

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Agreements Pipeline Compliance Manager	Maintain and promote awareness and use of the Crossrail Agreements Management Plan (AMP) which is a programme controls tool supported by a web enabled Agreement Management System application (AMS). Maintain, audit and report upon the AMP and in particular the Crossrail Third Party Agreements (TPA) in the Pre Contract Agreement Pipeline (AP). The AP comprises the initial listing of agreements that are required to bring the railway into staged operation through the completion of the current Civil works contracts, the various Station fit out works and the Rail Systemwide works. The AMP sets out and progress tracks TPA through their Governance gateways and authorisation routes to completion and transfer into the Agreement Register. Ensure through compliance reviews that Agreement Sponsors, Agreement Clients and Leads are aligned to the AMP requirements throughout the various Pre Contract stages of establishing TPA. Provide support on TPA issues to Agreement Leads across all Crossrail Directorates as required.	£50,000 - £54,999	Nil	£0-£999	Nil	Nil
Application Developer/Support Analyst	The primary purpose of the job is to develop and maintain the Vehicle Movement Planning System, liaising with end users to ensure that the required functionality and reports are available. In addition as a member of the Application Development team there is a requirement to develop and support additional custom applications that work for the business on a standard pre-defined development framework.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
Assistant Engineering Manager	To provide engineering leadership to the Framework Design Consultants (FDCs), to check quality and delivery to schedule of contractor clarifications/proposed changes of design.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
Assistant Project Engineer	<ul style="list-style-type: none"> To support the Manager of Engineering, Project Engineer and Project Team on engineering matters under the authority of the Chief Engineer To manage the Technical design delivery and internal and external stakeholders on a Crossrail infrastructure facility 	£50,000 - £54,999	Nil	£0-£999	Nil	Nil
CAD Design Coordinator	To liaise with the design and construction contractors ensuring they adhere to Crossrail CAD Standards, procedures and processes.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
CAD Manager - As Built Drawings	To assist the Managers of Engineering and Engineering Managers in creating As-Built information for the Project. Managing a team of CAD technicians to produce As Built Drawings and updated 3D model information from Red-Line mark ups produced by Crossrail Contractors on site.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	9
Community Relations Manager	To establish and maintain an outstanding reputation among key audiences to enable the successful delivery of Crossrail To provide of a community relations service that keeps local stakeholders informed, develops and maintains relationships with local stakeholders, particularly those directly affected by construction, and reduces risk to programme delivery	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	1
Community Relations Manager	To establish and maintain an outstanding reputation among key audiences to enable the successful delivery of Crossrail To provide of a community relations service that keeps local stakeholders informed, develops and maintains relationships with local stakeholders, particularly those directly affected by construction, and reduces risk to programme delivery	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	2
Contract Administrator	Assist the Lead Contracts Administrator in relation to the development and implementation of a Contract Management Program for the project consistent with Contracts Management Policies and Work Processes, Procedures and Systems; checking that commercial and contract issues are dealt within the Project at the lowest level cognisant with the delegated authorities; deputising for the Lead Contracts Administrator when requested and performing duties allocated by the Lead Contracts Administrator for the successful commercial management of the project goals and objectives.	£50,000 - £54,999	Nil	£0-£999	Nil	Nil
Contract Administrator	Assist the Lead Contracts Administrator in relation to the development and implementation of a Contract Management Program for the project consistent with Contracts Management Policies and Work Processes, Procedures and Systems; checking that commercial and contract issues are dealt within the Project at the lowest level cognisant with the delegated authorities; deputising for the Lead Contracts Administrator when requested and performing duties allocated by the Lead Contracts Administrator for the successful commercial management of the project goals and objectives.	£50,000 - £54,999	Nil	£0-£999	Nil	Nil

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Contract Administrator	Assist the Lead Contracts Administrator in relation to the development and implementation of a Contract Management Program for the project consistent with Contracts Management Policies and Work Processes, Procedures and Systems; checking that commercial and contract issues are dealt within the Project at the lowest level cognisant with the delegated authorities; deputising for the Lead Contracts Administrator when requested and performing duties allocated by the Lead Contracts Administrator for the successful commercial management of the project goals and objectives.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
Cost Verification Analyst	To verify that costs payable by Crossrail are valid and in accordance with the terms of the contracts, both by substantive verification of costs and by assessment of contractors' accounting and control systems. Work alongside designated Project Lead Contract Administrators across the Areas to support Project Managers in the assessment of Defined Cost.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
Digital Handover Advisor	The primary purpose of this role is to assist the Information Handover Manager and Handover Information Specialist in; <ul style="list-style-type: none"> • Designing and building the processes, tools and templates for preparing CRL information in the core systems for handover to stakeholders • Building processes which are automated wherever possible • Establishing the methods for CRL to provide a system assured set of data which meets the IMs digital information management requirements The role will focus on preparing data through the use of standard programming tools and custom built programme solutions which can interface with CRL core enablers to ensure the metadata and virtual relationships are correct and in the agreed format to ensure a singular approach to reviewing, approving and transferring digital information for Handover to IM systems. The role provides the Information Handover team with an interface for technical issues with IT Applications when working with them to design tools and reports. This role will help ensure a consistent and compliant set of digital information which can be used to form the basis of the final handover to the owner & operators.	£50,000 - £54,999	Nil	£0-£999	Nil	Nil
Employability & Brokerage Manager	The primary purpose of this role is to lead the implementation of employment elements within the Crossrail Skills and Employment strategy; specifically - driving delivery against pre set targets; ensuring access, funding and coherent management and tracking of people entering pre-employment training and/ or the job Brokerage service at a variety of entry points and then onwards into employment. To lead and manage the efficient and effective delivery of the Crossrail Job Brokerage service and to develop partnership activity; liaising with external referral agencies, key stakeholders including local authorities and their representative bodies, brokerages, JCP, DWP, Colleges, Welfare to Work providers and employers to facilitate employment outcomes. To lead work with local employment agencies and unemployment programmes so that local people are targeted and made aware of work opportunities on the project and that the workforce becomes increasingly reflective of the diverse communities served by the project.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
Engineering Manager	Providing engineering leadership through the Chief Engineer's Group to the Framework Design Consultants (FDCs) to check quality and delivery to schedule of contractor clarifications/proposed changes of Employer's design. To confirm with the support of the FDC, the compatibility of the contractors' temporary works submissions with FDC permanent works design.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	2

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Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Engineering Manager	Providing engineering leadership through the Chief Engineer's Group to the Framework Design Consultants (FDCs) to check quality and delivery to schedule of contractor clarifications/proposed changes of Employer's design. To confirm with the support of the FDC, the compatibility of the contractors' temporary works submissions with FDC permanent works design.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
Facilities Manager	The Facilities Manager is responsible for the day to day operations of facilities management ensuring that Crossrail has the most suitable working environment for its employees and their activities. This role specifically focuses on innovation and problem solving in order to meet the demands of the business. This role also has responsibility for improving service delivery and achieving value for money.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	9
Field Engineer	Oversees technical and quality aspects of construction activities within area of responsibility as appointed at geographic location or for a system.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
Field Engineer	Oversees technical and quality aspects of construction activities within area of responsibility as appointed at geographic location or for a system.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
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Field Engineer	Oversees technical and quality aspects of construction activities within area of responsibility as appointed at geographic location or for a system.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
Field Engineer - Portals & Shafts	To oversee the technical and quality aspects of construction and activities within an area of responsibility as appointed for a geographic location, contract or a system.	£50,000 - £54,999	Nil	£0-£999	Nil	Nil
Field Engineer Track	Responsible for overseeing the technical and quality aspects of systemwide construction, testing and commissioning activities within an area of responsibility as appointed for a geographic location, contract or system.	£50,000 - £54,999	Nil	£0-£999	Nil	Nil
FOI & Data Protection Manager	To lead and deliver responses to Freedom of Information requests, to maintain and ensure application of CRL's Data Protection Policy and to lead, coordinate and draft papers to CRL Board and committees on behalf of the Directorate.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
Geomatic Surveyor	To ensure that survey data in use on the project meets Crossrail Standards. Monitor site survey activities and report appropriately.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	1
H & S Specialist-Delivery Tunnels	Working to improve health & safety performance of Crossrail and its contractors to ultimately raise the bar in health and safety within the industry. The post-holder is to support the C512 Deputy Project Manager to promote improvements in health & safety management and performance within the Whitechapel tunnels and shafts. They are to work closely with site teams, contractors and other stakeholders to ensure integration of the Crossrail Target Zero culture into daily work programmes, and to ensure interfaces are actively and safely managed.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
Health & Safety Advisor	Working to improve health & safety performance of Crossrail and its contractors within the area delivery teams. The post-holder is to support the health & safety manager within the delivery team to promote improvements in health & safety management and performance. They are to work closely with site teams to ensure integration of the Crossrail Target Zero culture into daily work programmes on all sites.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
Health & Safety Specialist - Assurance	To deliver health and safety assurance assessments and audits in relation to Crossrail's and stakeholders' approaches to the assessment and management of health and safety risk and compliance with health and safety legislation or company procedures, in design, construction and preparation for operation of the completed railway. The work will be undertaken to support Crossrail's Target Zero principles.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
IT Training Manager	The IT Training Manager will be responsible for defining and delivering an IT Training programme that delivers clear measurable results and ensures those delivering Crossrail have effective IT skills and capability	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	4
Land Manager	To enable access to and use of all land required to build and operate the railway, including overseeing the fair and prompt settlement of all compensation claims, whilst maintaining Crossrail's reputation with its stakeholders. To ensure good title to land and agreement to final land ownership for the whole route by mapping out the future use of all acquired land and property and associated boundaries of responsibilities between the future infrastructure managers and completing all property agreements required for operation and maintenance of the railway.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	1

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Lead Urban Designer	To enable Crossrail stations to achieve their full potential by ensuring the design of the urban realm is fully integrated with the stations, development and transport links, and delivered on budget and to programme	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
Logistics Systems Manager	To manage and deliver the Logistics support functions including: i) the Vehicle Management Planning System (VMPS); ii) the Traffic Co-ordination Centre (TCC); and iii) the Incident Response Desk (IRD); and iv) • Lorry Driver Training (LDT) administration.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	11
Materials Compliance Engineer	Provide technical support to the Head of MEP and in the technical review of Material Compliance with London Underground's Cat 1 Standard 1-085 Fire safety performance of materials. To be the single point of contact with respect to 1-085 approval and to produce and manage a database of the proposed materials identifying, compliance, concessions, approvals etc.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
Media Relations Manager	To provide strategic and operational media relations in support of the overall Crossrail communications strategy.	£50,000 - £54,999	Nil	£0-£999	Nil	Nil
Media Relations Manager	To provide strategic and operational media relations in support of the overall Crossrail communications strategy.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
MEP Engineer (Public Health)	To support the project in providing technical support to the Head of MEP and in providing support to the technical review of design and construction documents that are presented to Gates.	£50,000 - £54,999	Nil	£0-£999	Nil	Nil
SCADA Engineer	Undertake technical client and assurance role in designated technical areas (refer Section 5) in relation to delivery of Communications and Control Systems (C&C Systems) by Crossrail Systemwide Delivery team and its contractors.	£50,000 - £54,999	Nil	£0-£999	Nil	Nil
Senior Marketing Campaign Officer	The Senior Marketing Campaign Officer will support the delivery of Europe's largest infrastructure project by delivering on-brand, effective, value for money campaigns to facilitate the Crossrail works and meet corporate objectives as articulated in the External Affairs strategy.	£50,000 - £54,999	Nil	£0-£999	Nil	Nil
Site Engineer	To support effective delivery of the works in designated areas through the coordination of interfaces, monitoring and reporting of progress, and resolution of problems.	£50,000 - £54,999	Nil	£0-£999	Nil	Nil
Site Manager	To support in relation to the monitoring of jobsite activities by contractors, subcontractors, and suppliers, the coordination of interfaces; and the overseeing of progress and productivity of the works.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
Site Manager	To support in relation to the monitoring of jobsite activities by contractors, subcontractors, and suppliers, the coordination of interfaces; and the overseeing of progress and productivity of the works.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
Site Manager	To support in relation to the monitoring of jobsite activities by contractors, subcontractors, and suppliers, the coordination of interfaces; and the overseeing of progress and productivity of the works.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	1
Works Arrangement Engineer	Provide managerial support in the execution of the Systems Main Works engineering contract, safely and to requirements, within budget and schedule.	£50,000 - £54,999	Nil	£0-£999	Nil	Nil
Young Crossrail Programme Manager	The primary purpose of this role is to implement the Crossrail Skills & Employment strategy; lead, manage and develop the Young Crossrail programme.	£50,000 - £54,999	£0-£4,999	£0-£999	Nil	Nil
Agreement Register & Compliance Manager	Maintain and promote awareness and use of the Crossrail Agreements Management Plan (AMP) which is a programme controls tool supported by a web enabled Agreement Management System application (AMS). Maintain, audit and report upon the AMP and in particular the Crossrail Third Party Agreements (TPA) in the Post Contract Agreement Register (AR). The AR catalogues all TfL mode agreements that are required to bring the railway into staged operation through the completion of the current Civil works contracts, the various Station fit out works and the Rail Systemwide works. The AMP sets out and progress tracks TPA through their Governance gateways and authorisation routes to completion and transfer into the AR. The AR is the main agreement register, incorporating an Obligation Tracker and a Close Register. Ensure through compliance reviews that Agreement Managers are aligned to the AMP requirements throughout the Post Contract stage and in particular that obligations within TPA have been properly discharged prior to being accepted into the Closure Register. Provide support on TPA issues and disputes to Agreement Managers across all Crossrail Directorates as required.	£55,000 - £59,999	Nil	£0-£999	Nil	Nil
Area Planning Engineer	Supporting the project teams with all planning related activities associated with the management of their contracts and reporting requirements.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	Nil

