

**Senior Staff information for Data Transparency**

**FTE Salary £50,000 - £149,999**

**This document reflects an accurate picture of senior staff in post as at the 31 March 2022**

<b>Job Title</b>	<b>Job Purpose</b>	<b>Salary Band</b>	<b>Benefit in Kind Band</b>	<b>Budget (£m)</b>	<b>Direct Reports</b>
Assistant Implementation Manager	To assist with the mobilisation activities for the team that will maintain the Elizabeth line infrastructure, including monitoring and progressing readiness actions, providing clear and accurate status reports and providing general support to the Maintenance Mobilisation & Transition Manager.	£50,000 - £54,999	£0 - £999	Nil	Nil
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 - £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	£0 - £999	Nil	Nil
Cost Engineer	<ul style="list-style-type: none"> <li>• Working with the Project Manager and other team members to analyse and report on the cost status of the works.</li> <li>• 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.</li> <li>• 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.</li> </ul>	£50,000 - £54,999	£0 - £999	Nil	Nil
Delivery Control Schedule Planner (R&P)	To support the Employer in the co-ordination of the entire Delivery Control Schedule (DCS) working closely with Project Delivery Teams (PDTs) to facilitate and ensure collaboration to deliver a unified and integrated project. To provide analysis of programme information to inform senior management in Crossrail on progress and performance. The role is strategic and focuses on challenging issues that face Crossrail in the delivery of the programme and therefore is very broad in its scope. The analysis required involves the development of bespoke reports/ presentations based on information produced at various levels across this complex programme that clearly and simply convey the issues, criticality and forecast outcomes for senior management to make informed decisions around.	£50,000 - £54,999	£0 - £999	Nil	Nil

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Deputy Completion Manager	To support the Completion Manager on completion matters in particular on Employer's Completion Process (ECP) which will demonstrate that Crossrail has exercised due diligence prior to acceptance of Crossrail Central Section Works.	£50,000 - £54,999	£0 - £999	Nil	2
Information Engineer	To provide support to the Head of Quality relating to monitoring the management system, and analysis of data relating to quality in across the programme.  To prepare reports for Head of Quality including input to Technical Directors report.  To assist the Head of Audit and prepare periodic reports relating to auditing.	£50,000 - £54,999	£0 - £999	Nil	Nil
Interface/Third Party Manager	To support the Employer in managing the interface between the Project team(s) and Systemwide Interfaces/Third Parties, including access, operational, infrastructure protecting, engineering and implementation functions in accordance with the relevant management plan.	£50,000 - £54,999	£0 - £999	Nil	Nil
Operations Cost & Risk Analyst	To support the Employer in providing knowledgeable, informed challenge. management and interpretation of cost, financial and risk data. To drive the affordability agenda to allow potential Area cost savings to be delivered and to check that all commercial issues are robustly managed and dealt in line with delegated authorities.  Establish and implement practical processes, maintaining accurate records and providing timely and diligent expertise and support to ensure that contracts are delivered successfully through collaborative working practices.	£50,000 - £54,999	Nil	Nil	1
PES - Engineering Consultant	Professional Engineering Services are a group of multidisciplinary engineers who are resourced across the Project to help resolve and close-out pan-Crossrail assurance activity and provide delivery engineering excellence across all disciplines. Professional Engineering Services Consultants can expect to drive required delivery engineering to completion for an Element or Routeway Chapter; support the overall handover process; support the Project Directors (PDs) in all Engineering matters, ensuring that the integrated solutions deliver to meet the technical requirements; ensuring that stakeholders are appropriately assured of the direction and quality of engineering outputs.  The role will require focus on (but not be limited to) overseeing the technical aspects of engineering, construction, testing and commissioning, handover activities and provide services as defined by Head of Professional Engineering Services	£50,000 - £54,999	£0 - £999	Nil	Nil
Public Affairs Manager	To lead on public affairs activity in support of the overall Crossrail communications strategy and to lead on specific governance and scrutiny issues.	£50,000 - £54,999	Nil	Nil	1

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Quality & Compliance Systems Manager	<p>To manage 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 means of communicating the processes required to deliver Crossrail.</p> <p>Assist with the co-ordination of all plans and procedures, which includes drafting any documentation directly relating to the Quality Team.</p> <p>Additionally, provide support to the Head of Quality, Programme Quality Manager and the Quality Team with a variety of administrative, analytical and continual improvement services.</p>	£50,000 - £54,999	£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	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	Nil	Nil
Site Supervisor (Arch & Civils)	To support the Delivery Team in the coordination, delivery and technical aspects of the construction activities whilst ensuring Health, Safety, Environmental and Quality requirements are achieved.	£50,000 - £54,999	£0 - £999	Nil	Nil
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	£0 - £999	Nil	Nil
Assurance Manager	To manage, on behalf of RFLI, the Assurance Management process for the Elizabeth Line assets and the systems being delivered by CRL. To be achieved in accordance with the prevailing Technical Assurance Plan and reporting to the Handover Manager.	£55,000 - £59,999	£0 - £999	Nil	Nil
Cloud Services Specialist	<p>To perform a mixture of project work and support activities supporting Crossrail's Microsoft Azure Cloud environment.</p> <p>The role includes but is not limited to the design and building of Azure services to meet Crossrail's business needs, proactive monitoring of our entire Azure environment and supporting this going forward. You will need to ensure that best practise is followed throughout and that data security is at the forefront of how the Azure service is designed and delivered.</p>	£55,000 - £59,999	£0 - £999	Nil	Nil

