**Job Holder:**  Simulator Training Manager

**Reports to:**  Training Academy Manager

**Grade:**  PM1

**Safety Status:**  Safety critical

**Date version agreed:** June 2016

**1. Job Purpose**

* To manage West Midland Trains Simulator training delivery and development.
* Coordinate the usage mobile simulator packages across the business.
* Deliver simulator and safety critical training, to drivers and other operations staff to ensure continuation of skills are achieved and compliance met.

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| **2. Safety Details** |  |
| **A.** This job requires **Security Clearance** (e.g. Running of Special Trains) | NO |
| **B.** The job holder is required to hold a relevant **Track Safety** competence (e.g. PTS) | X YES |
| **C.** This is a **Safety Critical Work Post** | X YES |
| **D.** This is a **Key Safety Post** | NO |
| **E.** Reference to this job is included in West Midlands Train’s **Safety Certification** documents | NO |
| **F.** This job **Manages Employees** (undertakes specific tasks indicated in the occupational & operational standards manuals) | NO |
| **G.** This job **Manages Locations** (undertakes specific tasks as indicated in the occupational and operational standards manuals) | X YES |

**3. Dimensions**

**A. Financial:**

**B. Staff:**

**C: Others:**

Responsible for managing West Midlands Trains static and mobile simulator packages, designing and developing operational training solutions which assist in the development of new and experienced Drivers and Operations staff across the business.

Ensuring all programmes are developed to represent industry best practice, safety regulations, European Driving Licensing Regulations and are compliant with Operational and Occupational Standards.

Deliver training to trainee and experienced drivers and other operations staff across the business.

**4. Key Accountabilities**

* Promote and manage the day to day running, of the static and mobile simulator packages.
* Devise innovative simulator training and assessment solutions to enhance driver and other operational staff’s performance and development.
* Ensure all simulator training scenarios reflect the current needs of the business.
* Liaise with Operations Training Team to ensure all scenario development and associated material is integrated appropriately within Driver / Conductor training modules.
* Liaise with Operations Training Team regard the introduction of new simulator scenarios and instruct on the best methods of delivery.
* Liaise with key internal and external stakeholders to devise simulator scenarios which can be embedded into WMT traction programmes.
* Liaise with Operations Standards Team to ensure training material is compliant and meets with business and group standards.
* Liaise with key stakeholders across the business to promote optimum usage of mobile simulators and associated equipment.
* Liaise with WMT Simulator suppliers and other key extremal stakeholders to ensure effective reporting of simulator activity, effective maintenance of equipment, regular systems update for optimum usage.
* Coordinate the use of remote hardware including laptops and smartboards across the business.
* Manage the data administration and synchronization procedures between static and remote laptops.
* Responsible for implementing and maintaining security measures for all simulator hardware and software usage.
* Liaise with key stakeholders to Manage simulator training schedules for the business needs.
* Devise and deliver simulator training to trainee and experienced drivers and other operations staff i.e. out of course, pre and post qualifying and continuous development training.
* Assist with the delivery and assessment of other safety critical training programmes.
* Devise training courses and train key operational instructors and coaches in the use the static and remote simulators.
* Ensure all scenario development and updates are suitably recorded.
* Ensure accurate recording of simulator training activity is maintained.
* Maintain best practice in training approaches.
* Ensure accurate and comprehensive evaluation of all training delivered.
* Assess knowledge and report on delegate achievements.
* Assist in competency assessments to support the delivery of qualifications.
* Able to make decisions regarding simulator programme updates based on knowledge, experience, industry and company standards.
* Ensure compliance with all safety responsibilities, operational standards and the requirements of the Health & Safety at Work Act.
* Maintain own knowledge of rail industry requirements, standards and best practice.
* Maintain own knowledge & assessment for relevant operational competence.
* Deliver training projects to agreed deadlines.
* Any other duties commensurate with the grade and post and as required.