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Asset Information Systems & Status Mgr	The purpose of this role is to ensure that sufficient asset information is gathered and stored to support these long term objectives. The role of Asset Information Systems & Status Manager is an important strategic role with key responsibility for the creation of the structure, utilisation and management of asset information within the Crossrail Asset Information Management System (AIMS) and other related systems and data sources plus the production of key status reports to support the business. This role is also responsible for managing the Configuration Management Team.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	3
Business Intelligence Developer	To provide technical support to Crossrail Programme Controls reporting within the corporate standard pre-defined development framework. Programme Controls core applications include Prism (Cost), Primavera (Schedule) and ARM (Risk) which play a crucial part in the delivery of Crossrail on time, within budget and to the required quality. Crossrail have an on-going requirement to report within and across these systems ensuring that the information is produced to schedule and in a consistent manner. The successful candidate will be expected to work with an existing BI Developer to become familiar with the application data models, local reporting solutions and the monthly consolidation into a corporate data warehouse.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	Nil
Commercial Finance Analyst	A qualified Accountant to work as part of the Finance Analysis & Planning team to produce high quality forecasts and analysis of financial performance that can be accepted as a reliable basis of decision making by the Crossrail (CRL) Executive and Board. The Analysis & Planning team maintains the long-term forecast of the sources and uses of funding for Crossrail. These forecasts are central to monitoring performance and control of investment by the CRL and Sponsors, and provide CRL with the ability to develop responses to future scenarios.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	2
Contract Administrator	Assist the Lead Contracts Administrator in relation to the development and implementation of a Contract Management Program for the project consistent with Contracts Management Policies and Work Processes, Procedures and Systems; checking that commercial and contract issues are dealt within the Project at the lowest level cognisant with the delegated authorities; deputising for the Lead Contracts Administrator when requested and performing duties allocated by the Lead Contracts Administrator for the successful commercial management of the project goals and objectives.	£55,000 - £59,999	Nil	£0-£999	Nil	Nil
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Cost Engineer	To support in: <ul style="list-style-type: none"> • Working with the Project Manager and other team members to analyse and report on the cost status of the works. • Working closely with Contractors' to assess and analyse the cost status of the works; assessing Contractor dashboards and making recommendations where appropriate. Briefing the Project Manager on the cost status of the works. • Co-ordinating the implementation and day to day operation of the Project Change/Trend Program within their Project. Raises, records and reports Trends. Co-ordinating weekly Trend meetings. Monitoring the timely raising and resolution of Trends. Utilising the Trend Database to progress the resolution of trends via weekly trend meetings at project/site level in order to update the AFC. 	£55,000 - £59,999	Nil	£0-£999	Nil	Nil

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Cost Engineer	To support in: <ul style="list-style-type: none"> Working with the Project Manager and other team members to analyse and report on the cost status of the works. Working closely with Contractors' to assess and analyse the cost status of the works; assessing Contractor dashboards and making recommendations where appropriate. Briefing the Project Manager on the cost status of the works. Co-ordinating the implementation and day to day operation of the Project Change/Trend Program within their Project. Raises, records and reports Trends. Co-ordinating weekly Trend meetings. Monitoring the timely raising and resolution of Trends. Utilising the Trend Database to progress the resolution of trends via weekly trend meetings at project/site level in order to update the AFC. 	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	1
Cost Engineer	To support in: <ul style="list-style-type: none"> Working with the Project Manager and other team members to analyse and report on the cost status of the works. Working closely with Contractors' to assess and analyse the cost status of the works; assessing Contractor dashboards and making recommendations where appropriate. Briefing the Project Manager on the cost status of the works. Co-ordinating the implementation and day to day operation of the Project Change/Trend Program within their Project. Raises, records and reports Trends. Co-ordinating weekly Trend meetings. Monitoring the timely raising and resolution of Trends. Utilising the Trend Database to progress the resolution of trends via weekly trend meetings at project/site level in order to update the AFC. 	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	1
Cost Verification Analyst	To verify that costs payable by Crossrail are valid and in accordance with the terms of the contracts, both by substantive verification of costs and by assessment of contractors' accounting and control systems. Work alongside designated Project Lead Contract Administrators across the Areas to support Project Managers in the assessment of Defined Cost.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	Nil
Field Engineer	Oversees technical and quality aspects of construction activities within area of responsibility as appointed at geographic location or for a system.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	Nil
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Field Engineer	Oversees technical and quality aspects of construction activities within area of responsibility as appointed at geographic location or for a system.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	1
Field Engineer (Nights)	To support the Business in overseeing the technical and quality aspects of construction activities within an area of responsibility as appointed for a geographic location, contract or for a system.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	Nil

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Governance Manager	Responsible for managing adherence to the Crossrail internal, Sponsor Board and TfL governance regimes, and ensuring that seeking approvals does not hold up the programme. Ensures that the forward planning of meeting agendas is conducted in a joined-up way so that papers are prepared on time, and Board members and others have timely briefings on relevant contextual matters.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	Nil
Head of Public Affairs	To develop and deliver Crossrail's Public Affairs and stakeholder engagement strategies, in support of the overall Crossrail communications strategy; and to manage the Public affairs team	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	2
Health & Safety Advisor	Working to improve health & safety performance of Crossrail and it's contractors within the area delivery teams. The post-holder is to support the health & safety manager within the delivery team to promote improvements in health & safety management and performance. They are to work closely with site teams to ensure integration of the Crossrail Target Zero culture into daily work programmes on all sites.	£55,000 - £59,999	Nil	£0-£999	Nil	Nil
Health & Safety Advisor	Working to improve health & safety performance of Crossrail and it's contractors within the area delivery teams. The post-holder is to support the health & safety manager within the delivery team to promote improvements in health & safety management and performance. They are to work closely with site teams to ensure integration of the Crossrail Target Zero culture into daily work programmes on all sites.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	Nil
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Health & Safety Advisor	Working to improve health & safety performance of Crossrail and it's contractors within the area delivery teams. The post-holder is to support the health & safety manager within the delivery team to promote improvements in health & safety management and performance. They are to work closely with site teams to ensure integration of the Crossrail Target Zero culture into daily work programmes on all sites.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	Nil
Health & Safety Advisor	Working to improve health & safety performance of Crossrail and it's contractors within the area delivery teams. The post-holder is to support the health & safety manager within the delivery team to promote improvements in health & safety management and performance. They are to work closely with site teams to ensure integration of the Crossrail Target Zero culture into daily work programmes on all sites.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	Nil
Health & Safety Information Manager	Working as part of the health and safety team to improve the performance of Crossrail and it's contractors within the area delivery teams through the effective management of information and the compilation of appropriate reports. The post-holder shall report to the Health & Safety Improvements Manager and will provide effective and accurate information on health and safety performance and direction to all stakeholders as required.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	Nil
IT Project Manager	At various stages through the Crossrail programme, different IT systems and capabilities will need to be implemented, changed or decommissioned. IT projects of varying scale and complexity require a consistent project management approach to ensure delivery to timescale, cost and quality. The role of IT Project Manager is to ensure that all activities required for successful delivery of IT systems to time, to specification and budget, are managed effectively. This includes development of business case, solution specification, evaluation and selection, procurement and/or development, testing, training and implementation.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	Nil

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Lead Cost Engineer	Provide knowledgeable, informed challenge and interpretation of cost data submitted by the Technical Directorate Systemwide Teams (TDSTs) and other key stakeholders, as well as co-ordinating and deploying capabilities of planning staff within the Area / Sub Programme. Also, driving and delivering the affordability agenda with the Area / Sub Programme Managers to allow potential programme cost savings and to check that all commercial issues are dealt within the Area / Sub Programme at the lowest level in line with delegated authorities.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	3
Performance Analyst	The Performance Analysis Unit (PAU) will be staffed by a small number of Performance Analysts who together with the Head of Performance will provide: <ul style="list-style-type: none"> • Permanent support to enable the Finance Director ('FD') to meet their objectives, with a focus on strategic performance analysis, effective communication and accurate prioritisation • Expertise and leadership in exploiting Crossrail's existing capabilities and data in ways that may not occur through the normal operation of the Finance and Programme Controls functions • A coordinated approach to the development and management of Support function projects and initiatives, including improving the effectiveness of the Support Leadership Team (SLT) and its regular meetings and in maintaining a focus on 'adding value' not 'keeping score' The overall purpose of the PAU is to maintain and direct our focus on performance, by identifying and helping secure improvements in the effectiveness, quality and efficiency of the organisation, particularly within the Support Directorates.	£55,000 - £59,999	Nil	£0-£999	Nil	Nil
Performance Analyst	The Performance Analysis Unit (PAU) will be staffed by a small number of Performance Analysts who together with the Head of Performance will provide: <ul style="list-style-type: none"> • Permanent support to enable the Finance Director ('FD') to meet their objectives, with a focus on strategic performance analysis, effective communication and accurate prioritisation • Expertise and leadership in exploiting Crossrail's existing capabilities and data in ways that may not occur through the normal operation of the Finance and Programme Controls functions • A coordinated approach to the development and management of Support function projects and initiatives, including improving the effectiveness of the Support Leadership Team (SLT) and its regular meetings and in maintaining a focus on 'adding value' not 'keeping score' The overall purpose of the PAU is to maintain and direct our focus on performance, by identifying and helping secure improvements in the effectiveness, quality and efficiency of the organisation, particularly within the Support Directorates.	£55,000 - £59,999	Nil	£0-£999	Nil	Nil
Planning Engineer	To support the Project Business Manager in preparing periodic progress reporting of Level 1 and Level 2 schedules. Supporting the project teams with all planning related activities associated with the management of their contracts and reporting requirements. Participating and supporting the project teams in project and programme planning and progress meetings. Identifying and maintaining programme / project milestone and schedule interface activities.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	Nil
Principal Environment Planner	The job holder will take functional responsibility for environmental issues across specified geographic sections of the Crossrail programme, as defined by the Environment Manager. In relation to the areas being managed, the job holder will assure that the work undertaken for design, procurement and construction will be of an appropriate technical quality and that it will be in compliance with Crossrail's Environmental Minimum Requirements and Environmental Management System. The job holder will also work with the Industry Partners (IPs) to assure that environmental deliverables are provided in accordance with the programme's design and construction programme.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	Nil
Project Accountant	The purpose of this role is for an accountant to support Crossrail's project delivery teams in control and reporting of the capital investment programme. They should be confident and credible when working with senior managers and third parties. They should also be a strong communicator both in writing and orally, able to convey financial information in a clear, structured manner.	£55,000 - £59,999	Nil	£0-£999	Nil	Nil
Quality Engineer	Monitoring and reporting the performance of Crossrail contractors Quality Management Systems against the requirements of requirements of the Works Information	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	Nil

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Senior Estates Property Manager	To manage the care and maintenance of land and property controlled by Crossrail but not currently delegated to a contractor for the delivery of works and services. Using the term service contractor manage other specified projects to support Crossrail delivery where necessary. Manage rectifying damage caused to third parties following settlement undertaking mitigation measures along the route. Manage the property budgets and suppliers relevant to maintenance, party wall awards, settlement repairs and project related activity.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	3
Senior Geomatic Surveyor	To ensure that survey data in use on the project meets Crossrail Standards. Monitor site survey activities and report appropriately.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	2
Senior Project Accountant	The purpose of this role is for an accountant to support Crossrail's project delivery teams in control and reporting of the capital investment programme. They should be confident and credible when working with senior managers and third parties. They should also be a strong communicator both in writing and orally, able to convey financial information in a clear, structured manner. In addition, the post holder must be able to manage and lead one or more Project Finance Analysts, guiding them to high performance and enabling them to become qualified Accountants in due course.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	2
Site Manager	To support in relation to the monitoring of jobsite activities by contractors, subcontractors, and suppliers, the coordination of interfaces; and the overseeing of progress and productivity of the works.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	1
Site Manager	To support in relation to the monitoring of jobsite activities by contractors, subcontractors, and suppliers, the coordination of interfaces; and the overseeing of progress and productivity of the works.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	Nil
Site Manager	To support in relation to the monitoring of jobsite activities by contractors, subcontractors, and suppliers, the coordination of interfaces; and the overseeing of progress and productivity of the works.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	1
Systems Accountant	To work as part of the Financial Control team managing the ongoing development of Crossrail's SAP finance system, supporting users and ensuring that core systems generate high quality data for reporting and decision making by Crossrail's managers and its Executive Committee and Board. The Financial Control team maintains the SAP finance system, and provides financial reporting, cash flow forecasting, invoice processing, payment, fixed asset and tax management services to Crossrail.	£55,000 - £59,999	£0-£4,999	£0-£999	Nil	Nil
Application Developer	The purpose of the job is to develop and maintain where appropriate applications that work for the business on a standard pre-defined development framework.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Approval & Acceptance Manager - Trains	Crossrail will use a progressive assurance approach to ensure that each new train delivered meets the appropriate quality standards and has sufficient approvals prior to acceptance and entry into service. This role is responsible for organising the staged inspections of trains during assembly to the point of acceptance, confirming the compliance of individual trains and for managing the contractual train acceptance process, including all 'relevant consents' as well as achievement of 'acceptable quality requirements' and compliance with the procurement contract.	£60,000 - £64,999	Nil	£0-£999	Nil	Nil
Certification Engineer	To oversee the delivery of compliant certification across allocated Delivery Sector project teams for the Central Section.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Certification Engineer	To oversee the delivery of compliant certification across allocated Delivery Sector project teams for the Central Section.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Certification Engineer	To oversee the delivery of compliant certification across allocated Delivery Sector project teams for the Central Section.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Commercial Finance Analyst	A qualified Accountant to work as part of the Finance Analysis & Planning team to produce high quality forecasts and analysis of financial performance that can be accepted as a reliable basis of decision making by the Crossrail (CRL) Executive and Board. The Analysis & Planning team maintains the long-term forecast of the sources and uses of funding for Crossrail. These forecasts are central to monitoring performance and control of investment by the CRL and Sponsors, and provide CRL with the ability to develop responses to future scenarios.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Communications Engineer, Networks	Undertake technical client and assurance role in designated technical areas (refer Section 5) in relation to delivery of Communications and Control Systems (C&C Systems) by Crossrail Systemwide Delivery team and its contractors.	£60,000 - £64,999	Nil	£0-£999	Nil	Nil