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Job Title	Job Purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Health & Safety Generalist	Working to improve health & safety performance of Crossrail and its contractors. The post-holder works as part of the Health & Safety team to promote improvements in health and safety management and performance. They are to work closely with the Crossrail project teams to ensure integration of the Crossrail Target Zero culture into daily work programmes on all sites and to promote various safety improvements and initiatives.	£55,000 - £59,999	£0 - £999	Nil	Nil
Information & Reporting Lead	The Crossrail programme will deliver a new cross-London rail link from Reading 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 Information and Reporting Lead is an important strategic role with key responsibility for the effective utilisation, control and handover of records within the Crossrail Common Data Environment (CDE) and other related systems and data sources.	£55,000 - £59,999	£0 - £999	Nil	Nil
IT Applications & Service Support Manager	The IT Applications & Service Support Manager is responsible for the day to day delivery of the IT service for both applications and operations. They are accountable for ensuring that: -Internal and external service teams deliver to their agreed service level agreements (SLA's) -Internal teams provide the required support from an administration, business process and technical perspective for supported applications -Service disruptions are managed in a controlled manner with a focus on resuming service followed by a standardised review of root causes and any required future mitigations	£55,000 - £59,999	£0 - £999	Nil	2
LU Interface Manager	To support Crossrail in managing the interface between the delivery team and the LU (and LO/NR where applicable) teams within a specific defined geographic location; including access, operational, infrastructure protection, engineering and implementation functions, in particular with reference to the integrated ticket hall adjacent to the Western ticket hall site	£55,000 - £59,999	£0 - £999	Nil	Nil
Productivity Planner	To support the Bond Street Project team in preparing periodic progress reporting of Level 3 and Level 4 schedules. Supporting the project delivery 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.	£55,000 - £59,999	£0 - £999	Nil	Nil
Project Manager - Cyber Security	As Crossrail now proceeds through the final stages of commissioning, most of the complex sites and systems have undergone final testing and are being handed over to the operator. A number of Cyber Security issues across the estate now need to be managed out before the Railway enters the next stages of Trial Operations and then Revenue Service.	£55,000 - £59,999	£0 - £999	Nil	Nil

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Site Superintendent	To support the Business to enable the contractor to efficiently honour their contract through the coordination of interfaces, interrogation of his programme, and the monitoring and reporting of progress for a specific area of responsibility.	£55,000 - £59,999	£0 - £999	Nil	Nil
Accommodation Strategy Manager	To effectively identify necessary site office accommodation and welfare requirements across the project in line with the changing programme.	£60,000 - £64,999	£0 - £999	Nil	Nil
Agreement Compliance & Systems Manager	Identify and establish any Crossrail Ltd Third-Party Agreements (TPA) necessary to bring the railway into operation. Provide a compliance and governance service to enable the effective management, final accounting and closure of TPAs. Where TPA management accountability is to pass over to TfL/IM's support the PM's Agreement Handover activity for one or more locations in the lead up to the staged handover. 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). Support the planning, organising, reporting and control of the activities of the Agreement Team (AT) within the Directorate.	£60,000 - £64,999	£0 - £999	Nil	Nil
Agreements and Compliance Manager	The Agreements and Compliance Manager will identify and establish any Crossrail Ltd Third-Party Agreements (TPA) necessary to bring the railway into operations with the Infrastructure Managers [IM's] and provide a compliance and governance service to enable the effective management and closure of TPAs. They will support Project Managers (PM) in Closing out TPA's to ensure all obligations are discharged. Where TPA management accountability is to pass over to TfL/IM's they will support the PM's Agreement Handover activity for one or more locations in the lead up to the staged handover. These activities are undertaken within the framework of Crossrail's Agreement Management Plan (AMP) and the Handover Execution Plan. 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.	£60,000 - £64,999	£0 - £999	Nil	Nil

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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	£0 - £999	Nil	Nil
Comms Engineer Public Cellular Radio	To manage the Commercial and Cost Management function across the Directorate to: <ul style="list-style-type: none"> <li>• Establish and maintain commercial agreements necessary for delivery and commissioning for the Surface works.</li> <li>• Minimise the Anticipated Final Cost in accordance with best value as defined in the PDA; and</li> <li>• Achieve a value for money target price for the On Network Works, within the context of the Crossrail Network Rail Protocol Agreement</li> </ul>	£60,000 - £64,999	Nil	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	£0 - £999	Nil	Nil
Exercise Planning Manager - Emergency Plan	To support the Operational Readiness and Testing Manager in delivering the outputs from the forums that cover operational readiness of the end-to-end railway. Responsible for arranging the operational readiness for dynamic testing and working with the Systemwide contractors to deliver their testing requirements for the Central Operating Section (COS). Following this stage, the role will be responsible for developing the testing and exercising plans for trial running & trial operations being the lead for testing the operational processes and procedures required to operate the COS in relation to emergency planning and its interfaces with Network Rail, London Underground, MTRC, HAL and other train operating companies/ concessionaires.	£60,000 - £64,999	£0 - £999	Nil	Nil
Financial Control Accountant	To work as part of the Financial Control team and be responsible for the strong day to day management of the general ledger and the financial processing environment. The Financial Control team maintains the SAP finance system, and provides financial reporting, cashflow forecasting, invoice processing, payment, fixed asset and tax management services to Crossrail.	£60,000 - £64,999	Nil	Nil	Nil
Indirect Cost Analyst	A qualified Accountant to work as part of the Indirect Cost 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.	£60,000 - £64,999	£0 - £999	Nil	Nil

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Integrated Assurance Lead	<p>The main purpose of the role is to provide assurance integration across the three lines of defence to provide CRL with an amalgamated view on a periodic basis. The postholder will act as secretariat for the Crossrail CEO Periodic Assurance Meeting and produce the briefing materials and products required for senior level governance forums including the Elizabeth Line Delivery Group (ELDG) and the Elizabeth Line Committee (ELC).</p> <p>At the LoD3 level, the post holder will act as a secretariat for TfL to the newly formed, Independent Investment Programme Advisory Group (IIPAG) – Crossrail Sub Group.</p> <p>In addition, the postholder will also undertake specific and discreet activities reporting to the CEO office. As requested by CRL CEO – part time support to the Crossrail Lessons Learned Legacy project will continue. As requested by the CRL CFO the postholder will continue to coordinate the National Audit Office's audit in the first half of 2021</p>	£60,000 - £64,999	Nil	Nil	Nil
Lead CIS Delivery Engineer	<p>Crossrail is being delivered through a series of Tier 1 Contracts. One of the critical success factors of this contract is the successful delivery of the Supervisory Control and Data Acquisition (SCADA) system for both Central Management System (CMS) at the Route Control Centre (RCC) and Station Management System (SMS) and of the Customer Information System (CIS).</p> <p>The Lead CIS Delivery Engineer supports this goal by acting as the lead and representative for the Crossrail C660 project team at Crossrail and Contractor sites throughout the UK. The Lead Delivery CIS Engineer will engage with Crossrail, Infrastructure Manager, and Contractor project teams in the day-to-day delivery of the CIS and SCADA / Software and will support the system testing at Crossrail sites via coordination with other Crossrail and Contractor project teams.</p>	£60,000 - £64,999	Nil	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	Nil	Nil	Nil
Operational Readiness Manager	To support the Head of Operations and Readiness in delivering the outputs from the forums that cover operational readiness of the end-to-end railway. Responsible for leading the operational readiness for Trial Running and Trial Operations and the appointment and deployment of operational staff. Following this stage, the role will be responsible for developing the testing and exercising plans for Trial Running, in coordination with Crossrail Systemwide, and Trial Operations in coordination with MTR-Crossrail and London Underground. This role will also be responsible for coordinating the impact of outstanding construction and snagging activities on the Trial Running and Trial Operations programmes with Crossrail. Responsible for leading and line managing the Operational Readiness Exercise Planning Managers.	£60,000 - £64,999	£0 - £999	Nil	3

