve delivery of services to passengers across the city region.

The postholder will focus on integrating local transport ambitions into national planning, ensuring legal and strategic alignment, and identifying opportunities where further devolution can enhance transport networks. In addition, the role will require significant engagement with the Department for Transport, Great British Railways, and other key stakeholders as part of the national rail reform programme. This engagement will be essential to ensure that the impacts of rail reform for the City Region are positive and further strengthen our ability to deliver a locally controlled, integrated, and affordable transport network.

### 2. Your responsibilities

**Rail Reform Leadership**

- Lead the CA's engagement with all aspects of rail reform, managing relationships with DfT, GBR, ORR, Urban Transport Group, and Transport for the North.
- Ensure rail reform outcomes protect the existing devolution settlement and enhance the CA's ability to deliver the Local Transport Plan, including improved rail services and modal shift.
- Safeguard the interests of the freight and logistics sector to ensure benefits extend beyond passenger services.
- Drive the CA's involvement in the GBR–Urban Transport Group initiative, shaping the devolved model for LCRCA.

- Communicate rail reform developments effectively across partners and stakeholders in the city region and neighbouring authorities.

**Devolution Strategy & Governance**

- Lead engagement with Strategic Authorities and the Mayor to drive the delivery of the devolution of transport powers, services, and infrastructure.
- Coordinate integration of local transport ambitions into national planning and ensure alignment with future transport schemes.
- Progress devolution initiatives through governance processes, ensuring compliance with legal, technical and regulatory frameworks in collaboration with internal teams and industry partners.
- Develop and maintain guidance and transparent processes for requesting further devolution.

**Stakeholder Engagement & Reporting**

- Prepare and present high-quality reports and briefings for senior leaders, partners, and external bodies.
- Confidently lead board meetings, stakeholder events, workshops and working groups, demonstrating the presence, credibility and authority needed to command attention, facilitate productive discussion and drive decisions.
- Organise and support Rail Stations Board meetings, including papers and follow-up actions.

**Operational Delivery**

- Oversee transfer of station responsibilities from Network Rail and other bodies to LCRCA, ensuring efficient maintenance and renewal.
- Facilitate reciprocal data-sharing initiatives, including through the Rail Data Marketplace.
- Coordinate procurement and performance of contract and consultancy partners.
- Conduct assessments of the transport landscape to identify opportunities for further devolution.

**3. General Corporate Responsibilities**

- **Champion LCRCA Values and Strategic Vision**
  Consistently demonstrate the behaviours of LCR First, Respect, and Action Focused, acting as a role model for colleagues and partners.
- **Provide Strategic Leadership and Direction**
  Offer clear managerial and strategic oversight to direct reports and teams, ensuring robust performance management, collaborative working, and delivery against organisational priorities, targets, and deadlines.

- **Drive a Culture of Accountability and Excellence**
  Embed high standards of governance, transparency, and continuous improvement across all activities, ensuring alignment with the Combined Authority's strategic objectives.
- **Foster Strategic Relationships**
  Build and maintain strong, positive relationships with internal and external stakeholders at all levels, influencing and negotiating to secure outcomes that benefit the Liverpool City Region.
- **Adopt a Data-Driven Approach**
  Lead the use of data and evidence to inform decision-making, monitor performance, identify opportunities for improvement, and drive innovation across contracts and projects.
- **Promote Knowledge Sharing and Organisational Learning**
  Actively share insights, best practices, and intelligence to strengthen organisational capability and resilience.
- **Ensure Customer Focus and Value for Money**
  Place inclusion, income generation, cost efficiency, and value for money at the heart of all decisions and implementation strategies.
- **Act as a Strategic Deputy**
  Deputise for the Senior Leaders as required, providing leadership continuity and delivering high-quality updates and briefings to senior stakeholders.
- **Collaborate Across the Transport Directorate**
  Work as an integral member of the multi-modal Transport Team, ensuring cross-service collaboration and flexibility to deliver a world-class transport offering for residents and visitors.
- **Lead by Example in Change and Innovation**
  Inspire teams to embrace change, act with urgency, and deliver innovative solutions that support the Combined Authority's ambitions for devolution and transport transformation.