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Cost Engineer	Responsible for the analysis and reporting of the cost status of the works. Working closely with the Contractor(s); assessing Contractor dashboards and making recommendations where appropriate. Briefing the Project Manager and Project Business Manager on the cost status of the works and anticipated final costs through to completion. Co-ordinating the implementation and day to day operation of the Crossrail Project Change/Trend Program within the Project. The Cost Engineer raises, records and reports Trends. Co-ordinating weekly and 4 weekly Trend meetings. Monitoring the timely raising and resolution of Trends. Utilising the Trend Database, to progress the resolution of trends via weekly trend meetings at Project/Site level in order to update the AFC. Co-ordinating and reviewing the forecast of deliverables on a 24 weekly revision cycle.	£60,000 - £64,999	Nil	£0-£999	Nil	Nil
Cost Engineer	To support in: <ul style="list-style-type: none"> • Working with the Project Manager and other team members to analyse and report on the cost status of the works. • Working closely with Contractors' to assess and analyse the cost status of the works; assessing Contractor dashboards and making recommendations where appropriate. Briefing the Project Manager on the cost status of the works. • Co-ordinating the implementation and day to day operation of the Project Change/Trend Program within their Project. Raises, records and reports Trends. Co-ordinating weekly Trend meetings. Monitoring the timely raising and resolution of Trends. Utilising the Trend Database to progress the resolution of trends via weekly trend meetings at project/site level in order to update the AFC. 	£60,000 - £64,999	Nil	£0-£999	Nil	Nil
Database Administrator/BI Specialist	To verify that costs payable by Crossrail are valid and in accordance with the terms of the contracts, both by substantive verification of costs and by assessment of contractors' accounting and control systems. Work alongside designated Project Lead Contract Administrators across the Areas to support Project Managers in the assessment of Defined Cost.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Document Control Manager	The principle purpose is to provide and maintain effective development and administration of the Document and Data Control function within the Information and Compliance team. To maintain and demonstrate a robust management of document and data information that meets the requirements of the standard ISO 9001 and are compliant with Crossrail's standards and procedures. Facilitate the best practice that satisfies the practical, quality, legal, security, and assurance requirements of the Delivery, the employer, and the stakeholders, across the corporate and delivery teams within Crossrail.	£60,000 - £64,999	Nil	£0-£999	Nil	5
Environmental Assurance Manager	Crossrail's environmental requirements are at the forefront of environmental best practice and the purpose of this role is to lead on the assurance that Crossrail's construction work is undertaken in compliance with these requirements. The job holder will also have a key role to play in driving and promoting continual improvement of environmental performance in order to create a legacy of best practice for future projects. The job holder will work closely with Environmental Advisors within the Delivery Directorate and with others throughout the Crossrail to achieve these aims.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	5
Equipment Cost Verification Analyst	To develop systems, processes, data analysis and management information to verify that costs payable by Crossrail are valid and in accordance with the terms of the contracts. With the Defined Cost Verification Manager, manage the Cost Verification analysts in the application of these processes and reports. Work alongside Lead Contract Administrators across the Areas to support Project Managers in the assessment of Defined Cost.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Field Engineer Electrical	Responsible for overseeing the technical and quality aspects of systemwide construction, testing and commissioning activities within an area of responsibility as appointed for a geographic location, contract or system.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Field Engineer Networks	Responsible for overseeing the technical and quality aspects of systemwide construction, testing and commissioning activities within an area of responsibility as appointed for a geographic location, contract or system.	£60,000 - £64,999	Nil	£0-£999	Nil	Nil
Field Engineer SCL	To support Crossrail in overseeing the technical and quality aspects of construction activities within an area of responsibility as appointed for a geographic location, contract or for a system.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	1
Field Engineer Stations Architectural	To support the Business in overseeing the technical and quality aspects of Architectural installation activities within an area of responsibility as appointed for a geographic location. contract or for a system.	£60,000 - £64,999	Nil	£0-£999	Nil	Nil

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Fire Engineer	To support the Employer in providing technical support to the Head of MEP and the Lead Fire Engineer, in providing a technical review of the fire design and construction documents that are presented to Gates, and to review Contractor deliverables against procedures and Employers requirements. Provide support to Engineering Managers in the specialist area of Fire Services and technical advice to Contractors as necessary, including guidance on Standards, Specifications and responses to Project Technical Requests (PTR).	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
GIS Manager	To create, manipulate, manage and make available geospatial project information required for the progress of the Project.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	3
Health & Safety Specialist - Assurance	To deliver health and safety assurance assessments and audits in relation to Crossrail's and stakeholders' approaches to the assessment and management of health and safety risk and compliance with health and safety legislation or company procedures, in design, construction and preparation for operation of the completed railway. The work will be undertaken to support Crossrail's Target Zero principles.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
IDO & FDO Manager	Providing support to the Head of Technical Assurance to confirm that the CRL Programme demonstrates appropriate levels of Technical Assurance to its Sponsors, future Operators and appropriate regulatory authorities. To manage the delivery of Interim and Final Design Overviews, including the compilation of the associated Assurance Documentation for each Crossrail Asset, in order to facilitate the acceptance of the final designs from Crossrail's Infrastructure Managers.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Information & Compliance Manager	Develop, and provide leadership to, a comprehensive technical information service that will meet Crossrail's strategic and operational objectives. To develop and administer information management and compliance functions in accordance with best practice that satisfies the practical, quality, legal, security, and assurance requirements of the Company, the project, and the stakeholders, across the corporate and delivery teams within Crossrail.	£60,000 - £64,999	Nil	£0-£999	Nil	3
Lead Architect	To support the Head of Architecture for all architectural matters under the authority of the Chief Engineer. To provide architectural technical input for the Crossrail Programme and to ensure a world class level of technical performance is provided.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Lead Architect	To support the Head of Architecture for all architectural matters under the authority of the Chief Engineer. To provide architectural technical input for the Crossrail Programme and to ensure a world class level of technical performance is provided.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Lead Contract Administrator	Support the Project Business Manager in relation to the development and implementation of a contract management program for the project consistent with contracts management policies and work processes, procedures and systems. Checking commercial and contract issues are dealt with at the lowest level cognisant with the delegated authorities.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	5
Lead Cost Engineer	Provide knowledgeable, informed challenge and interpretation of cost data submitted by the Technical Directorate Systemwide Teams (TDSTs) and other key stakeholders, as well as co-ordinating and deploying capabilities of planning staff within the Area / Sub Programme. Also, driving and delivering the affordability agenda with the Area / Sub Programme Managers to allow potential programme cost savings and to check that all commercial issues are dealt within the Area / Sub Programme at the lowest level in line with delegated authorities.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Lead Cost Engineer	Provide knowledgeable, informed challenge and interpretation of cost data submitted by the Technical Directorate Systemwide Teams (TDSTs) and other key stakeholders, as well as co-ordinating and deploying capabilities of planning staff within the Area / Sub Programme. Also, driving and delivering the affordability agenda with the Area / Sub Programme Managers to allow potential programme cost savings and to check that all commercial issues are dealt within the Area / Sub Programme at the lowest level in line with delegated authorities.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	1
Management System Manager	To lead the development, implementation and maintenance of the Crossrail Management System (CMS) to reflect the changing needs of the organisation. To ensure the CMS is an effective	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Mechanical Engineer	Provide technical support to the Head of MEP. Support the technical review of design and construction documents that are presented to Gates.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	1

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
MEP Design Engineer - Fire	Provide technical support to the Head of Fire for Fire engineering under the authority of the Chief Engineer. To review Contractor deliverables against procedures and business requirements. Provide support to Engineering Managers in the specialist area of Fire Engineering. Provide technical advice to Contractors as necessary, including guidance on Standards, Specifications and responses to Project Technical Requests (PTR).	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
MEP Design Engineer (Mechanical)	Provide technical support to the Head of MEP for Mechanical engineering under the authority of the Chief Engineer. To review Contractor deliverables against procedures and business requirements. Provide support to Engineering Managers in the specialist area of Mechanical Services. Provide technical advice to Contractors as necessary, including guidance on Standards, Specifications and responses to Project Technical Requests (PTR).	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	1
MEP Engineer (Public Health)	To support the project in providing technical support to the Head of MEP and in providing support to the technical review of design and construction documents that are presented to Gates.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
MEP System Integration Engineer	Provide technical support to the Head of MEP and in providing support to the technical review of design and construction documents that are presented to Gates. To ensure that the Systemwide Contracts for Tunnel M&E, Signalling Systems, Route Control Centres, HV Power and Communications & Control Systems are co-ordinated with the Station designs. To ensure that the Building Information Modelling (BIM) is fully co-ordinated with the station designs and visa versa.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Operations & Maintenance Specialist	To administer and support interface processes between the Technical Directorate and the future operators of Crossrail.	£60,000 - £64,999	Nil	£0-£999	Nil	Nil
Project Commercial Manager	To support the Project Manager in implementing project level processes and activities that relate to the commercial management of the project including, but not limited to, monitoring of cost, finance, risk management, compliance with contractual terms, cost verification, and the timely resolution of contract change.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	4
Quality Engineer	Monitoring and reporting the performance of Crossrail contractors Quality Management Systems against the requirements of requirements of the Works Information	£60,000 - £64,999	Nil	£0-£999	Nil	Nil
Quality Engineer	Monitoring and reporting the performance of Crossrail contractors Quality Management Systems against the requirements of requirements of the Works Information	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Quality Engineer	Monitoring and reporting the performance of Crossrail contractors Quality Management Systems against the requirements of requirements of the Works Information	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Requirements Engineer	To implement the Requirements Management activities and, Verification and Validation processes across the Crossrail Programme at various stages of the Program Development.	£60,000 - £64,999	Nil	£0-£999	Nil	Nil
Security Manager Delivery	Work to ensure security matters are considered within the design and construction planning and delivery of the Crossrail Programme. This will include the definition and identification of the Crossrail programme security requirements, developing and maintaining security operational concepts, operational security planning and the provision and support of security assurance.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	1
Senior Cost Engineer	Working with the Project Manager and other team members to analyse, process and report on the cost-related matters associated with the contracted works. Working closely with Contractors to assess and analyse the cost status of the works; assessing Contractor progress report/dashboards and making recommendations where appropriate. Briefing the Project Manager on the cost status of the works. Co-ordinating the implementation and day to day operation of the Project Change/Trend Program within their Project. Raises, records and reports Trends. Co-ordinating weekly Trend meetings. Monitoring the timely raising and resolution of Trends. Utilising the Trend Database to progress the resolution of trends via weekly trend meetings at project/site level in order to update the AFC. Working closely with the PM, contract administration, planning and other related project functions to assess compensation events, including identifying changes and forecasting cost variances.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	2
Senior Finance Analyst	A qualified Accountant to lead in producing high quality forecasts and analysis of financial performance on both the Indirect and Direct cost side of Crossrail (CRL) that can be accepted as a reliable basis of decision making by the CRL Executive and Board. The Indirect Costs team maintains the long-term forecast of the sources and uses of funding for Crossrail known as the Investment Plan. These forecasts are central to monitoring performance and control of investment by CRL and Sponsors, and provide CRL with the ability to develop responses to future scenarios.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	1