**5. Main Contacts (External/Internal)**

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| --- | --- | --- |
| **Contacts** | **Frequency** | **Purpose** |
| Training colleagues | Daily | Update /advise on programme and industry developments |
| Operations and Standard Team | As required | Obtain updates on Industry developments |
| Head of Operations, Operational Managers | As required | Update /advise on programme and industry developments |
| External Bodies - Corys , Caf Bombardier, Partnering TOCs – Simulator developers RSSB, ATOC | As required; |  |

**6. Knowledge and Experience**

* Experience in training is essential.
* Previous driver operational experience is essential.
* Experience of managing interdepartmentally to achieve goals
* Knowledge of West Midlands Trains operations and geography. Excellent communication, rapport building skills, written and verbal.
* Highly organised, flexible, able to work on own initiative and as part of a team.
* Excellent knowledge of office software including Word, Excel, PowerPoint and Microsoft Outlook
* Skilled in use of technology to deliver quality training.

Qualification & Training required for the role:

* Trainer or Coaching & Instructional qualification is essential.
* Holder of A1 qualification or equivalent would be an advantage.
* Rules & Regulations competence to the designated standard.
* Successful completion of Personal Track Safety Training.
* West Midlands Trains Induction programme attendance.

**7. Sign off**

**Job Holder:……………………………………………….. Date:………………..**

**Manager:………………………………………………….. Date:………………..**

**Nominated Deputies**

If this is a KEY SAFETY POST (2D is “checked”) a Nominated Deputy must be identified. The job holder must ensure that the Nominated Deputy receives a copy of, and is briefed on, this Job Description.

**Job title of**

**Nominated Deputy: ……………………………………………………………....**

**Name of Nominated Deputy: …………………………………………………..**

**Signature of Nominated Deputy: ………………………………………………**

**Date: ………………………………………………………………………………….**

As the Nominated Deputy for this post, I confirm that I have been briefed on the requirements of this job. If there are more Nominated Deputies they should sign further copies of this Job Description.

**Safety & Environmental Safety Responsibility Statement**

It is the line manager’s responsibility to ensure that the post holder is fully briefed and responsibilities are clearly understood by the post holder.

This statement must be amended and accepted:

1. Wherever responsibilities are changed;
2. In response to an accident or incident;
3. In response to external changes to Health and Safety and Environmental Legislation; *and/or*
4. Following annual review.

## General Responsibilities

Overarching Safety and Environmental Responsibilities are as follows:

1. You must take reasonable care for your own health and safety and of persons who may be affected by your acts or omissions at work;
2. You must co-operate on matters regarding safety and health;
3. You must not interfere with anything provided in the interest of health and safety – for example override safety features of equipment;
4. You must follow the training you have received when using any work items your employer has given you;
5. Tell someone (your employer, supervisor or health and safety representative) if you think the work or inadequate precautions are putting anyone’s health and safety at serious risk;
6. You must support the business in achieving its objectives laid out in its latest Environment & Energy Policy.

Further Safety and Responsibilities that apply to all West Midland Trains employees are set out below, in sections which correspond with the West Midland Trains Safety Management system.

You must take reasonable care for your own health and safety, and of persons who may be affected by your acts or omissions at work.

1. **Policy, Leadership and Resourcing**
   1. You must understand and comply with the Refusal to work on the grounds of health and safety policy.
   2. You are responsible for attending the following safety and / or environmental related meetings:

E.g. Sustainability Action Group, SEMG

List meetings here

**X None apply**

* 1. You must comply with the West Midland Trains policy on the use of mobile phones when driving on company business.

