



The Nene Valley Railway – General Manager

We want a talented and ambitious manager to help lead the Nene Valley Railway through our next phase of development. The successful candidate will be responsible for all aspects of the organisation, from safe operations through to driving innovative new revenue streams.

The NVR is one of the United Kingdom's leading charity heritage railways and museums. The Nene Valley Railway runs through the picturesque surroundings of the Nene Valley area from Yarwell to Peterborough (approx. 7½ miles) with the main station at Wansford near the A1. A mixture of steam and diesel heritage trains serve our 5 stations.

We have hosted famous locomotives, including Sir Nigel Gresley and Flying Scotsman and our Hudswell Clarke loco 1800 was named "Thomas" by the Rev Awdry himself.

The NVR

NVR is a charity with permanent paid staff, managing Locomotive and Carriage & Wagon workshops; Infrastructure; Commercial and Financial activities; and a volunteer workforce of about 300, including the managers of Operations, Locomotive Operations and the safety team.

As well as weekend and some weekday running, we have a number of events throughout the year, with the peak being the Santa Specials, which attract a huge number of visitors each year and are essential to the income stream for the railway. We are looking to add to these to drive revenues higher and pursuing other fund raising activities.

The effect of COVID and the current economic climate have created a challenging environment for the tourism sector generally and NVR is still fighting back from that. But we believe we have an excellent platform to drive multiple income streams whilst educating visitors on how the railway shaped the United Kingdom today.

The Role

As General Manager, you would be responsible for managing all of the various functions needed to support the day-to-day operation of the Nene Valley Railway and our further development. The GM must be able to ensure that the railway is safe to operate and commercially successful. We require an inspirational leader with commercial intelligence who can manage a team of paid and volunteer staff.



The GM is expected to work with the railway's trustees to help define and refine the NVR's strategic goals and then lead the management team to achieve them. The trustees have a breadth of experience of the NVR as well as rail, commercial, strategic and financial experience, which is available to support the GM.

The successful applicant will be based at the railway's offices at Wansford and will need a current driving licence and have their own transport. Hours will include some weekend and bank holiday working, school holidays and evenings.

The General Manager reports to the Chairman of the Nene Valley Railway Ltd Board of Trustees. This is a permanent position following an agreed probationary period.

The General Manager is a key safety post.

Essential

- A proven track record in a senior management role(s), setting targets and managing performance.
- Good level of business and commercial awareness, financially literate.
- Ability to manage the mix of disciplines (commercial, engineering, safety, railway operations) and the mix of paid and volunteer staff.
- Understanding of the importance of a safety-critical environment
- Communication skills – able to inspire staff and to communicate with external stakeholders (including ORR, RAIB, EA, HSE, Charities Commission, Heritage Railway Association)
- Ability to prioritise and to delegate.
- Strong and effective interpersonal skills.
- Proven record in achieving high levels of customer satisfaction.

Desirable

- Good understanding of NVR or other heritage railway operations.
- Experience in fund raising – pursuing grants, donations and other sources of income available to registered charities and heritage enterprises
- Tourism related experience.
- A recognised Health and Safety qualification, with experience of leading improvements in safety and risk management culture.
- Experience of developing strategic business plans



Hours

37 hours per week. There will be a requirement for some weekend and Bank Holiday working and there will be at least one evening meeting per month.

Salary

£40,000 but more might be available for an exceptional candidate.

Other Important Information

The role may require the post-holder to be in a position of responsibility with respect to young persons or to vulnerable adults and may, subject to requirements, require an enhanced Criminal Records check.

The successful candidate will be required to complete a Medical Questionnaire Form and may also, at the Board's discretion, be expected to undertake and to pass an appropriate medical examination carried out by the Company's appointed Medical Practitioner

How to apply

Apply for this role by emailing a covering letter of no more than one A4 side explaining why you are suitable for the role, together with a copy of your CV to: chairman@nvr.org.uk. Applications close on 13 December 2023.

If you would like to understand more about this role before applying, please email your name and phone number to chairman@nvr.org.uk to arrange a call.