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Job Title	Job Purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
PES - Senior Engineering Consultant	Professional Engineering Services are a group of multidisciplinary engineers who are resourced across the programme to help resolve and close-out pan-Crossrail assurance activity and provide delivery engineering excellence across all disciplines. Professional Engineering Services Senior Consultants can expect to drive required delivery engineering to completion for an Element or Routeway Chapter; support the overall handover process; support the Senior Handover Specialists (PDs) in all Engineering matters, ensuring that the integrated solutions deliver to meet the technical requirements; ensuring that stakeholders are appropriately assured of the direction and quality of engineering outputs. The role will require focus on (but not be limited to) overseeing the technical aspects of engineering, construction, testing and commissioning, handover activities and provide services as defined by Head of Professional Engineering Services	£60,000 - £64,999	Nil	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.	£60,000 - £64,999	£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.	£60,000 - £64,999	Nil	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	£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.	£65,000 - £69,999	£0 - £999	Nil	Nil
Configuration Control Engineer	To support the Project Manager by providing engineering support to ensure Bond Street Station is able to deliver works whilst supporting an Operational Railway through Testing, Trials and Revenue Service; this includes ensuring the works are planned and managed in accordance with the project Configuration Management Plan to protect the Railway at all times.	£65,000 - £69,999	£0 - £999	Nil	Nil
GIS Manager	To create, manipulate, manage and make available geospatial project information required for the progress of the Project.	£65,000 - £69,999	£0 - £999	Nil	Nil



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Job Title	Job Purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Handover Team Leader	To support the Employer, Crossrail Limited (CRL) in delivering and expediting the successful Handover of the Element to the Infrastructure Managers (IMs), through collaboration with the CRL Project Teams, the representatives of the IMs, the wider Handover team and the wider CRL Team. The Handover Team Leader will lead a team of Handover Leads. An Element is defined as an asset which is part of the Railway as a whole. An Element may be a station, shaft, portal, or route (railway).	£65,000 - £69,999	£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.	£65,000 - £69,999	£1,000 - £2,000	Nil	Nil
MEP Engineer - Fire	<ul style="list-style-type: none"> <li>• Provide technical support to the Head of Fire for fire engineering under the authority of the Chief Engineer</li> <li>• To review Contractor deliverables against procedures and Employers requirements</li> <li>• Provide support to Engineering Managers in the specialist area of fire engineering</li> <li>• Provide technical advice to Contractors as necessary, including guidance on Standards, Specifications and responses to Project Technical Requests (PTR)</li> </ul>	£65,000 - £69,999	Nil	Nil	Nil
PES - Engineering Consultant	Professional Engineering Services are a group of multidisciplinary engineers who are resourced across the Project to help resolve and close-out pan-Crossrail assurance activity and provide delivery engineering excellence across all disciplines. Professional Engineering Services Consultants can expect to drive required delivery engineering to completion for an Element or Routeway Chapter; support the overall handover process; support the Project Directors (PDs) in all Engineering matters, ensuring that the integrated solutions deliver to meet the technical requirements; ensuring that stakeholders are appropriately assured of the direction and quality of engineering outputs. The role will require focus on (but not be limited to) overseeing the technical aspects of engineering, construction, testing and commissioning, handover activities and provide services as defined by Head of Professional Engineering Services	£65,000 - £69,999	£0 - £999	Nil	Nil

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PES - Senior Engineering Consultant	<p>Professional Engineering Services are a group of multidisciplinary engineers who are resourced across the programme to help resolve and close-out pan-Crossrail assurance activity and provide delivery engineering excellence across all disciplines. Professional Engineering Services Senior Consultants can expect to drive required delivery engineering to completion for an Element or Routeway Chapter; support the overall handover process; support the Senior Handover Specialists (PDs) in all Engineering matters, ensuring that the integrated solutions deliver to meet the technical requirements; ensuring that stakeholders are appropriately assured of the direction and quality of engineering outputs.</p> <p>The role will require focus on (but not be limited to) overseeing the technical aspects of engineering, construction, testing and commissioning, handover activities and provide services as defined by Head of Professional Engineering Services</p>	£65,000 - £69,999	Nil	Nil	Nil
PES - Senior Engineering Consultant	<p>Professional Engineering Services are a group of multidisciplinary engineers who are resourced across the programme to help resolve and close-out pan-Crossrail assurance activity and provide delivery engineering excellence across all disciplines. Professional Engineering Services Senior Consultants can expect to drive required delivery engineering to completion for an Element or Routeway Chapter; support the overall handover process; support the Senior Handover Specialists (PDs) in all Engineering matters, ensuring that the integrated solutions deliver to meet the technical requirements; ensuring that stakeholders are appropriately assured of the direction and quality of engineering outputs.</p> <p>The role will require focus on (but not be limited to) overseeing the technical aspects of engineering, construction, testing and commissioning, handover activities and provide services as defined by Head of Professional Engineering Services</p>	£65,000 - £69,999	£0 - £999	Nil	Nil
PES -Engineering/Architecture Consultant	<p>Professional Engineering Services are a group of multidisciplinary engineers and architects who are resourced across the Project to help resolve and close-out pan-Crossrail assurance activity and provide delivery engineering excellence across all disciplines. Professional Engineering Services Consultants can expect to drive required delivery engineering to completion for an Element or Routeway Chapter; support the overall handover process; support the Project Directors (PDs) in all Engineering and Architectural matters, ensuring that the integrated solutions deliver to meet the technical requirements; ensuring that stakeholders are appropriately assured of the direction and quality of engineering/design outputs.</p> <p>The role will require focus on (but not be limited to) overseeing the technical aspects of engineering, architecture, construction, testing and commissioning, handover activities and provide services as defined by Head of Professional Engineering Services</p>	£65,000 - £69,999	£0 - £999	Nil	Nil