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Site Engineer	To support effective delivery of the works in designated areas through the coordination of interfaces, monitoring and reporting of progress, and resolution of problems.	£60,000 - £64,999	Nil	£0-£999	Nil	1
Site Manager (M&E)	To support the Business in relation to the monitoring of jobsite activities by contractors, subcontractors, and suppliers, the coordination of interfaces; and the overseeing of progress and productivity of the works.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Systems Architecture Engineer	Crossrail is required to deliver a railway which is fully integrated at opening. This requires the infrastructure, rail systems, rolling stock, operational and other procedures and railway staff to deliver a railway which is operable, maintainable and safe; meeting all the performance criteria and other requirements set by Sponsors. The Systems Architecture Engineer supports this goal by developing and maintaining a suite of models, drawings, environments, specifications and other tools that capture and represent the key systems, subsystems, interfaces, functions, configuration and interactions of the Crossrail railway. These will be used throughout the project lifecycle from design, test, and commissioning.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	1
TUCA Strategy and Commercial Manager	To lead the organisation to create, sustain and ultimately transition the world class tunnelling and underground construction academy (TUCA) to a new operator/operating model. To drive continuous, cost effective, improvements through leading and directing the TUCA team to achieve its business objectives and fulfilling its investment commitments. To play a full part in the development of options for the future leadership and operation of the TUCA facility/brand and business proposition	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	2
Verification Engineer (Civil,Tunnel,SCL)	The job forms an important element of the CRL assurance regime by detailed verification across the Central Section of the Contractor's effectiveness at implementing their self certification process with respect to the requirements of the Works Information and specified technical requirements.	£60,000 - £64,999	£0-£4,999	£0-£999	Nil	Nil
Young Crossrail Programme Manager	The primary purpose of this role is to implement the Crossrail Skills & Employment strategy; lead, manage and develop the Young Crossrail programme.	£60,000 - £64,999	£0-£4,999	£1,000-£1,999	Nil	1
Architect	To support the Head of Architecture for all architectural matters under the authority of the Chief Engineer. To provide architectural technical input for the Crossrail Programme and to ensure a world class level of technical performance is provided	£65,000 - £69,999	£0-£4,999	Nil	Nil	Nil
Audit Manager	Responsible for improving the Crossrail Management System (CMS) through the planning, managing and execution of audits. Supporting the Client by managing a range of audits on contract teams and tier 1 contractors.	£65,000 - £69,999	£0-£4,999	£0-£999	Nil	5
CDM Integrator effective	Working as part of the Health and Safety Assurance team and on behalf of the Programme Director and Health & Safety Director, to provide oversight of the CDM management arrangements on the Crossrail programme and to ensure that the programme remains compliant with the CDM Regulations 2015. The post-holder is to support the Head of Health and Safety Assurance by way of analysis of CDM compliance, execution of verification checks, delivery of training, and through the preparation of appropriate data, reports, papers or presentations.	£65,000 - £69,999	£0-£4,999	£0-£999	Nil	Nil
Contract Administrator	Assist the Lead Contracts Administrator in relation to the development and implementation of a Contract Management Program for the project consistent with Contracts Management Policies and Work Processes, Procedures and Systems; checking that commercial and contract issues are dealt within the Project at the lowest level cognisant with the delegated authorities; deputising for the Lead Contracts Administrator when requested and performing duties allocated by the Lead Contracts Administrator for the successful commercial management of the project goals and objectives.	£65,000 - £69,999	£0-£4,999	£0-£999	Nil	Nil
EMC Engineer	To support the project in providing EMC technical support to the Head of Bulk Power and the Lead MEP Engineer by the technical and assurance review of design and construction documents that are presented to Gates.	£65,000 - £69,999	Nil	£0-£999	Nil	Nil
Handover/ Completions Engineer	To support the Business in delivering and expediting the successful Handover of the station/portal/shaft to the Infrastructure Managers (IMs), ensuring, through collaboration with the other members of the handover/completions team, integrated handover with the other rail systems.	£65,000 - £69,999	Nil	£0-£999	Nil	Nil

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
HR Manager (Projects)	To provide support to the Head of HR and Talent & Resources Director with specific HR projects which supports business requirements, HR policy and practice, effectively underpinning business strategy. To be the first point of contact for allocated business area and work with them to support the people management agenda. To manage any HR projects. To act as deputy to the Head of HR.	£65,000 - £69,999	Nil	£0-£999	Nil	Nil
I&M Manager	The overseeing of site installation and instrumentation monitoring activities by contractors, subcontractors and suppliers, the coordination of interfaces; and the overseeing of data management in accordance with the Works Information. The overseeing the technical and quality aspects of collecting, collating, processing, transferring and disseminating monitoring data via the Underground Construction Information Management System (UCIMS) for a system wide approach across the various Contracts.	£65,000 - £69,999	£0-£4,999	£0-£999	Nil	2
Indirect Cost Manager	To lead the Indirect Costs team to produce high quality forecasts and analysis of financial performance that can be accepted as a reliable basis of decision making by the CRL Executive and Board. The Indirect Costs team maintains the long-term forecast of the sources and uses of funding for Crossrail known as the Investment Plan. These forecasts are central to monitoring performance and control of investment by CRL and Sponsors, and provide CRL with the ability to develop responses to future scenarios.	£65,000 - £69,999	£0-£4,999	£0-£999	Nil	3
Lead Contract Administrator	Support the Project Business Manager in relation to the development and implementation of a contract management program for the project consistent with contracts management policies and work processes, procedures and systems. Checking commercial and contract issues are dealt with at the lowest level cognisant with the delegated authorities.	£65,000 - £69,999	£0-£4,999	£0-£999	Nil	6
Lead Cost Engineer	Provide knowledgeable, informed challenge and interpretation of cost data submitted by the Technical Directorate Systemwide Teams (TDSTs) and other key stakeholders, as well as co-ordinating and deploying capabilities of planning staff within the Area / Sub Programme. Also, driving and delivering the affordability agenda with the Area / Sub Programme Managers to allow potential programme cost savings and to check that all commercial issues are dealt within the Area / Sub Programme at the lowest level in line with delegated authorities.	£65,000 - £69,999	£0-£4,999		Nil	1
Lead Cost Verification Analyst	To verify that costs payable by Crossrail are valid and in accordance with the terms of the contracts, both by substantive verification of costs and by assessment of contractors' accounting and control systems. Work alongside designated Project Lead Contract Administrators across the Areas to support Project Managers in the assessment of Defined Cost.	£65,000 - £69,999	£0-£4,999	£0-£999	Nil	1
LU Interface Manager	To support the project in managing the interface between the delivery team and the LU (i.e. LU CT, LU BSSU and LU SOR) teams at Bond Street station including access, operational, infrastructure protection, engineering and implementation functions.	£65,000 - £69,999	£0-£4,999	Nil	Nil	Nil
MEP Engineer - Tunnel Fire Main	<ul style="list-style-type: none"> • Provide technical support to the Head of MEP for Fire engineering under the authority of the Chief Engineer • To review Contractor deliverables against procedures and Employers requirements • Provide support to Engineering Managers in the specialist area of Fire Services • Provide technical advice to Contractors as necessary, including guidance on Standards, Specifications and responses to Project Technical Requests (PTR) 	£65,000 - £69,999	Nil	£0-£999	Nil	Nil
MEP Engineer (Comms)	To support the Employer in providing technical support to the Head of MEP and the Lead MEP Engineer in providing support to the technical review of design and construction documents that are presented to Gates.	£65,000 - £69,999	Nil	£0-£999	Nil	Nil
MEP Engineer (Electrical)	To provide technical support to the Head of MEP and provide support to the technical review of design and construction documents that are presented to Gates.	£65,000 - £69,999	£0-£4,999	Nil	Nil	1
MEP Engineer (Tunnel Drainage)	To support the business in providing technical support to the Head of MEP and in providing support to the technical review of design and construction documents that are presented to Gates.	£65,000 - £69,999	Nil	Nil	Nil	Nil
MEP Inspector	To support the business in providing technical support to the Construction Manager for MEP and in providing support to the technical review of construction documents and management of technical on site interfaces.	£65,000 - £69,999	£0-£4,999	£0-£999	Nil	Nil

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
MEP Package Manager	Assisting the Lead Contract Administrator in relation to the development and implementation of an MEP Management Programme for the project consistent with Contracts Management Policies and Work Processes, Procedures and Systems. Checking that commercial and contract issues are dealt within the project at the lowest level in accordance with the delegated authorities. Deputising for the Lead Contract Administrator when requested and performing duties allocated by the Lead Contract Administrator for the successful commercial management of the project goals and objectives. Managing the interface between the delivery team and the LU teams (and LO/NR where applicable) within a specific defined geographic location including access, operational, infrastructure protection, engineering and implementation functions. Managing the interface between the delivery team and Crossrail's system wide teams including engineering and implementation functions, access, operational and infrastructure protection.	£65,000 - £69,999	£0-£4,999	£0-£999	Nil	1
Planning Engineer	To support the Project Business Manager in preparing periodic progress reporting of Level 1 and Level 2 schedules. Supporting the project teams with all planning related activities associated with the management of their contracts and reporting requirements. Participating and supporting the project teams in project and programme planning and progress meetings. Identifying and maintaining programme / project milestone and schedule interface activities.	£65,000 - £69,999	£0-£4,999	£0-£999	Nil	Nil
Procurement Expeditor	To manage, drive and oversee the Contractor's procurement processes, progress and performance in support of, but not including, physical construction and design. To ensure the main contractor, ATC, attains overall best value whilst executing contracts and POs to schedule and cost. The role extends to supporting the planning of, and then overseeing, post-award procurement operations, including supplier quality and expediting.	£65,000 - £69,999	Nil	£0-£999	Nil	Nil
Project Business Manager	To implement project level processes and activities that relate to the commercial management of the project including, but not limited to, monitoring of procurement, cost, finance, schedule, risk management, compliance with contractual terms, cost verification , project staffing registers / forecasts and the timely resolution of contract change.	£65,000 - £69,999	£0-£4,999	£0-£999	Nil	7
Quality Engineer	Monitoring and reporting the performance of Crossrail contractors Quality Management Systems against the requirements of requirements of the Works Information	£65,000 - £69,999	£0-£4,999	Nil	Nil	Nil
Senior Certification Engineer	Oversee the delivery of compliant Certification within a Delivery Sector of the Central Section.	£65,000 - £69,999	£0-£4,999	Nil	Nil	2
Senior Cost Engineer	Working with the Project Manager and other team members to analyse, process and report on the cost-related matters associated with the contracted works. Working closely with Contractors to assess and analyse the cost status of the works; assessing Contractor progress report/dashboards and making recommendations where appropriate. Briefing the Project Manager on the cost status of the works. Co-ordinating the implementation and day to day operation of the Project Change/Trend Program within their Project. Raises, records and reports Trends. Co-ordinating weekly Trend meetings. Monitoring the timely raising and resolution of Trends. Utilising the Trend Database to progress the resolution of trends via weekly trend meetings at project/site level in order to update the AFC. Working closely with the PM, contract administration, planning and other related project functions to assess compensation events, including identifying changes and forecasting cost variances.	£65,000 - £69,999	£0-£4,999	Nil	Nil	1
Sharepoint Administrator/Developer	The Crossrail Application Support team is responsible for providing 2nd and 3rd level support for a number of our key enterprise applications including SharePoint and Enterprise Bridge (from Bentley Systems). The team provide cover on a rota basis between 7:30am and 6:30pm performing documented daily checks to ensure that systems are running efficiently and responding to user requests for assistance via a central helpdesk system. The primary purpose of this role is to support, administer, develop and maintain Microsoft's Office SharePoint Server 2010 ensuring that the SharePoint infrastructure and the small number of custom developments are functioning correctly and supporting our end users . As a senior member of the Application Support Team this role is also expected to assist with the overall running of the helpdesk queues and to gain an understanding of our other core applications.	£65,000 - £69,999	£0-£4,999	£0-£999	Nil	5
Signalling Engineer	To contribute to the management of the execution of the Signalling works safely, to the requirements and to schedule with particular responsibility for the fringes with Network Rail.	£65,000 - £69,999	£0-£4,999	£0-£999	Nil	Nil