1. **Employee training**
   1. You must attend the necessary safety and/or environment training courses within 3 months of appointment (or as soon as practicable thereafter).
2. **Planned Inspections**
   1. You must comply with the procedures which exist to remedy substandard acts and conditions found in the workplace.
3. **Accident and incident investigation**
   1. You must ensure that all personal accidents and near misses are reported to your supervisor or Control as detailed on the health and safety notice board.
   2. You must ensure that all personal accidents are reported and investigated as detailed in the Accident/Incident Reporting and Investigation standard.
4. **Emergency planning and Security**
   1. When working at static locations you must ensure that you understand the local emergency plan at each location at which you are required to work. Local emergency plans are detailed on safety notice boards.
   2. You must understand and comply with your obligations regarding security checks, suspect packages, bomb threats and explosions as detailed in the West Midland Trains Occupational Standards Manual.
   3. You must understand and comply with your obligations regarding security checks, suspect packages, bomb threats and explosions as detailed in the West Midland Trains Occupational Standards Manual.
5. **Rules Competencies, Permits and Licences**
   1. You will receive an assessment of competence in the rules, regulations and instructions which apply to your post. The initial and subsequent assessments will be given by qualified trainers/assessors. Competence processes will lead to certification. You must ensure that you maintain your own competence in rules, regulations and instructions for the post that you hold.
   2. You must be in possession of the necessary publications, as detailed by your manager or supervisor before you take up your post.
   3. You may be required to drive motor vehicles owned, hired, or leased by West Midland Trains. You must not do so unless in possession of a valid license appropriate to the vehicle being driven. You must be insured to use that vehicle and fully comply with the Authority to Drive procedures, carrying the appropriate authority card.
6. **Communications**
   1. You must ensure that you attend regular briefings which cover safety and environmental issues.
   2. You must attend any local job induction training session on your first day at a new location.
7. **Auditing and safety Check**
   1. You must ensure that substandard conditions found by you in West Midland Trains workplaces are reported to the appropriate line manager or Control without delay.
   2. You must ensure that any practices undertaken that do not align to current policies or standards are reported to your Line Manager or Control without delay.
8. **Promotion of Environment & Safety Issues**
   1. You must ensure that you are aware of the location and are familiar with the contents of the safety and environment notice board.
9. **Health Controls**
   1. You must understand and comply with the alcohol and drugs policy as detailed in OCC-205 Alcohol and Drugs and other policy documents.
   2. You must understand and comply with the standard for Control Of Substances Hazardous to Health (COSHH).
   3. You must understand and comply with the standard for Control of Asbestos.
   4. You must understand and comply with company standards for management of cases of occupational ill health.
   5. You must understand and comply with the standard for Staff Care and Support System (SCASS).
10. **Personal Protective Equipment (PPE)**
    1. You are responsible for wearing the required PPE as directed by the local manager or supervisor when visiting locations where it is required.
    2. You will be issued with PPE on a personal basis.
11. **Purchasing, Procurement and Management of Contractors**
    1. You must understand and comply with the company standards for purchasing, procurement and stores provision as produced by the Head of Procurement.
    2. You must understand and comply with the company standard for managing contractors.
12. **Environment**
    1. Where your role has an impact on the Environment you must ensure that you are familiar with the contents of all relevant Environmental standards, including but not limited to the Environmental & Energy Management System Manual.

## Specific Responsibilities

Your specific safety and environmental responsibilities are set out below, in sections which correspond with the West Midland Trains safety management system.

## Safety Responsibility Statement Acceptance

I acknowledge the receipt of the job description and statement of the safety and environment responsibilities associated with my post. I understand these responsibilities, which have been explained to me. Training needs have been identified and agreed.

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| Signed: |  | Job title: |  |
| Name: |  | Location: |  |
| Date: |  |  |  |

I have explained the Safety and Environmental Responsibilities associated with the role of *(insert role title)* to the role holder and am satisfied that they understand these responsibilities. Training needs have been identified and timescales for such training have been identified.

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| --- | --- | --- | --- |
| Signed: |  | Job title: |  |
| Name: |  | Location: |  |
| Date: |  |  |  |

## Review

This statement will be reviewed annually.

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| --- | --- | --- | --- | --- | --- | --- |
| Date Due: |  | Date Reviewed: |  | Post Holder Signature: |  | Line Manager Signature: |
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