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Programme Accountant	The purpose of this role is to support Crossrail in the management, control, and reporting of the capital investment programme. The Programme Accountant role will actively engage with key stakeholders across the programme ensuring the timely delivery of all actions required to support the accounting activities. Programme accountant will perform a key business partner role, the individuals should be confident and credible when working with senior managers and third parties. Strong communication skills are required to be able to convey financial information in a clear and structured manner.	£65,000 - £69,999	£0 - £999	Nil	Nil
Project Manager- Mobilisation	To manage the mobilisation activity for Crossrail Infrastructure Management teams including the development of requirements for the provision of specialist maintenance equipment and systems, production of implementation plans, delivery management and ongoing support arrangements.	£65,000 - £69,999	Nil	Nil	Nil
Senior Business Manager	The Senior Business Manager acts as the key interface between the CFO Group and other Crossrail directorates, including external consultants and contractors. This role works alongside the functional leaders to ensure the smooth running of CRL Ltd and the provision of effective functional support to the delivery of the Elizabeth Line. The Senior Business Manager will collaborate closely with leaders across the organisation, manage a team and provide advice to the CFO.	£65,000 - £69,999	Nil	Nil	Nil
Senior Technical Author	To manage, on behalf of RFLI Engineering, the establishment of a full set of engineering processes and procedures to ensure readiness for becoming an effective Infrastructure Manager. Reporting to the Engineering Mobilisation Manager, identify, agree and implement a full suite of processes and procedures for the Asset Management and Engineering functions to fulfil its obligations.	£65,000 - £69,999	£0 - £999	Nil	Nil
System Integration Testing & Comm Manager	To manage the safe and efficient execution of the system integration testing required to verify and validate the performance of the Elizabeth Line railway systems on behalf of the Crossrail Project. This will enable entry into both the Trial Running and Trial Operations phases with a view to facilitating the timely opening of the Elizabeth Line for passenger service.	£65,000 - £69,999	Nil	Nil	Nil
TT&C Test Operations Manager	Management of the safe and efficient site testing of railway systems through the Dynamic Testing and Trial Running phases of the project and to support trials and testing in the Trial Operations phase of the programme. Coordinating and overseeing all aspects of the planning, execution, reporting review and continuous improvement of site test activity on the Crossrail infrastructure.	£65,000 - £69,999	£0 - £999	Nil	Nil

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C660 Delivery Close Out Manager	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.	£70,000 - £74,999	£0 - £999	Nil	1
Communications Engineer-Station Systems	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.	£70,000 - £74,999	£0 - £999	Nil	Nil
Completion Lead (Stations)	To support the Completion Function on matters related to completion in particular the Employer's Completion Process (ECP) which will demonstrate that Crossrail has exercised due diligence prior to acceptance of Crossrail Central Section Works.	£70,000 - £74,999	Nil	Nil	Nil
Construction Manager	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.	£70,000 - £74,999	£0 - £999	Nil	Nil
Engineering Manager (RCC, BUCF & RfL)	The Purpose of the role is to support the CRL Project Manager to discharge the technical component of his /her duties under the contracts in the delivery of specific systems for the Crossrail Route Control Centre (RCC), Back-Up Control Facility (BUCF) and Rail for London Training Facility.	£70,000 - £74,999	£0 - £999	Nil	Nil
Health & Safety Manager	Working as part of the Health and Safety team to improve the performance of Crossrail and its contractors in line with Crossrail's Target Zero Strategy and ethos. The post-holder is to directly support the Programme Delivery Directors and their teams to ensure that a consistent approach and the highest standards regards health and safety are maintained. They will provide professional advice for the safe completion and handover of assets to the Infrastructure Managers.	£70,000 - £74,999	£0 - £999	Nil	Nil
Operations Change Manager	To develop and implement the changes required to transition the Elizabeth Line Operations team from its current structure to that required to support Trial Running, Trial Operations, launch and operation of Stages 3, 4 & 5.	£70,000 - £74,999	Nil	Nil	Nil
Operations Integration Manager	To Manage operational integration issues with internal and external stakeholders and lead on the verification and validation activities pertaining to the operating rules developed on behalf of Crossrail and the supporting procedures and instructions for RFLI.	£70,000 - £74,999	Nil	Nil	Nil

**Senior Staff information for Data Transparency**

**FTE Salary £50,000 - £149,999**

**This document reflects an accurate picture of senior staff in post as at the 31 March 2022**

<b>Job Title</b>	<b>Job Purpose</b>	<b>Salary Band</b>	<b>Benefit in Kind Band</b>	<b>Budget (£m)</b>	<b>Direct Reports</b>
Package Manager - Electrical	<p>The Electrical Package Manager will ably support the Delivery in all SC2/3 related matters, ensuring that integrated solution (s), which meets the requirement(s), are delivered. This includes ensuring that stakeholders are appropriately assured of the direction and quality of engineering outputs. This will be accomplished through the day to day liaison with the dedicated Infrastructure Manager (IM) from either RFL or LU, MTR and NR where appropriate.</p> <p>The role will require focus on ( but not be limited to ) overseeing the technical aspects of engineering, construction, testing and commissioning and handover activities and will require full engagement with the Project Manager whilst being supported by the Supervisor's Representative, Project and Field Assurance Engineers for each contact, geographic location and/or for system.</p> <p>The Electrical Package Manager shall be responsible for managing staffing numbers circa 35 Tier 1 Managers/Supervisors and 350 blue collar workers.</p>	£70,000 - £74,999	£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.	£70,000 - £74,999	£0 - £999	Nil	Nil
Risk Manager	The role of the Risk Manager is to provide risk management support and guidance to accountable managers (including Project Managers and/or Functional Leads) and their teams as appropriate. This will include undertaking regular risk workshops/ risk review meetings, producing periodic Quantitative Risk Assessment (QRA) and reports, ensuring adherence to Crossrail risk management framework and supporting the transitioning of Crossrail into an operational railway with the development of new processes, procedures, tools and reports.	£70,000 - £74,999	£0 - £999	Nil	Nil
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.	£70,000 - £74,999	£0 - £999	Nil	Nil
Change & Controls Manager	To develop, plan, maintain and implement change management and programme controls that facilitate a high performing team across Crossrail Operations Directorate and in support of timely, cost effective and controlled commencement of Crossrail operations.	£75,000 - £79,999	£0 - £999	Nil	3
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.	£75,000 - £79,999	£0 - £999	Nil	Nil

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**This document reflects an accurate picture of senior staff in post as at the 31 March 2022**