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Traffic Manager	Lead the traffic and highways planning function for the Crossrail programme. Develop the management strategy and establish the process for achieving detailed traffic and highway consents for the temporary (construction) and permanent (operational) phases of Crossrail. Provide assurance that it is being implemented across the programme.	£65,000 - £69,999	£0-£4,999	£1,000-£1,999	Nil	2
Train Operations Principles Manager	In order that a safe, high performing and value for money railway is realised the primary purpose is to manage the co-ordinated development of core operating philosophies, requirements, strategies and procedures, working to ensure that the requirements of stakeholders are included in these documents.	£65,000 - £69,999	£0-£4,999	£0-£999	Nil	Nil
TUCA Strategy and Commercial Manager	To lead the organisation to create, sustain and ultimately transition the world class tunnelling and underground construction academy (TUCA) to a new operator/operating model. To drive continuous, cost effective, improvements through leading and directing the TUCA team to achieve its business objectives and fulfilling its investment commitments. To play a full part in the development of options for the future leadership and operation of the TUCA facility/brand and business proposition	£65,000 - £69,999	£0-£4,999	Nil	Nil	2
3rd Party Developments Manager	Provide technical support to the Head of Underground Construction to manage the existing and ongoing approaches from external 3rd Parties seeking to develop above or adjacent to Crossrail. To administer the Expert Panel and Engineering Review Panel	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	Nil
3rd Party Interface Manager	Supporting in managing the interface between the delivery team(s) and one or more third party team (LU/LO/NR/DLR), including access, operational, infrastructure protection, engineering and implementation functions in accordance with the relevant management plan.	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	Nil
Asset Information & Configuration Mgr	The Crossrail programme will deliver a new cross-London rail link from Maidenhead in the west, through central London to Shenfield and Abbey Wood in the east. A critical enabler for the effective long term operation and management of these new assets is to ensure that sufficient asset information is gathered and stored to support these long term objectives. The role of Asset Information and Configuration Manager is an important strategic role with key responsibility to develop, produce and implement Configuration Management (CM) and Asset Information Management (AIM) processes, procedures and activities for Crossrail (CRL) and act as the focal point for all Configuration Management and Asset Information. The term Asset information includes: <ul style="list-style-type: none"> • Asset inventory; • Classification of assets; • Attributes of these assets; • Location and spatial information of assets; • Relationships between assets; • Design models (including 2D, 3D and 4D CAD models and related data); • Documents, drawings and records of assets and systems including test certificates; and • Photographs. 	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	2
Bulk Power Engineer	<ul style="list-style-type: none"> • Provide technical support to the Head of Bulk Power for High Voltage Electrical engineering (Non-traction HV Power and Bulk Supply Points) under the authority of the Chief Engineer. • To review Contractor deliverables for non-traction HV Power and Bulk Supply Points against procedures and Employers requirements • Provide support to Engineering Managers in the specialist area of non-traction HV Power and Bulk Supply Electrical Services. • Provide technical advice to non-traction HV Power and Bulk Supply Point Contractors as necessary, including guidance on Standards, Specifications and responses to Project Technical Requests (PTR) 	£70,000 - £74,999	Nil	Nil	Nil	Nil
Chief Accountant	The purpose of this role is for an experienced manager to: 1. Maintain a strong financial controls environment (including through the development and updating of the SAP finance system and of Crossrail's Finance Manual and associated procedures). 2. Maintain, safeguard and develop Crossrail's core financial accounting systems and records. 3. Manage and optimise Crossrail's purchase, payment and banking processes. 4. Be responsible for the submission of timely, accurate financial information to Crossrail's parent company, Transport for London.	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	3

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Commercial Compliance Manager	To support the delivery of the completed Crossrail On-Network works through the effective management and oversight of the commercial (cost, contract and compliance) activities of Network Rail, their counterparts and any interfacing parties. To ensure that the management of the commercial aspects of the On-Network works is fully integrated with the delivery of the operational end-to-end Crossrail railway.	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	Nil
Environment Manager	Lead the environment function for the Crossrail programme. Develop and implement the approach for ensuring appropriate environmental compliance across the Crossrail programme. This will include establishing and managing the process and environment team to provide assurance that the Environmental Minimum Requirements are being complied with by all those delivering Crossrail.	£70,000 - £74,999	£0-£4,999	£1,000-£1,999	Nil	5
Head of Estates	To manage gaining entry to land and property required for, or to be acquired in connection with, the construction of Crossrail, to manage the safe occupation and use of those assets and hand over to successors on their disposal.	£70,000 - £74,999	£0-£4,999	£1,000-£1,999	Nil	7
Health & Safety Specialist - Occ Health	Working to improve health & safety performance of Crossrail and it's contractors within the area delivery teams in support of Crossrail's Target Zero principles. The post-holder is to provide supporting advice to the health and safety managers of Crossrail in occupational health, occupational hygiene, wellbeing and ill health prevention across the Crossrail programme.	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	Nil
Interface Manager	Supporting the employer in managing the interface between the delivery teams and one or more third party team (LU/LO/NR/DLR), including access, operational, infrastructure protection, engineering and implementation functions in accordance with the relevant management plan.	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	Nil
Land Use Planning Manager	Lead the land use planning function for the Crossrail programme. Develop the management strategy for achieving planning and heritage consents and establish and manage the process and team to implement it.	£70,000 - £74,999	£0-£4,999	£1,000-£1,999	Nil	4
Lead Contract Administrator	Support the Project Business Manager in relation to the development and implementation of a contract management program for the project consistent with contracts management policies and work processes, procedures and systems. Checking commercial and contract issues are dealt with at the lowest level cognisant with the delegated authorities.	£70,000 - £74,999	£0-£4,999	Nil	Nil	1
Lead Contract Administrator	Support the Project Business Manager in relation to the development and implementation of a contract management program for the project consistent with contracts management policies and work processes, procedures and systems. Checking commercial and contract issues are dealt with at the lowest level cognisant with the delegated authorities.	£70,000 - £74,999	£0-£4,999	£1,000-£1,999	Nil	1
Lead Requirements Engineer	To lead a team in the development and implementation of the Requirements Management / Systems Engineering activities and processes for Crossrail and act as the focal point for Project requirements.	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	2
Lift & Escalator Engineer	To provide technical support to the Head of MEP and provide support to the technical review of design and construction documents that are presented to Gates.	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	6
MEP Engineer (Tunnel Ventilation)	To support the Employer in providing technical support to the Head of MEP and the Lead MEP Engineer in providing support to the technical review of design and construction documents that are presented to Gates.	£70,000 - £74,999	Nil	Nil	Nil	Nil
Organisational Effectiveness Manager	To maximise the performance and effectiveness of the organisation through intervention, process, insight and learning.	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	2
Planning Engineer	To support the Project Business Manager in preparing periodic progress reporting of Level 1 and Level 2 schedules. Supporting the project teams with all planning related activities associated with the management of their contracts and reporting requirements. Participating and supporting the project teams in project and programme planning and progress meetings. Identifying and maintaining programme / project milestone and schedule interface activities.	£70,000 - £74,999	Nil	Nil	Nil	Nil
Principal Business Analyst	The Principle Business Analyst is responsible for shaping and articulating user requirements and determining appropriate solutions that meet the requirements and fit with Crossrail's overall application and technical architecture. As the senior business analyst within Crossrail, the role will also provide significant input to shaping the evolution of the application architecture and act as deputy to the Head of Business Systems.	£70,000 - £74,999	£0-£4,999	£1,000-£1,999	Nil	Nil
Programme Controller	To lead on the development, maintenance and control of the Land and Property Programmes within P6 for the Acquisition, Estates, Urban Realm and Oversight Development Teams in line with the needs of the main programme and programme control processes. To devise and implement suitable project control tools, techniques and systems to ensure each of the Land and Property Teams are able to achieve their objectives.	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	Nil

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Project Business Manager	To implement project level processes and activities that relate to the commercial management of the project including, but not limited to, monitoring of procurement, cost, finance, schedule, risk management, compliance with contractual terms, cost verification , project staffing registers / forecasts and the timely resolution of contract change.	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	3
Sector Cost Engineer	To support the Employer in providing knowledgeable, informed challenge and interpretation of cost data submitted by the Project Delivery Teams (PDTs) and other key stakeholders Also driving the affordability agenda with the Sector / Sub Programme Managers, to allow potential programme cost savings to be delivered and to check that all commercial issues are dealt within the Sector / Sub Programme at an appropriate level in line with delegated authorities.	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	1
Senior HR Business Partner	To provide support to the Head of HR and Talent & Resources Director with specific HR projects which supports business requirements, HR policy and practice, effectively underpinning business strategy. To be the first point of contact for allocated business area and work with them to support the people management agenda. To manage any HR projects. To act as deputy to the Head of HR.	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	Nil
Senior Project/Portfolio Manager	To lead and manage the IT Project Managers and the PMO to support the successful delivery of the individual IT People, Process & Technology change projects, which make up the IT Project Portfolio, in line with the agreed governance approach that support the delivery and eventual transition of Crossrail IT to RfL and TfL.	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	4
Senior Risk Analyst	Carrying out Quantitative Risk Assessment (QRA) of the Crossrail Programme in financial terms, for defining the standards for QRA and supporting the programme carrying out QRA at both Programme and project levels, including supporting Risk Managers and Analysts embedded in Programme Delivery Teams (PDTs).	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	Nil
Senior Track Site Construction Engineer	Responsible for managing the C610 Contractor's performance with regard to track works in tunnels including its progress, cost and health & safety aspects. Supported by the works arrangement Manager, overseeing Contractor's works arrangements to ensure adequate coordination of the works.	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	1
Site Manager	To support in relation to the monitoring of jobsite activities by contractors, subcontractors, and suppliers, the coordination of interfaces; and the overseeing of progress and productivity of the works.	£70,000 - £74,999	£0-£4,999	£0-£999	Nil	1
Technical Administration Manager	Lead the delivery of data for business reporting and planning etc., manage the Risk Process for the Directorate, including coordination with the Programme and managing the Technical Budget including Business Planning and Finance.	£70,000 - £74,999	£0-£4,999	£1,000-£1,999	Nil	Nil
Agreements Manager	Maintain and promote awareness and use of the Crossrail Agreements Management Plan (AMP) which is a programme controls tool supported by a web enabled Agreement Management System application (AMS). The AMP sets out and progress tracks Crossrail Third Party Agreements (TPA) through their Governance gateways and authorisation routes to completion and transfer into the Agreement Register of the programme. Programme manage an agreement category, or multiple categories, (e.g. Utilities, Rail Operational, Rail Maintenance, Station Leaseholds, Easements, Covenants, Licences). Ensure the accountable Agreement Sponsors and Clients are aligned with the AMS to identify and establish TPA required by Crossrail. Manage the development of the pipeline of agreements necessary to support the staged introduction of Crossrail services.	£75,000 - £79,999	£0-£4,999	£0-£999	Nil	Nil
Construction Manager SS/ SA	Responsible for managing the Systemwide Contractor's performance with regard to progress, cost and health & safety at the contract level. Managing all construction and testing within area of responsibility, supported by site teams at each geographic location or system based area of responsibility.	£75,000 - £79,999	£0-£4,999	£0-£999	Nil	1
Development Surveyor OSD	Principal responsibility it to assist the existing Development Managers (DMs) and other OSD team members in procuring, leading and directing professional teams in planning, promoting, managing and delivering all Crossrail Oversight Developments (OSDs), ensuring the OSDs are fully integrated with the stations and achieving maximum financial returns.	£75,000 - £79,999	Nil	Nil	Nil	Nil
Engineering Manager	Providing engineering leadership through the Chief Engineer's Group to the Framework Design Consultants (FDCs) to check quality and delivery to schedule of contractor clarifications/proposed changes of Employer's design. To confirm with the support of the FDC, the compatibility of the contractors' temporary works submissions with FDC permanent works design.	£75,000 - £79,999	£0-£4,999	£0-£999	Nil	2

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Head of Health & Safety Assurance	Working as part of the health and safety team to provide assurance on the performance of Crossrail and it's contractors through effective overseeing of health and safety assurance by way of auditing, surveillance and inspection aligned to the appropriate risk profile for the respective phase of the project. The post-holder is to support the Health & Safety Director through the preparation of appropriate data, reports, papers or presentations to identified stakeholders and lead the assurance team in the formation and delivery of an effective assurance programme.	£75,000 - £79,999	£0-£4,999	£1,000-£1,999	Nil	2
Head of Learning Legacy	To deliver Crossrail's Learning Legacy objective to collate and share lessons learned, best practice and innovation from the Crossrail project for the benefit of future projects and programmes, aimed at raising the bar in industry and showcasing UK PLC.	£75,000 - £79,999	£0-£4,999	£0-£999	Nil	3
Head of Marketing Communications	To support the delivery of Crossrail Communications Strategy including the promotion of the project externally and internally via the production and distribution of, publications, communications materials and events and supporting other areas of the organisation as appropriate.	£75,000 - £79,999	£0-£4,999	£1,000-£1,999	Nil	5
Head of News	To act as the strategic and operational lead for all press and on-line communications including the Crossrail website.	£75,000 - £79,999	£0-£4,999	Nil	Nil	3
Head of Route Development & Protection	To provide route protection and safeguarding services for Crossrail Lines 1 and 2 and to be responsible for route development particularly in respect of Line 2 (the Chelsea-Hackney line).	£75,000 - £79,999	£0-£4,999	£1,000-£1,999	Nil	1
Health & Safety Manager	Working to improve health & safety performance of Crossrail and it's contractors in line with Crossrail's Target Zero principles. The post will work within either area delivery or health & safety specialist teams, this post-holder will maintain strong relationships with Area Delivery Directors and others to ensure a consistent approach is taken with regards to health & safety management.	£75,000 - £79,999	£0-£4,999	£0-£999	Nil	10
Lead Contract Administrator	Support the Project Business Manager in relation to the development and implementation of a contract management program for the project consistent with contracts management policies and work processes, procedures and systems. Checking commercial and contract issues are dealt with at the lowest level cognisant with the delegated authorities.	£75,000 - £79,999	£0-£4,999	£0-£999	Nil	3
Lead Contract Administrator	Support the Project Business Manager in relation to the development and implementation of a contract management program for the project consistent with contracts management policies and work processes, procedures and systems. Checking commercial and contract issues are dealt with at the lowest level cognisant with the delegated authorities.	£75,000 - £79,999	£0-£4,999	£1,000-£1,999	Nil	2
Lead Track Engineer	Lead Discipline Engineer for the Track system and Track Alignment. To manage the execution of the Track and Alignment works safely, to the Employer's requirements, within budget and to schedule.	£75,000 - £79,999	Nil	Nil	Nil	Nil
Programme Quality Manager	Responsible for development of all quality management systems relating to Crossrail (both corporate and programme). Responsible for the co-ordination of all plans and procedures, including the drafting of the overall management plans. Responsible for managing quality input to the procurement of all contracts and services. Manages the quality support to the Operations Director and Surface works Director. Provides technical support and participates in audits / surveillances. Ensures a consistent approach with the implementation of the Employers Completion Process. Deputises for the Head of Quality	£75,000 - £79,999	£0-£4,999	£1,000-£1,999	Nil	1
Project Finance Manager	The purpose of this role is for an experienced, qualified accountant to improve Crossrail's control and reporting of its capital investment programme. They should be confident and credible when working with senior managers and third parties. They should also be a strong communicator both in writing and orally, able to convey financial information in a clear, structured manner.	£75,000 - £79,999	£0-£4,999	£0-£999	Nil	8
Project Manager	To act as the Head of Discipline for all Signalling and Platform Screen Door (PED) matters under the delegated authority of Crossrail's Chief Engineer. Provide the Technical Authority for Signalling and Platform Screen Doors throughout Crossrail's Central Section and any interfaces with other On Network works which form part of the Crossrail Programme. To provide Technical Assurance in line with the Crossrail Technical Assurance Plan for all matters relating to Signalling and Platform Screen Doors. To provide Signalling and Platform Screen Doors technical capability and leadership for the Crossrail Programme and to ensure a world class level of technical performance is provided.	£75,000 - £79,999	£0-£4,999	£0-£999	Nil	6
Risk Analyst (Schedule)	Carrying out Quantitative Schedule Risk Assessment (QSRA) of the Crossrail Programme and for defining the standards for QSRA and supporting the programme carrying out QSRA at both Programme and project levels, including supporting Risk Managers and Analysts embedded in Programme Delivery Teams (PDTs). Also for providing guidance around the development of ARM.	£75,000 - £79,999	£0-£4,999	Nil	Nil	Nil
Supervisor Representative (PFE)	To support the project in overseeing technical and quality aspects of construction activities within area of responsibility, supported by site teams at each contract, geographic location or for a system.	£75,000 - £79,999	£0-£4,999	Nil	Nil	8