## 4. Recruitment Plan

Competency Based Interview
Assessment

# PERSON SPECIFICATION

**Job Title**: Transport Devolution and Rail Reform Manager

| Criteria | | |
|---|---|---|
| **Qualifications and Training** | **E = Essential<br>D = Desirable** | **Identified By** |
| A relevant degree-level qualification or substantial professional experience in a related field, such as Transport Planning or Public Policy | **E** | **A, I, FQ** |
| Project or Programme Management Certification (e.g. PRINCE2, MSP, APM) – especially valuable for managing complex, multi-stakeholder initiatives. | **D** | **A, I, FQ** |

| **Experience and knowledge** | **E = Essential<br>D = Desirable** | **Identified By** |
|---|---|---|
| Proven experience in transport planning, infrastructure development, or public policy, ideally within a rail or public transport context.<br><br>Proven experience influencing national policy or contributing to major reform programmes (e.g., rail reform) | **E** | **I** |
| Strong understanding of UK devolution frameworks, particularly in transport and infrastructure, including familiarity with the Level 3 and Level 4 devolution models | **E** | **I** |
| Strong understanding of devolution policy, local government structures, and transport governance | **E** | **I** |
| Experience leading strategic negotiations with government departments and national transport bodies”<br><br>Experience working with or within Mayoral Combined Authorities or similar devolved bodies. | **E** | **I** |
| Knowledge of data-sharing frameworks and digital platforms in transport.<br><br>Understanding of rail industry governance, concession models, and infrastructure funding | **D** | **I** |
| Familiarity with station development, land use planning, or regeneration projects. | **E** | **I** |

| Skills and abilities | E = Essential<br>D = Desirable | Identified By |
|---|---|---|
| Excellent stakeholder engagement and partnership-building skills, particularly with public sector bodies.<br><br>Ability to lead complex multi-stakeholder programmes at regional and national level<br><br>Political awareness and ability to operate in a sensitive, high-profile environment | **E** | **I** |
| Ability to manage complex projects and policy initiatives with multiple stakeholders. | **E** | **I** |
| Strong analytical and strategic thinking skills.<br><br>Ability to interpret and apply legislation and regulatory frameworks in transport governance | **E** | **I** |
| Excellent written and verbal communication skills | **E** | **I** |

| Personal Attributes | E = Essential<br>D = Desirable | Identified By |
|---|---|---|
| A passion to improve public transport services<br><br>Resilience and confidence to represent the CA in national forums and high-stakes discussions | **E** | **I** |
| An understanding of and a personal commitment to the Vision and Aims of LCR Combined Authority | **E** | **I** |
| A commitment to providing a high-quality customer service and ensuring service standards are met | **E** | **I** |
| Demonstrable commitment to diversity and inclusion, together with a clear appreciation of equalities issues | **E** | **I** |
| Flexible approach to working hours and willingness to work flexibly as and when required | **E** | **I** |
| Quality, time management and organisational skills | **E** | **I** |
| A commitment to achieving Social Value across all areas of work | **E** | **I** |
| Knowledge of the key issues facing a City Region. | **D** | **I** |

| Core Behavioural Competencies | E = Essential<br>D = Desirable | Identified By |
|---|---|---|
| An ability to demonstrate our core values, including a commitment to Equality, Diversity, and Inclusion | **E** | **I** |
| Experience of/ability to contribute to a high-performance culture | **E** | **I** |
| Embed LCRCA's behaviours of LCRCA First, Action Focused, and Respect | **E** | **I** |

| | | |
|---|---|---|
| Proactive leadership in driving organisational change and innovation” | | |

**Key to Assessment Methods:**

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|---|---|---|---|
| KO – Knockout question | A - Application | P – Presentation | T - Test |
| FQ – Filter Question | I – Interview | E – Exercise | AC – Assessment |