Job Title	Job Purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Construction Manager (Co-ordination & Access)	<p>Coordination of construction activities to optimise safe delivery of work packages. Ensuring that adequate planning has taken place prior to start of works. Ensuring that third-party interfaces, logistics and access requirements are considered during the planning process. Ensuring that all necessary permits, access approvals and third-party resources are in place prior to the start of works. Resolves emerging issues that requires input from multiple parties by coordinating between stakeholders.</p> <p>Manages the Crossrail construction team. Provides direction and support for the team to perform their duties and ensure that site health and safety requirements (including for COVID-19) are adhered to.</p>	£75,000 - £79,999	£1,000 - £2,000	Nil	1
Finance Manager (A/P, Treasury & Systems)	To work as part of the Financial Control team and be responsible for the strong day to day management of the full purchase to pay and treasury process via SAP. To be responsible for all internal and external regulatory submissions. This role also has responsibility for the day to day functionality and maintenance of the SAP system.	£75,000 - £79,999	£1,000 - £2,000	Nil	1
Finance Manager (Indirects)	An experienced, qualified accountant to work as part of the Finance 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; and to deliver the finance processes of Crossrail and handover of ongoing requirements to TfL in accordance with the agreed Finance Transition plan.	£75,000 - £79,999	£0 - £999	Nil	1
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.	£75,000 - £79,999	Nil	Nil	Nil
Manager of Engineering System Integration	To manage and be the guiding mind for the integrated testing and commissioning of the multitude of complex railway systems which make up the Elizabeth Line on behalf of the Crossrail project. This will enable entry into both the Trial Running and Trial Operations phases with a view to facilitating the timely opening of the Elizabeth Line for passenger service.	£75,000 - £79,999	Nil	Nil	1

**Senior Staff information for Data Transparency**

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**This document reflects an accurate picture of senior staff in post as at the 31 March 2022**

Job Title	Job Purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
PES - Senior Engineering Consultant	Professional Engineering Services are a group of multidisciplinary engineers who are resourced across the programme to help resolve and close-out pan-Crossrail assurance activity and provide delivery engineering excellence across all disciplines. Professional Engineering Services Senior Consultants can expect to drive required delivery engineering to completion for an Element or Routeway Chapter; support the overall handover process; support the Senior Handover Specialists (PDs) in all Engineering matters, ensuring that the integrated solutions deliver to meet the technical requirements; ensuring that stakeholders are appropriately assured of the direction and quality of engineering outputs. The role will require focus on (but not be limited to) overseeing the technical aspects of engineering, construction, testing and commissioning, handover activities and provide services as defined by Head of Professional Engineering Services	£75,000 - £79,999	£0 - £999	Nil	Nil
Project Commercial Manager	To support Crossrail and be responsible for implementing 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. Ensure that a dialogue with the Contractor is maintained such that all commercial and contractual matters are understood.	£75,000 - £79,999	£0 - £999	Nil	Nil
Quality Manager (Systemwide)	To support the Head of Quality with specific accountability for Systemwide, in implementing all aspects of Crossrail's quality assurance management system through design, construction, testing, commissioning and handover and leading the team that will monitor and oversee contractor performance and compliance with all contractual information governing quality control and quality assurance.	£75,000 - £79,999	£1,000 - £2,000	Nil	Nil
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.	£75,000 - £79,999	£0 - £999	Nil	Nil

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Job Title	Job Purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Engineering Services Coordination Manager	<p>Reporting to the Head of Professional Engineering Services (PES), the Engineering Services Coordination Manager is responsible for:</p> <ul style="list-style-type: none"> <li>• managing the resource pool of Engineering Consultants</li> <li>• single point of contact for all new engineering requirements/opportunities</li> <li>• providing project management office support to Professional Engineering services</li> <li>• supporting the Technical Directorate Senior Business Manager (Technical) with project management office support services</li> </ul> <p>Day to day provision of business management, technical delivery and commercial activities for:</p> <ul style="list-style-type: none"> <li>• Professional Engineering Services and</li> <li>• Support to the Technical Directorate to enable technical programme execution.</li> </ul> <p>Leading a technical project management office support function across the Directorate and managing both senior and junior staff in a complex technical and business environment. Support to the Senior Business Manager – Technical by overseeing the Technical Directorate Workforce Plan. Acting as a change agent to maximise value from PES</p>	£80,000 - £84,999	£0 - £999	Nil	Nil
Learning Legacy Manager	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.	£80,000 - £84,999	Nil	Nil	Nil
Mechanical & Electrical Functional Manager	To provide Mechanical & Electrical functional expertise and management to the 'Staged Integration & NR Surface Works' Integration Managers (Stages 2B, 4, 5 and ONW Stage 3) to successfully deliver their scope. To deliver as appropriate, in accordance with specifications set out by the Crossrail's Central Engineering Group in the areas of mechanical, electrical and railway station communication and safety systems.	£80,000 - £84,999	Nil	Nil	Nil
PES - Senior Engineering Consultant	Professional Engineering Services are a group of multidisciplinary engineers who are resourced across the programme to help resolve and close-out pan-Crossrail assurance activity and provide delivery engineering excellence across all disciplines. Professional Engineering Services Senior Consultants can expect to drive required delivery engineering to completion for an Element or Routeway Chapter; support the overall handover process; support the Senior Handover Specialists (PDs) in all Engineering matters, ensuring that the integrated solutions deliver to meet the technical requirements; ensuring that stakeholders are appropriately assured of the direction and quality of engineering outputs. The role will require focus on (but not be limited to) overseeing the technical aspects of engineering, construction, testing and commissioning, handover activities and provide services as defined by Head of Professional Engineering Services	£80,000 - £84,999	£0 - £999	Nil	Nil



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**FTE Salary £50,000 - £149,999**

**This document reflects an accurate picture of senior staff in post as at the 31 March 2022**

<b>Job Title</b>	<b>Job Purpose</b>	<b>Salary Band</b>	<b>Benefit in Kind Band</b>	<b>Budget (£m)</b>	<b>Direct Reports</b>
PES - Senior Engineering Consultant	Professional Engineering Services are a group of multidisciplinary engineers who are resourced across the programme to help resolve and close-out pan-Crossrail assurance activity and provide delivery engineering excellence across all disciplines. Professional Engineering Services Senior Consultants can expect to drive required delivery engineering to completion for an Element or Routeway Chapter; support the overall handover process; support the Senior Handover Specialists (PDs) in all Engineering matters, ensuring that the integrated solutions deliver to meet the technical requirements; ensuring that stakeholders are appropriately assured of the direction and quality of engineering outputs. The role will require focus on (but not be limited to) overseeing the technical aspects of engineering, construction, testing and commissioning, handover activities and provide services as defined by Head of Professional Engineering Services	£80,000 - £84,999	Nil	Nil	1
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.	£80,000 - £84,999	£1,000 - £2,000	Nil	1
Project Commercial Manager	To support Crossrail and be responsible for implementing 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. Ensure that a dialogue with the Contractor is maintained such that all commercial and contractual matters are understood.	£80,000 - £84,999	£0 - £999	Nil	1