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Supervisor Representative (PFE)	To support the project in overseeing technical and quality aspects of construction activities within area of responsibility, supported by site teams at each contract, geographic location or for a system.	£75,000 - £79,999	£0-£4,999	£0-£999	Nil	4
Verification Manager	To promote an effective surveillance programme across the Central Section of the project and to provide an overview of its effectiveness. Promote surveillance activities and provide detailed evidence of compliance with Works Information of design, systems and technical compliance and form an important element of the assurance programme.	£75,000 - £79,999	£0-£4,999	£0-£999	Nil	5
Agreements Manager	Maintain and promote awareness and use of the Crossrail Agreements Management Plan (AMP) which is a programme controls tool supported by a web enabled Agreement Management System application (AMS). The AMP sets out and progress tracks Crossrail Third Party Agreements (TPA) through their Governance gateways and authorisation routes to completion and transfer into the Agreement Register of the programme. Programme manage an agreement category, or multiple categories, (e.g. Utilities, Rail Operational, Rail Maintenance, Station Leaseholds, Easements, Covenants, Licences). Ensure the accountable Agreement Sponsors and Clients are aligned with the AMS to identify and establish TPA required by Crossrail. Manage the development of the pipeline of agreements necessary to support the staged introduction of Crossrail services.	£80,000 - £84,999	Nil	Nil	Nil	Nil
Canary Wharf Client Package Manager	To act as Crossrail's Client Project Manager for Canary Wharf Station through the stages of design, variations, procurement, construction, commissioning and handover. To co-ordinate all Crossrail functional inputs to Canary Wharf Station.	£80,000 - £84,999	£0-£4,999	£1,000-£1,999	Nil	Nil
Engineering Manager	Providing engineering leadership through the Chief Engineer's Group to the Framework Design Consultants (FDCs) to check quality and delivery to schedule of contractor clarifications/proposed changes of Employer's design. To confirm with the support of the FDC, the compatibility of the contractors' temporary works submissions with FDC permanent works design.	£80,000 - £84,999	£0-£4,999	£1,000-£1,999	Nil	Nil
Engineering Manager	Providing engineering leadership through the Chief Engineer's Group to the Framework Design Consultants (FDCs) to check quality and delivery to schedule of contractor clarifications/proposed changes of Employer's design. To confirm with the support of the FDC, the compatibility of the contractors' temporary works submissions with FDC permanent works design.	£80,000 - £84,999	£0-£4,999	£1,000-£1,999	Nil	1
Engineering Manager	Providing engineering leadership through the Chief Engineer's Group to the Framework Design Consultants (FDCs) to check quality and delivery to schedule of contractor clarifications/proposed changes of Employer's design. To confirm with the support of the FDC, the compatibility of the contractors' temporary works submissions with FDC permanent works design.	£80,000 - £84,999	£0-£4,999	£0-£999	Nil	1
Engineering Manager	Providing engineering leadership through the Chief Engineer's Group to the Framework Design Consultants (FDCs) to check quality and delivery to schedule of contractor clarifications/proposed changes of Employer's design. To confirm with the support of the FDC, the compatibility of the contractors' temporary works submissions with FDC permanent works design.	£80,000 - £84,999	Nil	Nil	Nil	Nil
Engineering Manager	Providing engineering leadership through the Chief Engineer's Group to the Framework Design Consultants (FDCs) to check quality and delivery to schedule of contractor clarifications/proposed changes of Employer's design. To confirm with the support of the FDC, the compatibility of the contractors' temporary works submissions with FDC permanent works design.	£80,000 - £84,999	Nil	Nil	Nil	2
Engineering Manager	Providing engineering leadership through the Chief Engineer's Group to the Framework Design Consultants (FDCs) to check quality and delivery to schedule of contractor clarifications/proposed changes of Employer's design. To confirm with the support of the FDC, the compatibility of the contractors' temporary works submissions with FDC permanent works design.	£80,000 - £84,999	Nil	Nil	Nil	Nil
Head of Bulk Power	To act as the Head of Discipline for Bulk Supply Points, HV Plant & Circuits (22&11KV) under the delegated authority of Crossrail's Chief Engineer. Provide the Technical Authority for all Non Traction HV Power systems throughout Crossrail's Central Section and any interfaces with other On Network works which form part of the Crossrail Programme. To provide Technical Assurance in line with the Crossrail Technical Assurance Plan for all matters relating to Non Traction HV Power systems. To provide Non Traction HV Power systems technical capability and leadership for the Crossrail Programme and to ensure a world class level of technical performance is provided.	£80,000 - £84,999	£0-£4,999	£0-£999	Nil	2

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Head of Secretariat	Manage the internal governance arrangements for CRL to ensure that the arrangements for controlling material decisions in the company are appropriate, that all decisions made by the company are in line with these arrangements and that a proper audit trail exists for them, and that supporting processes and information evolve to be of a quality appropriate to the current stage of the programme. Key requirements are to ensure the smooth running of the Crossrail Board, Board Committees including Executive Committee, other governance meetings, and Programme Board, including obtaining, reviewing, producing and distributing timely documentation prepared to a consistent and appropriate standard.	£80,000 - £84,999	Nil	Nil	Nil	3
Maintenance Planning Engineer	The main purpose of this role is to lead and co-ordinate the development of the Maintenance Regime for the Crossrail Railway, through the effective implementation of the Crossrail Maintenance Development Plan.	£80,000 - £84,999	£0-£4,999	£0-£999	Nil	3
Operations Programme Manager	Programming, facilitating and overseeing the production of all Operations Directorate material required by the project, in particular the various documents and processes required to facilitate Handover and bring Crossrail into use. Coordinate operations requirements from CPFR, ONFR and Sponsors' Requirements. Coordination of the function's response to proposed change control. Marshalling of information to provide to sponsors to support the delivery of the completed railway in accordance with their requirements.	£80,000 - £84,999	£0-£4,999	£0-£999	Nil	1
Programme Baseline Manager	To ensure the Programme Baseline is maintained. To plan and manage an Integrated Baseline Review process to provide assurance of baseline integrity. To work with the Programme Change Control Manager and the Head of Change Control in operating the change control function.	£80,000 - £84,999	£0-£4,999	Nil	Nil	Nil
Project Business Manager	To implement project level processes and activities that relate to the commercial management of the project including, but not limited to, monitoring of procurement, cost, finance, schedule, risk management, compliance with contractual terms, cost verification , project staffing registers / forecasts and the timely resolution of contract change.	£80,000 - £84,999	£0-£4,999	£0-£999	Nil	3
Project Construction Manager	To support in managing the contractor's performance with regard to progress, cost and health & safety at the contract level. Using authority delegated by the Project Manager to manage all construction contracts within area of responsibility, supported by Site Teams at each geographic location or system based area of responsibility.	£80,000 - £84,999	£0-£4,999	£0-£999	Nil	2
Project Construction Manager	To support in managing the contractor's performance with regard to progress, cost and health & safety at the contract level. Using authority delegated by the Project Manager to manage all construction contracts within area of responsibility, supported by Site Teams at each geographic location or system based area of responsibility.	£80,000 - £84,999	£0-£4,999	Nil	Nil	1
Project Manager	To act as the Head of Discipline for all Signalling and Platform Screen Door (PED) matters under the delegated authority of Crossrail's Chief Engineer. Provide the Technical Authority for Signalling and Platform Screen Doors throughout Crossrail's Central Section and any interfaces with other On Network works which form part of the Crossrail Programme. To provide Technical Assurance in line with the Crossrail Technical Assurance Plan for all matters relating to Signalling and Platform Screen Doors. To provide Signalling and Platform Screen Doors technical capability and leadership for the Crossrail Programme and to ensure a world class level of technical performance is provided.	£80,000 - £84,999	£0-£4,999	£0-£999	Nil	6
RAM Engineer	Provide support to all Delivery Teams and Industry Partners to ensure that the RAM Plan is implemented consistently across the programme and that the RAM requirements are met.	£80,000 - £84,999	£0-£4,999	£0-£999	Nil	Nil
3rd Party Agreements Manager	This post is critical to managing the risk to the Delivery of Crossrail arising from Third Party interfaces. The central purpose is to put in place the commercial agreements necessary to execute the delivery of the project. In particular: 1. Recognising that the success of Crossrail is dependent on effective partnering with third Parties. 2. Understanding the complex interdependencies and relationships with third parties and translating these into commercial agreements. 3. Negotiating agreements that are of demonstrable value for money. 4. Working as part of the Commercial Directorate to ensure the successful execution of these agreements by the Delivery Team. 5. Providing advice on the application of agreements and the resolution of disputes.	£85,000 - £89,999	£0-£4,999	£1,000-£1,999	Nil	Nil

