**Recritment of a Simulator Training Delivery Manager**

**Background**

In 2021 the Training Academy employed a Simulator Manager to oversee the day to day running of the Simulator Centre at Birmingham and a satellite location at Northampton.

When this position became vacant in 2023 a review of the departments resource and business requirements was undertaken to establish whether replacing this position was the most effective use of this head.

It was concluded the priority, at that time, was to appoint an additional fully competent operational trainer to accommodate the rise in demand for safety critical training, and the simulator activity currently being requested could be effectively absorbed into the extended Driver Operations Training Team.

**Current situation**

Over the past 12 months the demand for safety critical training has increased further with the business now planning 50 % increase in driver intake alone, putting additional resource pressure on the training team.

In additional to the above there is a renewed appetite across the business to increase simulator activity.

* Requests for Driver Simulator assessments are on the rise
* Prequalifying drivers are now being encouraged to attend Sweep up sessions
* Appetite for WMT stakeholders to utilise the sims more for general driver development
* A keenness to implement a 3-year driver CMS cycle which will signpost DM to use simulators for driver development days.

The above has resulted in the Operation Trainers having to invest considerably more time managing simulator requests, reprioritising their work commitments to accommodate these requests and maintain the running of the sims.

Unfortunately, due to the increasing demands they face in their substantive roles they are now unable to accommodate all requests in a timely manner, nor do not have the capacity to effectively manage the day to day running of the simulator suites or drive the increase activity the business requires.

**Proposal**

It is proposed the business employ a Simulator Training Deliver Manager as this would provide a dedicated resource to:

* Oversee the running of WMT Simulator Centre and simulator satellite locations.
* Coordinate West Midland Trains simulator training and assessment programmes.
* Design and deliver innovative simulator solutions for new and experienced drivers to enhance performance.
* Partner with key stakeholders to establish strategies which optimise the use of the simulators and drive these strategies forward.