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Job Title	Job Purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Project Manager - TVS Integration	<p>The TVS Project Manager will facilitate and expedite the delivery of the Crossrail Programme by supporting the Programme Integration Director in driving the overarching programme integration, within the Tunnel Ventilation Systems (TVS) domain. The role will provide the guiding mind and oversee the overarching TVS systems integration and commissioning of systems across Routeway, stations shafts and portals ensuring alignment between IDTs, Technical and Programme Controls to enable efficient and effective delivery.</p> <p>This specific role will provide targeted leadership to co-ordinate and align the many entities involved with integrating the complex Tunnel Ventilation System (TVS) with the many other interfacing systems and entities.</p> <p>The prime objective of the role is to ensure that all parties, contractors and specialists are driving towards common goals, in a co-ordinated and expedited way, to drive the resolution of all outstanding issues to timely conclusion, in support of Trial Running, Trial Operations and beyond.</p>	£80,000 - £84,999	Nil	Nil	Nil
Engineering Readiness & Transition Manager	To develop and lead the Head of Engineering's work programme to create RFLI Engineering's capability for the management of its infrastructure assets from the point of Entry into Trial Running and into subsequent business as usual Elizabeth line operation.	£85,000 - £89,999	£0 - £999	Nil	1
Head of Health, Safety & Environment	To be the professional head of Health & Safety and Environment. Providing innovative leadership and expertise on HSE issues and best practice to the Crossrail programme (CRL 22) through to completion.	£85,000 - £89,999	£0 - £999	£1.9m	3
Head of Requirements	<ul style="list-style-type: none"> <li>•To Ensure Crossrail Programme Requirements are demonstrated as compliant at Design and Construction stages.</li> <li>•To manage a team in implementation of the Requirements Management and Verification and Validation activities for Crossrail, and act as the focal point for Crossrail Programme requirements</li> <li>•To own the Crossrail's Requirements Management and V &amp; V Plan, and to ensure they clearly define responsibilities for delivering Technical Compliance across the CRL Programme; including Civil, Station and Rail System.</li> <li>•Provide Completion statements for Handover to I Ms with respect to final and stage completion of Projects achieving Employers Requirements as described in CPFR/Sponsors Requirements.</li> <li>•To ensure the Compliance evidence generated by CRL and Delivery Partners is available to provide confidence to the Infrastructure Managers and Sponsors that their Technical Assurance requirements will be delivered</li> <li>•Provide Design Integration</li> </ul>	£85,000 - £89,999	£1,000 - £2,000	Nil	Nil

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Job Title	Job Purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Lead Reliability Engineer	a)Lead Crossrail's reliability growth programme for the Central Operating Section assets to allow the Elizabeth line to be opened for a reliable initial service. b)Set up and manage the reliability visualisation room that provides management information on current asset reliability and reliability growth predictions. c)Champion the resolution of reliability issues found during testing and Trial Running / Operations using a variety of techniques to enable Crossrail's suppliers to roll out improvements.	£85,000 - £89,999	£0 - £999	Nil	Nil
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 CPF, 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.	£85,000 - £89,999	£0 - £999	Nil	Nil
Organisation Transition & Delivery Manager	To formulate and lead on a number of workstreams which deliver the people element of the organisation transition plan (OTP) to bring the Elizabeth Line into full passenger service. To translate high level OTP objectives into logical, time-framed workstreams which contribute to the transition of the project into a fully operational railway.	£85,000 - £89,999	£1,000 - £2,000	Nil	Nil
PES - Senior Engineering Consultant	Professional Engineering Services are a group of multidisciplinary engineers who are resourced across the programme to help resolve and close-out pan-Crossrail assurance activity and provide delivery engineering excellence across all disciplines. Professional Engineering Services Senior Consultants can expect to drive required delivery engineering to completion for an Element or Routeway Chapter; support the overall handover process; support the Senior Handover Specialists (PDs) in all Engineering matters, ensuring that the integrated solutions deliver to meet the technical requirements; ensuring that stakeholders are appropriately assured of the direction and quality of engineering outputs. The role will require focus on (but not be limited to) overseeing the technical aspects of engineering, construction, testing and commissioning, handover activities and provide services as defined by Head of Professional Engineering Services	£85,000 - £89,999	£0 - £999	Nil	Nil

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**This document reflects an accurate picture of senior staff in post as at the 31 March 2022**

<b>Job Title</b>	<b>Job Purpose</b>	<b>Salary Band</b>	<b>Benefit in Kind Band</b>	<b>Budget (£m)</b>	<b>Direct Reports</b>
PES - Senior Engineering Consultant	Professional Engineering Services are a group of multidisciplinary engineers who are resourced across the programme to help resolve and close-out pan-Crossrail assurance activity and provide delivery engineering excellence across all disciplines. Professional Engineering Services Senior Consultants can expect to drive required delivery engineering to completion for an Element or Routeway Chapter; support the overall handover process; support the Senior Handover Specialists (PDs) in all Engineering matters, ensuring that the integrated solutions deliver to meet the technical requirements; ensuring that stakeholders are appropriately assured of the direction and quality of engineering outputs. The role will require focus on (but not be limited to) overseeing the technical aspects of engineering, construction, testing and commissioning, handover activities and provide services as defined by Head of Professional Engineering Services	£85,000 - £89,999	Nil	Nil	Nil
Programme Change Manager	The Programme Change Manager manages the Programme change control process within Crossrail in support of the Head of Programme Change and acts as the day to day coordinator of activities relating to programme change.	£85,000 - £89,999	£1,000 - £2,000	Nil	Nil
Project Commercial Manager	To support Crossrail and be responsible for implementing 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. Ensure that a dialogue with the Contractor is maintained such that all commercial and contractual matters are understood.	£85,000 - £89,999	£0 - £999	Nil	1
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.	£85,000 - £89,999	£0 - £999	Nil	2
Quality Manager - SSP	To support the Head of Quality with specific accountability for Stations, Shafts and Portals, in implementing all aspects of Crossrail's quality assurance management system through design, construction, testing, commissioning and handover and leading the team that will monitor and oversee contractor performance and compliance with all contractual information governing quality control and quality assurance.	£85,000 - £89,999	£1,000 - £2,000	Nil	Nil