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Agreements Manager	Maintain and promote awareness and use of the Crossrail Agreements Management Plan (AMP) which is a programme controls tool supported by a web enabled Agreement Management System application (AMS). The AMP sets out and progress tracks Crossrail Third Party Agreements (TPA) through their Governance gateways and authorisation routes to completion and transfer into the Agreement Register of the programme. Programme manage an agreement category, or multiple categories, (e.g. Utilities, Rail Operational, Rail Maintenance, Station Leaseholds, Easements, Covenants, Licences). Ensure the accountable Agreement Sponsors and Clients are aligned with the AMS to identify and establish TPA required by Crossrail. Manage the development of the pipeline of agreements necessary to support the staged introduction of Crossrail services.	£85,000 - £89,999	£0-£4,999	£0-£999	Nil	Nil
Engineering Manager	Providing engineering leadership through the Chief Engineer's Group to the Framework Design Consultants (FDCs) to check quality and delivery to schedule of contractor clarifications/proposed changes of Employer's design. To confirm with the support of the FDC, the compatibility of the contractors' temporary works submissions with FDC permanent works design.	£85,000 - £89,999	£0-£4,999	£1,000-£1,999	Nil	Nil
Engineering Manager	Providing engineering leadership through the Chief Engineer's Group to the Framework Design Consultants (FDCs) to check quality and delivery to schedule of contractor clarifications/proposed changes of Employer's design. To confirm with the support of the FDC, the compatibility of the contractors' temporary works submissions with FDC permanent works design.	£85,000 - £89,999	£0-£4,999	£0-£999	Nil	Nil
Head of Geotechnics	To act as the Head of Discipline for all Geotechnical matters under the authority of the Chief Engineer. To provide leadership in the field of geotechnics for the Crossrail Programme and to ensure a world class level of technical performance is provided.	£85,000 - £89,999	£0-£4,999	£1,000-£1,999	Nil	Nil
Head of Health & Safety Improvements	Working as part of the health and safety team to improve the performance of Crossrail and its contractors within the area delivery teams through the effective overseeing of health and safety management systems, reporting arrangements and improvement initiatives aligned to the Target Zero philosophy. The post-holder is to support the Health & Safety Director through the preparation of appropriate data, reports, papers or presentations to identified stakeholders, promote improvements and campaigns across the programme and lead the improvements team in the formation and delivery of Target Zero improvement programmes.	£85,000 - £89,999	£0-£4,999	£1,000-£1,999	Nil	6
Head of System Safety	Develop and lead on strategies, plans and/or procedures for the delivery of Engineering Safety Management across the Project such that safety risks associated with the design are demonstrated to be tolerable and as low as reasonably practicable (ALARP), such that the associated System Engineering Safety Justifications can be developed for acceptance by future Duty Holders and Regulatory bodies as appropriate. Lead the implementation of plans and procedures to enable the Project to comply with the Railways Interoperability Regs (RIR).	£85,000 - £89,999	£0-£4,999	£1,000-£1,999	Nil	3
IT Service Manager	The IT Service Manager is responsible for the day to day delivery of the IT operational service. They are accountable for ensuring that the internal and external service teams deliver to their agreed service level targets; working with all appropriate stakeholders to ensure incidents and service requests are resolved in a timely manner. It is also responsible for ensuring that service improvement plans are in place and that the various initiatives are implemented successfully. The IT Service Manager is responsible for ensuring that the internal Service Delivery and Service Management capability continues to evolve to meet business needs.	£85,000 - £89,999	Nil	Nil	Nil	3
NR & RSD Assurance Manager	Responsible for maintaining the Delivery Assurance Plans for Central Section, Surface and Rolling Stock & Depot and ensuring that the Crossrail Delivery Teams develop and implement the management system content for implementation of these plans. To function as gatekeeper (reporting to Head of Quality Delivery) for the technical assurance gateway that releases Crossrail's employer's designs or specifications to contractors for further design development or construction.	£85,000 - £89,999	£0-£4,999	Nil	Nil	Nil
Prime Contract Manager	To act as the Contract Manager for the Project Delivery Partner and Programme Partner Contracts.	£85,000 - £89,999	£0-£4,999	£0-£999	Nil	Nil
Programme Risk Manager	To provide leadership and guidance and in risk management to all aspects of the Crossrail Programme Directorate and support functions including Commercial, Finance, Land and Property. Also to support Programme level risk reviews and producing periodic risk reports and support programme level cost and schedule quantitative risk assessments.	£85,000 - £89,999	Nil	Nil	Nil	Nil
Project Business Manager	To implement project level processes and activities that relate to the commercial management of the project including, but not limited to, monitoring of procurement, cost, finance, schedule, risk management, compliance with contractual terms, cost verification, project staffing registers / forecasts and the timely resolution of contract change.	£85,000 - £89,999	£0-£4,999	£1,000-£1,999	Nil	3

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
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Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Project Business Manager	To implement project level processes and activities that relate to the commercial management of the project including, but not limited to, monitoring of procurement, cost, finance, schedule, risk management, compliance with contractual terms, cost verification , project staffing registers / forecasts and the timely resolution of contract change.	£85,000 - £89,999	£0-£4,999	Nil	Nil	3
Project Business Manager	To implement project level processes and activities that relate to the commercial management of the project including, but not limited to, monitoring of procurement, cost, finance, schedule, risk management, compliance with contractual terms, cost verification , project staffing registers / forecasts and the timely resolution of contract change.	£85,000 - £89,999	Nil	Nil	Nil	Nil
Project Business Manager	To implement project level processes and activities that relate to the commercial management of the project including, but not limited to, monitoring of procurement, cost, finance, schedule, risk management, compliance with contractual terms, cost verification , project staffing registers / forecasts and the timely resolution of contract change.	£85,000 - £89,999	£0-£4,999	Nil	Nil	3
Project Construction Manager	To support in managing the contractor's performance with regard to progress, cost and health & safety at the contract level. Using authority delegated by the Project Manager to manage all construction contracts within area of responsibility, supported by Site Teams at each geographic location or system based area of responsibility.	£85,000 - £89,999	£0-£4,999	£1,000-£1,999	Nil	1
Project Construction Manager	To support in managing the contractor's performance with regard to progress, cost and health & safety at the contract level. Using authority delegated by the Project Manager to manage all construction contracts within area of responsibility, supported by Site Teams at each geographic location or system based area of responsibility.	£85,000 - £89,999	Nil	Nil	Nil	1
Rolling Stock & Depot Technical Manager	To provide Principal Engineer level professional leadership for all technical aspects of the Rolling Stock and Depot works for the Crossrail Project. The role is to oversee the discipline execution within Crossrail and provide the Client direction and input to the Contractor required for the delivery of the rolling stock and depot works to the project quality requirements and within the discipline budget and schedule.	£85,000 - £89,999	£0-£4,999	£0-£999	Nil	2
Safety Assurance Board Manager	This role is responsible to the Head of Technical Assurance for managing two key aspects of Technical Assurance: <ul style="list-style-type: none"> • Responsibility for organising and managing the RfL Assurance Board (Crossrail) (known as RAB(C) activities. • The production of completed VAP (Verification Activity Plan) evidence as the Assurance required by the Chief Engineer to sign off the design, installation, testing, commissioning and handover of the Railway to the IMs (Infrastructure Managers) and Operator 	£85,000 - £89,999	Nil	Nil	Nil	Nil
Application Development Team Lead	The Application Development Team Lead will be responsible for ensuring that all bespoke applications are built on a consistent framework and that a team of developers is created to work within that framework. The job holder will be expected to ensure applications meet business requirements efficiently and in line with the Crossrail application architecture and principles.	£90,000 - £94,999	£0-£4,999	Nil	Nil	5
Defined Cost Verification Manager	To manage the Cost Verification function within Crossrail's Programme Controls. To support Crossrail in correctly assessing contractors Defined Cost in determining payments of the amount due. Development of process & procedures that meet Crossrail's corporate objectives and ensure that governance and clear leadership is provided to Delivery Teams with regards matters of Defined Cost Verification.	£90,000 - £94,999	£0-£4,999	£0-£999	Nil	6
Head of HR	To lead the HR and Facilities team within Crossrail. To lead the interpretation of business requirements into HR policy and practice, effectively underpinning business strategy and enabling the achievement of priorities through effective people management. To provide hands-on support to line management in managing the people resource which supports culture change, improving current people management practices, which underpin business efficiency and effectiveness service. This role will also champion improvements in HR services and people management processes. This role is both internally and externally focused and provides the key interface between HR and Crossrail's line management, employees and partner organisations. This role is also responsible for providing a day to day facilities service to the business.	£90,000 - £94,999	£5,000-£9,999	£1,000-£1,999	Nil	6

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Insurance & Commercial Manager	To participate in the formulation and implementation of corporate and project risk management and insurance policy, to maintain and manage CRL's corporate and project insurance programmes and to advise on the practicalities of risk management and insurance matters as they affect all aspects of the Crossrail project. To oversee the insurance claims handling process, to work as part of the commercial team on commercial and contractual matters as required and to ensure that the project team is provided with training and support in relation to all insurance arrangements.	£90,000 - £94,999	£0-£4,999	£1,000-£1,999	Nil	Nil
IT Commercial Manager	The IT Commercial Manager manages the day-to-day operation of principle IT contracts (e.g. managed services contracts) and their associated risks. The post will review the commercial terms of IT contracts for purchasing third party software and services. The post is responsible for the financial management, performance measurement, customer satisfaction and administration of these contracts. The post holder will be responsible for driving forward continued service improvements with a focus on commercial relationship management and delivering value for money.	£90,000 - £94,999	£0-£4,999	£0-£999	Nil	1
Platform Screen Doors Lead Engineer	To support the Project Manager through the Procurement, Design, Construction and Commissioning of the C31 Platform Screen Doors Project	£90,000 - £94,999	£0-£4,999	Nil	Nil	Nil
Project Construction Manager	To support in managing the contractor's performance with regard to progress, cost and health & safety at the contract level. Using authority delegated by the Project Manager to manage all construction contracts within area of responsibility, supported by Site Teams at each geographic location or system based area of responsibility.	£90,000 - £94,999	£0-£4,999	£1,000-£1,999	Nil	2
Project Manager S&PSD	Through the design, procurement, construction, testing, commissioning and handover phases of the Project lead the management of the project in a safe, efficient and cost-effective manner. Defining the strategy for the execution of works within the project and carries out the duties of a Project Manager under the NEC3 contract where agreed.	£90,000 - £94,999	Nil	Nil	Nil	5
Project Solicitor	To deliver an effective and efficient legal service to support the achievement of CRL's corporate objectives.	£90,000 - £94,999	£5,000-£9,999	£1,000-£1,999	Nil	Nil
Chief of Staff	This is a broad ranging role which will ensure the efficient management of the Chairman and Chief Executive's Office and will provide wide-ranging support to both the Chairman and the Chief Executive. This role will also oversee and manage business with Crossrail sponsors, through direct support to the CEO and Chairman, coordination of working-level interactions with sponsors, and liaison with Crossrail executive team and others. It will ensure that a joined up approach is taken to sponsor relations across Crossrail.	£95,000 - £99,999	£5,000-£9,999	£1,000-£1,999	Nil	3
Head of Community Relations	To lead the development and delivery of a high quality Community Relations service that keeps local stakeholders informed, helps reduce impact on local stakeholders and helps maintain an excellent reputation for Crossrail with all its local stakeholders.	£95,000 - £99,999	£5,000-£9,999	£0-£999	Nil	8
Head of Logistics	To manage the logistics team and ensure the development and implementation of a fit-for-purpose logistics strategy to support the Central Section Delivery Area.	£95,000 - £99,999	£5,000-£9,999	£1,000-£1,999	Nil	4
Head of MEP	To act as the Head of Discipline for all MEP matters under the authority of the Chief Engineer. To provide MEP leadership for the Crossrail Programme and to ensure a world class level of technical performance is provided.	£95,000 - £99,999	£5,000-£9,999	£0-£999	Nil	7
Lead Route Control Centre Engineer	To manage the delivery of systems of the Route Control Centre & Backup Control Facility to CRL requirements for safety, time, cost and quality. Provide the Lead on the engineering aspects of the integration of the communication systems at Crossrail/ LUL interchange stations.	£95,000 - £99,999	£0-£4,999	£0-£999	Nil	Nil
Operational Rediness & Testing Manager	To coordinate, develop and implement an Operational Readiness Strategy, and associated Testing Plan, for Crossrail that will integrate into Network Rail's current contingency plans for Anglia and Western routes. The strategy will integrate any existing readiness preparation across different Crossrail teams, (e.g. Train Operations, Maintenance, Station management, Engineering etc.) into a single cohesive approach. This will ensure there is a suitable plan in place for readiness testing throughout Stages 0 – 5 of Crossrail's commissioning. To engage with Crossrail to transfer and embed knowledge and lessons learnt from each Stage of readiness testing into all Crossrail teams to ensure a legacy of learning is carried forward into Full Service Operation of Crossrail. To ensure the strategy will integrate with, and build upon, the Crossrail Customer Proposition.	£95,000 - £99,999	Nil	Nil	Nil	Nil

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Project Manager CR & ITF	Through the design, procurement, construction, testing, commissioning and handover phases of the Project lead the management of the project in a safe, efficient and cost-effective manner. Defining the strategy for the execution of works within the project and carries out the duties of a Project Manager under the NEC3 contract where agreed.	£95,000 - £99,999	Nil	Nil	Nil	3
Development Manager	Principal responsibility for procuring, leading and directing a professional team in planning, promoting, managing and delivering all Crossrail Oversight Developments (OSDs), where Crossrail does not have a collaborative partner (non-collaboration sites),	£100,000 - £104,999	£0-£4,999	Nil	Nil	Nil
Head of Agreements Management	Responsible to the Transition and Strategy Director for defining Crossrail's (CRL) Third Party Agreement (TPA) Strategy, Policy and Agreement Management Plan (AMP) such that they align to Governance gateways and authorisation routes of Crossrail, TfL and the Industry Partners. Ensure the TPA Strategy is developed and adopted by all stakeholders such that all TPA requirements are identified and successfully put in place to bring the railway into staged operational use. Develop and embed a programme management supporting toolkit for the AMP stakeholders including a web enabled Agreement Management System application (AMS). Utilise the AMS as a stakeholder collaboration tool to reduce risk, align TPA production schedules, enable resource levelling and improve TPA value for money. Also undertake assurance and compliance reviews of TPA particularly when the parties have completed and fully discharged their obligations.	£100,000 - £104,999	£0-£4,999	£0-£999	Nil	7
Head of Applications & Portfolio Mngmt	The Head of Applications and Portfolio management is responsible for maintaining Crossrail's principle business systems and delivering a portfolio of projects to deliver new or enhanced business systems, both on-time and on-budget. The role leads an in-house team of project managers, applications developers, system administrators and application support analysts that schedule, deliver, develop and support Crossrail's integrated systems architecture. The role is responsible for operating appropriate governance processes to ensure that project and application resources are optimised and aligned with business priorities, as well as ensuring that changes to systems are managed professionally and with minimal impact on the operation of Crossrail.	£100,000 - £104,999	£5,000-£9,999	£1,000-£1,999	Nil	4
Head of Employee Relations	To establish and implement the Employee and Industrial Relations (EIR) strategy for Crossrail and implement arrangements for measuring and managing the performance of the principal contractors and their supply chains in delivering their employee relations and industrial relations contractual requirements. To ensure the delivery and ongoing development of specifically assigned elements of the Crossrail skills and employment, and sustainability strategies, including managing and reporting on the performance of the principal contractors and their supply chains in complying with relevant contractual requirements. Maintain regular communications with the Delivery Director and their direct reports and the Principal Contractors.	£100,000 - £104,999	£5,000-£9,999	£1,000-£1,999	Nil	3
Head of Risk Management	Defining Crossrail's Policy and Strategy for Risk Management, for reporting upwards to the CRL Executive and the Board and outwards to key stakeholders such as the Project Representative, Joint Sponsors Team, Transport for London (TfL), and HM Treasury. Also for producing the overall Crossrail Quantitative Risk Assessment of cost and schedule and for providing risk management support to the CRL Executive and the Programme Directorate. Also for providing leadership and guidance to risk managers across the Crossrail Programme.	£100,000 - £104,999	£10,000-£14,999	£1,000-£1,999	Nil	4
Head of Sustainability & Consents	Lead the planning, environment, traffic and sustainability functions for the Crossrail programme. Implement the detailed consents strategies and regimes for Crossrail construction and permanent works. Coordinate the sustainability performance of the Crossrail programme.	£100,000 - £104,999	£5,000-£9,999	£0-£999	Nil	5
Head of Technology & Architecture	To lead the development and implementation of Crossrail's technology and systems architecture strategy, ensuring that it is closely aligned with the Project's current and future needs and is innovative and efficient. To support the architecture design for the Digital Railway programme, ensuring a smooth and effective handover of data and systems to the new railway operator in 2018. Finally, acting as Crossrail's IT security officer and providing technical assurance whenever necessary.	£100,000 - £104,999	£5,000-£9,999	£0-£999	Nil	2
Manager of Engineering (West)	To act as the CRL Manager of Engineering for the Crossrail Central Section. To manage the FDC design for completion of design services to contract ITT.	£100,000 - £104,999	£5,000-£9,999	£1,000-£1,999	Nil	5