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**This document reflects an accurate picture of senior staff in post as at the 31 March 2022**

<b>Job Title</b>	<b>Job Purpose</b>	<b>Salary Band</b>	<b>Benefit in Kind Band</b>	<b>Budget (£m)</b>	<b>Direct Reports</b>
Senior HR Business Partner	To provide support to the Human 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 Human Resources Director.	£85,000 - £89,999	£0 - £999	Nil	Nil
Construction Manager	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.	£90,000 - £94,999	Nil	Nil	Nil
Finance Manager (Directs)	A highly experienced, qualified accountant to work as part of the Finance team to manage the financial control, reporting and forecasting of Crossrail's capital costs.	£90,000 - £94,999	£1,000 - £2,000	Nil	Nil
Interoperability Manager	Develop and lead on strategies, plans and procedures for the delivery of CRL's compliance by its personnel, contractors and delivery teams with the Railway Interoperability Regulations (RIR) 2011 for the Central Section so as to obtain authorisation to place into service.	£90,000 - £94,999	£1,000 - £2,000	Nil	Nil
PES - Senior Engineering Consultant	Professional Engineering Services are a group of multidisciplinary engineers who are resourced across the programme to help resolve and close-out pan-Crossrail assurance activity and provide delivery engineering excellence across all disciplines. Professional Engineering Services Senior Consultants can expect to drive required delivery engineering to completion for an Element or Routeway Chapter; support the overall handover process; support the Senior Handover Specialists (PDs) in all Engineering matters, ensuring that the integrated solutions deliver to meet the technical requirements; ensuring that stakeholders are appropriately assured of the direction and quality of engineering outputs. The role will require focus on (but not be limited to) overseeing the technical aspects of engineering, construction, testing and commissioning, handover activities and provide services as defined by Head of Professional Engineering Services	£90,000 - £94,999	Nil	Nil	3
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.	£95,000 - £99,999	Nil	Nil	2

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<b>Job Title</b>	<b>Job Purpose</b>	<b>Salary Band</b>	<b>Benefit in Kind Band</b>	<b>Budget (£m)</b>	<b>Direct Reports</b>
Commercial Lead (Routeway)	To provide strategic support and guidance to the Routeway Delivery Director to ensure that the Programme Commercial Strategy is delivered to completion. Further to support Crossrail in implementing programme level processes and activities that relate to the routeway commercial management of the project including but not limited to assurance of cost, finance, risk management, compliance with contractual terms, cost verification, project staffing registers / forecasts and the timely resolution of contract change.	£95,000 - £99,999	Nil	Nil	2
Commercial Lead (Stations)	To provide strategic support and guidance to the Stations Delivery Director to ensure that the Programme Commercial Strategy is delivered to completion. Further to support Crossrail in implementing programme level processes and activities that relate to the station commercial management of the project including but not limited to assurance of cost, finance, risk management, compliance with contractual terms, cost verification, project staffing registers / forecasts and the timely resolution of contract change.	£95,000 - £99,999	£0 - £999	Nil	5
Deputy Project Manager	To provide close support to the Project Manager in the safe and on-time delivery of the project against the project programme. The role will have a focus on the completion of assurance deliverables as per the "T Minus" processes which countdown the steps to project completion.	£95,000 - £99,999	£1,000 - £2,000	Nil	Nil
Head of CAD Delivery & Support	To lead and manage the CAD Services team to ensure Crossrail provides a suitable CAD system (through TfL) for all users across the project. To lead and manage the CEG CAD team of technicians producing CAD drawings and data.  To provide SME knowledge to the Crossrail Project to ensure the integration and coordination of CAD outputs such as 3D models and As-built drawings. To establish and categorise a final inventory of all CAD Data across the Crossrail project, to aid design coordination, as-built CAD data production. To work with TfL, RfL and LU and prepare for final handover and delivery of CAD data.	£95,000 - £99,999	£1,000 - £2,000	Nil	9
Head of Digital Systems & Software	As Crossrail now proceeds through the final stages of systems integration and on to Trial Running in 2021, many of the complex integrated features of the railway are undergoing final testing and commissioning. The sheer size and interconnectedness of the emerging digital system is unparalleled on a railway project to date but is certainly mirrored in other wide-scale integrated systems in use today across many industries. Therefore, it is now time to strengthen our technical team with the latest skills and experience in digital systems integration. The role will enhance the existing digital integration skills we have on the programme which have been primarily focussed on the safety critical train and signalling systems to date.	£95,000 - £99,999	Nil	Nil	1

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<b>Job Title</b>	<b>Job Purpose</b>	<b>Salary Band</b>	<b>Benefit in Kind Band</b>	<b>Budget (£m)</b>	<b>Direct Reports</b>
Head of External Affairs	Lead the External Affairs team and deliver the external communications strategy for Crossrail Limited (CRL).	£95,000 - £99,999	Nil	Nil	6
Head of Finance (Programme)	<ul style="list-style-type: none"> <li>•To lead the provision of a customer focused financial service and Finance Business Partnering team which meets business needs and ensures decisions are effectively planned and executed, minimising risk and making use of resources in the most effective way.</li> <li>•Accountable for providing effective finance partnering and finance management to Delivery Directors and Executives by inputting to and translating financial strategic objectives into programme deliverables, facilitating and contributing to effective decision making, driving value and embedding a financial approach and mind-set across the programme to enhance business performance ensuring we meet the targets set for Crossrail.</li> <li>•Ensure fiscal performance against the re-baselined programme is accurately assessed such that deviations are identified and addressed on a timely basis</li> </ul>	£95,000 - £99,999	£0 - £999	Nil	2
Head of IT	<p>To provide overall leadership of the IT team:</p> <ul style="list-style-type: none"> <li>•To deliver effective, reliable and affordable IT systems and services to all Crossrail offices, sites, remote locations and third party locations</li> <li>•To manage support models for all major IT projects, applications and infrastructure services</li> <li>•Ensuring good IT governance including IT security, IT disaster recovery and contract management</li> <li>•Operating appropriate governance processes to ensure that IT resources are optimised and aligned with business priorities, as well as ensuring that changes are managed professionally and with minimal impact on the operation of Crossrail</li> <li>•Effect a smooth transition and handover of IT processes and data to the relevant stakeholders/IMs</li> </ul>	£95,000 - £99,999	£0 - £999	Nil	5
Head of Technical Assurance	<ul style="list-style-type: none"> <li>•To act as Chairman of the Gates Assurance Review Process co-ordinating the design review of deliverables produced by the FDCs and Contractors.</li> <li>•To organise and administer the Final Design Overview process in conjunction with the Chief Engineer, including monitoring the close out of all comments and coordinating the production of the FDO Reports.</li> <li>•To develop such assurance processes and evidence to enable handover to the Infrastructure Managers and Operator, and to support Crossrail's phased opening strategy.</li> <li>•To oversee the Crossrail Assurance Reporting Environment tool which gives clear visibility of the status of all Programme Assurance deliverables</li> <li>•To advise the Head of Integration and the Chief Engineer on all assurance matters and associated processes and governance.</li> </ul>	£95,000 - £99,999	£1,000 - £2,000	Nil	2