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Project Solicitor	To deliver an effective and efficient legal service to support the achievement of CRL's corporate objectives.	£100,000 - £104,999	£5,000-£9,999	£1,000-£1,999	Nil	Nil
Project Solicitor	To deliver an effective and efficient legal service to support the achievement of CRL's corporate objectives.	£100,000 - £104,999	£5,000-£9,999	£0-£999	Nil	Nil
Design Integration Manager	The post holder is responsible for identifying, managing and expediting the integration of station, portals and shafts and systemwide contractor design at the interfaces between projects on behalf of the delivery and technical directorates. This is a new role with a duration of 12-18 months and as such the post holder will be required to develop the role in discussion with the Stations Director.	£105,000 - £109,999	£5,000-£9,999	£1,000-£1,999	Nil	Nil
Head of Architecture	To act as the head of discipline for all architectural matters under the authority of the Chief Engineer. To provide architectural leadership for the Crossrail Programme and to ensure a world class level of technical performance is provided.	£105,000 - £109,999	£5,000-£9,999	£0-£999	Nil	8
Head of Financial Control	The purpose of this role is for an experienced manager: 1. Maintain a strong financial controls environment (including through the development and updating of the SAP finance system and of Crossrail's Finance Manual and associated procedures). 2. Maintain, safeguard and develop Crossrail's core financial accounting systems and records. 3. Own and optimise Crossrail's payment and banking processes. and 4. Be responsible for the submission of timely, accurate financial information to Crossrail's parent company, Transport for London.	£105,000 - £109,999	£10,000-£14,999	£0-£999	Nil	3
Head of IT Programme Management	The Head of IT Programme Management is responsible for leading the design, planning and implementation of large-scale IT change programmes to ensure that these changes are aligned with business requirements and priorities, deliver the forecasted benefits on time and on budget, as well as minimising any negative impact on the Crossrail Project. They are also responsible for: <ul style="list-style-type: none"> • Recruiting, leading and coaching a small team of Programme people; • Developing and maintaining effective Programme plans; • Facilitating effective business change as a result of Programme changes • Stakeholder management with senior executives in Crossrail and third-party suppliers; • Accurate and timely reporting and ensuring that benefits delivery is on track; • Active risk management to mitigate Programme delivery risks. 	£105,000 - £109,999	£5,000-£9,999	£1,000-£1,999	Nil	3
Head of Organisational Effectiveness	To lead on all organisational change and capability and to be a catalyst for cultural, behavioural and business performance change	£105,000 - £109,999	£5,000-£9,999	£0-£999	Nil	4
Head of Urban Integration	Ensure that Crossrail stations are fully integrated, in terms of urban design and transport, by managing the interface between the project, TfL, GLA, the boroughs, developers and other stakeholders.	£105,000 - £109,999	£5,000-£9,999	Nil	Nil	4
Operation Business Manager	Deliver and manage the complete set of activities for the operations, rolling stock and maintenance work streams within Crossrail programme, budgets and costs to ensure they deliver to time and cost within Crossrail's governance and overall programme and budget.	£105,000 - £109,999	£5,000-£9,999	£1,000-£1,999	Nil	5
Portfolio Manager (OSD Programme)	Responsible for ensuring that the delivery of the highest quality over-site developments (OSDs) and urban realm improvements are completed to budget and programme and that OSD and urban realm construction works are harmoniously integrated with Crossrail station and other construction works.	£105,000 - £109,999	£5,000-£9,999	£1,000-£1,999	Nil	Nil
Project Business Manager	To implement project level processes and activities that relate to the commercial management of the project including, but not limited to, monitoring of procurement, cost, finance, schedule, risk management, compliance with contractual terms, cost verification, project staffing registers / forecasts and the timely resolution of contract change.	£105,000 - £109,999	Nil	Nil	Nil	3
Project Manager	To be responsible for the project through the design, procurement, and construction. Monitoring and reporting processes, supporting the management of the project in a safe, efficient and cost-effective manner. Defining the strategy for the execution of works within the project and carries out the duties of a Project Manager under the NEC3 contract.	£105,000 - £109,999	£5,000-£9,999	Nil	Nil	12
Project Mngr-Station Inter & Maintenance	To support the Employer in coordination of project activities to develop and implement interface schedules and associated agreements for elements of the Crossrail Central Operating Stations that interface with Others.	£105,000 - £109,999	Nil	Nil	Nil	Nil
Project Solicitor	To deliver an effective and efficient legal service to support the achievement of CRL's corporate objectives.	£105,000 - £109,999	£5,000-£9,999	£0-£999	Nil	Nil
Development Manager - OSD	Principal responsibility for procuring, leading and directing a professional team in planning, promoting, managing and delivering Crossrail Oversight Developments (OSDs) ensuring schemes are fully integrated with the stations and other operational works whilst delivering maximum financial returns and high quality design.	£110,000 - £114,999	Nil	Nil	Nil	Nil

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Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Head of Quality	The post holder leads the Quality function, including managing a central team of 15 Quality staff in the Technical Directorate. Accountable for the development and implementation of Quality policy and procedures for Crossrail, in order to deliver a World Class railway. As head of the Quality function, manage all quality, surveillance and certification staff on Central Section Works and work with RSD and Surface Works teams in development and implementation of quality plans. The post holder is responsible for the development and maintenance the Crossrail Management System to satisfy the Crossrail Board that the Crossrail programme is being delivered in accordance with the Sponsors' Requirements, including obligations under the Crossrail Act. To champion best practice in design, construction, testing and commissioning leading to delivery of a World Class Railway. To advise the Chief Executive, Programme Director and Technical Director on all Quality matters. To act as nominated Supervisor (as defined in NEC Contracts) for all Crossrail directly awarded Contracts	£110,000 - £114,999	£5,000-£9,999	£1,000-£1,999	Nil	7
Head of Stations	Provide professional leadership for stations across the programme. The delivery of Crossrail infrastructure designs that meet project requirements.	£110,000 - £114,999	£5,000-£9,999	£0-£999	Nil	4
Stations Construction Manager	Monitors and oversees construction activities and particularly those associated with testing and commissioning of the MEP and associated life safety systems (including lifts and escalators) and the integration of such systems into the LUL/RfL. To also be "the single point" of contact for communications between CEG and the Stations Projects.	£110,000 - £114,999	Nil	Nil	Nil	2
Development Manager	Principal responsibility for procuring, leading and directing a professional team in planning, promoting, managing and delivering all Crossrail Oversight Developments (OSDs), where Crossrail does not have a collaborative partner (non-collaboration sites),	£115,000 - £119,999	£5,000-£9,999	£1,000-£1,999	Nil	Nil
Head of Technical Information	To develop and manage an integrated information data management system to meet business requirements. Provide technical leadership across the Programme to enable Programme Directorate and Delivery Partners succeed.	£115,000 - £119,999	£5,000-£9,999	£0-£999	Nil	6
Head of Over Site Development	Responsible for leading the team in planning, promoting, managing and delivering all Crossrail over site developments (OSDs), ensuring schemes are fully integrated with the operational works whilst delivering maximum financial returns through high quality design.	£120,000 - £124,999	£5,000-£9,999	£1,000-£1,999	Nil	5
Head of Commercial Services	Reporting to the Commercial Director, the Head of Commercial Services leads the Commercial Services team whose purpose is, to define the CRL Commercial Strategy, ensure that appropriate commercial agreements are in place to allow CRL to execute the project, to support the delivery team in the application of the agreements, and demonstrate compliance with our commercial obligations. The Commercial Strategy sets out how CRL will protect and enhance the value of the Crossrail investment through the existing agreements and defines a framework for the negotiation of future agreements. It focuses on managing CRL risk and delivering Value for Money, within the limits of affordability. Support to the delivery team will be designed to ensure that the CRL Commercial Strategy is implemented effectively. Where gaps in the framework exist the Commercial Services team will work with the delivery team to fill those gaps with appropriate agreements. Advice and guidance will be given on the application of the agreements and planning support will be provided to ensure that the delivery teams are aware of the commercial constraints within which they operate. Commercial assurance is at first about ensuring that the commercial obligations contained in the agreements are correctly reflected in our delivery plans and then demonstrating compliance with those obligations to the CRL Executive and third parties. An important part of this role is providing early warning of any potential breach to avoid claims or delay to the programme.	£125,000 - £129,999	£5,000-£9,999	£1,000-£1,999	Nil	Nil
Delivery Contracts Director	To oversee that all contracts entered into by CRL are administered in accordance with the terms of those contracts and in a manner that is consistent with CRL policy and governance arrangements. To manage project reserved functions under the CRL NEC contracts and to manage CRL reserved functions under third party agreements. Ensure as far as possible that CRL are obtaining best affordable value in delivering the Crossrail project objectives and that commercial risk is properly considered and managed by CRL through its contract arrangements. To manage the CRL Prime Contracts.	£130,000 - £134,999	£20,000-£24,999	Nil	Nil	2

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999
Data as at 31 December 2015

Position Title	Job Purpose	Salary Band	Performance Award Band	Benefits in kind	Budget (£m) 2015-16	Number of direct reports
Head of Change Control & Cost Assurance	The purpose of this role is for an experienced manager to: 1. lead the assurance and verification of cost. 2. Lead the management of change. 3. Maintain control of the baseline for the Crossrail Programme.	£130,000 - £134,999	£10,000-£14,999	£1,000-£1,999	Nil	3
Head of Commercial & PMO	To lead commercial, contracts administration and controls activity for the Land & Property OSD & UR programmes (encompassing planning, financial accounting liaison, commercial/cost management, commercial assurance, change control, risk management, reporting and management against the baseline OSD & UR Programmes); leading the resolution of commercial contract and procurement issues in liaison with the Heads of OSD & UI and supporting the Land & Property Director in delivering	£130,000 - £134,999	£5,000-£9,999	£1,000-£1,999	Nil	2
RfL Stations Deputy Director	To support the Business in relation to directly managing project team activities in constructing, commissioning and handing over the four new stations within the Central Operating Section of Crossrail that will be handed over to RfL as the infrastructure manager. Through the appropriate use of monitoring and reporting processes, checking that projects are managed in a safe, efficient and cost-effective manner within the parameters of the contracts, and supporting the Business in defining strategy for the execution of works within the directorate and checking that resources are engaged in a timely manner to assist Crossrail in delivering the works.	£135,000 - £139,999	£20,000-£24,999	£1,000-£1,999	Nil	4
External Affairs Director	Deliver and lead the overarching external communications and public relations policy, strategy and delivery for Crossrail Limited (CRL).	£140,000 - £145,999	£10,000-£14,999	£0-£999	£5m	7
Head of Integration	Crossrail is required to deliver a railway which is fully integrated at opening. This requires the infrastructure, rail systems, rolling stock, operational and other procedures and railway staff to deliver a railway which is operable, maintainable and safe, and which meets all the performance criteria and other requirements set by Sponsors. Railway Integration is the process by which all these elements are brought together to deliver the functioning railway and covers integration within Crossrail (for example infrastructure and rail systems) and between Crossrail and other parties – Network Rail, London Underground, Rail for London and future operators.	£145,000 - £149,999	£10,000-£14,999	£1,000-£1,999	Nil	7