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Job Title	Job Purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
PES - Lead Engineer	<p>The Professional Engineering Services (PES) Lead Engineer for Crossrail will take up the overall Engineering leadership role across the project for their specialism, e.g. Civils, MEP, etc. They will be the single point of Engineering accountability for workstreams and provide both day to day management and technical leadership to the PES staff working with them. They will work alongside the Project Managers (PMs) and support the Project Directors (PDs) in all Engineering matters, ensuring that the integrated solutions, which meet the technical requirements, are delivered. This includes ensuring that stakeholders are appropriately assured of the direction and quality of engineering outputs. This will be accomplished through the day to day liaison with the dedicated Infrastructure Manager (IM) from either RFL, LU or MTR and NR where appropriate.</p> <p>The role will require focus on (but not be limited to) overseeing the technical aspects of engineering, construction, testing and commissioning and handover activities and will require full engagement with the PMs whilst being supported by the Supervisor's Representative, Project and Field Assurance Engineers for each contract, geographic location and/or for each system. The Lead Engineers are responsible assessing the demand for support across the projects activities.</p>	£95,000 - £99,999	£1,000 - £2,000	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	£95,000 - £99,999	Nil	Nil	Nil
Senior Business Manager (Technical)	Reporting to the Technical Director, the Senior Business Manager (Technical) is responsible for providing operational and strategic support in the day to day running of the Technical Directorate in relation to business management, technical delivery and commercial activities, to enable technical programme execution through leading a technical project management office support function across the directorate and managing both senior and more junior staff in a complex environment.	£95,000 - £99,999	Nil	Nil	1
Head of Stage 3 Operations Mobilisation	To lead and develop the Operations Team, delivering safe, efficient and effective operations for start up of the Elizabeth line and operations under business as usual. The Head of Operations and Readiness is accountable for day to day network performance and is responsible for ensuring the railway is operationally ready at the start of train services on a day to day basis. The post holder will ensure appropriate management processes are developed, implemented and sustained to focus Elizabeth Line railway partners (Concessionaires and Maintenance Contractors) on safe, suitable and successful delivery of railway operations – all driving a high level of Customer Satisfaction. As a member of the Elizabeth Line Executive Team they will participate in and contribute to the strategic decision-making process.	£100,000 - £104,999	£1,000 - £2,000	Nil	Nil



**Senior Staff information for Data Transparency**

**FTE Salary £50,000 - £149,999**

**This document reflects an accurate picture of senior staff in post as at the 31 March 2022**

Job Title	Job Purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
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.	£100,000 - £104,999	£1,000 - £2,000	Nil	4
Project Solicitor	To deliver an effective and efficient legal service to support the achievement of CRL's corporate objectives.	£100,000 - £104,999	£1,000 - £2,000	Nil	Nil
Head of Agreements Management	Responsible to the Head of Legal Services & Company Secretary 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.	£105,000 - £109,999	£0 - £999	Nil	1
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.	£105,000 - £109,999	Nil	Nil	Nil
Head of Professional Engineering Services	<ul style="list-style-type: none"> <li>•Responsible for leading and managing all of the Professional Engineering Services across the Crossrail programme, Professional Engineering Services being a group of multidisciplinary engineers including architects who are resourced across the programme to help resolve and close-out pan-Crossrail assurance activity and provide delivery engineering excellence across all disciplines.</li> <li>•Responsible for establishing and maintaining the vision, strategy and programme.</li> <li>•To provide Engineering/Design leadership for the Crossrail Programme and to ensure a world class level of technical performance (4 pillars of Assurance) is achieved.</li> </ul>	£110,000 - £114,999	£1,000 - £2,000	Nil	3
Manager of Programme Controls & Functions	To direct and manage the Programme Controls and Functional Leads and Subject Matter Experts within the Staged Integration and NR Surface works team, including leadership of commercial, programme and functional activities to deliver remaining On Network Functional Requirements and Passenger Services for CRL Stages 2B, 4 & 5.	£115,000 - £119,999	Nil	Nil	7

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**This document reflects an accurate picture of senior staff in post as at the 31 March 2022**

Job Title	Job Purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Head of Quality	<p>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.</p> <p>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.</p> <p>To champion best practice in design, construction, testing and commissioning leading to delivery of a World Class Railway.</p> <p>To advise the Chief Executive, Programme Director and Technical Director on all Quality matters.</p> <p>To act as nominated Supervisor (as defined in NEC Contracts) for all Crossrail directly awarded Contracts</p>	£115,000 - £119,999	£1,000 - £2,000	Nil	6
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.	£115,000 - £119,999	£0 - £999	Nil	Nil
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.	£125,000 - £129,999	£0 - £999	Nil	1
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.	£130,000 - £134,999	£1,000 - £2,000	Nil	8

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**FTE Salary £50,000 - £149,999**

**This document reflects an accurate picture of senior staff in post as at the 31 March 2022**

Job Title	Job Purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Human Resources Director	<p>Senior HR Lead to the Executive team responsible for the interpretation of business requirements into HR policy and practice, effectively underpinning business strategy and enabling the achievement of priorities through effective people management.</p> <p>To lead and manage the HR and Facilities teams within Crossrail with responsibility for providing a day to day facilities service to the business across 3 main sites.</p> <p>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.</p> <p>This role is both internally and externally focused and provides the key interface between HR and Crossrail's line management, employees and partner organisations championing improvements in HR services and people management processes.</p>	£135,000 - £139,999	£1,000 - £2,000	£4.2m	5.5