

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

Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£1 - £4,999	£1 - £999
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	£1 - £999
Health & Safety Specialist Improvements	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 Health & Safety Improvements Team Manager to promote improvements in health & safety management and performance. They are to work closely with site teams, contractors and other directorates to ensure integration of the Crossrail Target Zero culture into daily work programmes.	£50,000 - £54,999	£0	Nil
Internal Comms & Employee Engagment Mgr	To maximise employee engagement across the entire project through measured activity and communication.	£50,000 - £54,999	£1 - £4,999	£1 - £999
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.	£50,000 - £54,999	£1 - £4,999	Nil
ESM Risk Manager	To provide technical and professional leadership with regards to the development of the Train Accident Risk model. To provide technical expertise in risk management techniques and establish best practice across the Project and CRL's Contractors. To provide the stakeholder management of the relationship with LFB and the ORR.	£50,000 - £54,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
Area Community Relations Manager	To plan, oversee and manage activities to support positive relationships between Crossrail and statutory organisations, non-statutory organisations, businesses and members of the public directly affected by the Crossrail proposals within the jobholder's designated geographical area, and to provide a trusted, knowledgeable and professional point of contact for parties affected (or potentially affected) by the construction of the Crossrail project.	£50,000 - £54,999	£1 - £4,999	£1 - £999
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	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	£1 - £999
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	£1 - £4,999	Nil

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Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£1 - £4,999	£1 - £999
Area Community Relations Manager	To plan, oversee and manage activities to support positive relationships between Crossrail and statutory organisations, non-statutory organisations, businesses and members of the public directly affected by the Crossrail proposals within the jobholder's designated geographical area, and to provide a trusted, knowledgeable and professional point of contact for parties affected (or potentially affected) by the construction of the Crossrail project.	£50,000 - £54,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	Nil
Financial Modeller	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.	£50,000 - £54,999	£1 - £4,999	£1 - £999
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	£1 - £999
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.	£50,000 - £54,999	£0	£1 - £999

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Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	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	£1 - £4,999	£1 - £999
Media Relations Manager	To provide strategic and operational media relations in support of the overall Crossrail communications strategy.	£50,000 - £54,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	Nil
Field Engineer (M&E)	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	£1 - £4,999	£1 - £999
Media Relations Manager	To provide strategic and operational media relations in support of the overall Crossrail communications strategy.	£50,000 - £54,999	£1 - £4,999	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	£1 - £4,999	£1 - £999
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	£1 - £4,999	Nil
Estates Officer (Technical)	To manage the care and maintenance of land and property controlled by CRL but not currently delegated to a contractor or supplier for the delivery of works and services.	£50,000 - £54,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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.	£50,000 - £54,999	£0	£1 - £999
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	£1 - £4,999	£1 - £999

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Environment Planner	The purpose of this role is to assure that the work undertaken for design and procurement will be of an appropriate technical quality and that is in compliance with Crossrail's Environmental Minimum Requirements and Environmental Management System and to support the Delivery team in achieving consents in accordance with the programme.	£50,000 - £54,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	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	£1 - £4,999	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	£1 - £4,999	£1 - £999
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. 	£50,000 - £54,999	£1 - £4,999	£1 - £999
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.	£50,000 - £54,999	£1 - £4,999	Nil

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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.	£50,000 - £54,999	£1 - £4,999	Nil
Senior CAD Manager	To lead the Crossrail CAD Services team that provides support and specialist technical advice to Crossrail and its contractors, ensuring quality CAD data can be delivered across all disciplines to the project.	£50,000 - £54,999	£1 - £4,999	£1 - £999
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	£1 - £999
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	£1 - £999
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	£0	£1 - £999
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	£1 - £999
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	£1 - £999
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	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	£1 - £999

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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	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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £999
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.	£55,000 - £59,999	£0	£1 - £999
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	£1 - £999
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	Nil
Site Manager - Wallasea	To monitor all activities by contractors, subcontractors, and suppliers, coordinate interfaces and oversee progress and the productivity of the works with a focus on expediting M&E activities in relation to the conveyor system.	£55,000 - £59,999	£0	£1 - £999
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	£1 - £4,999	£1 - £999
Business Systems Analyst	The purpose of the job is to help shape business requirements by business processes modelling, facilitating testing and rollout of Crossrail business systems. The job holder will be expected to help shape user requirements, ensure systems meet those requirements efficiently and in line with the Crossrail application architecture and IT principles.	£55,000 - £59,999	£1 - £4,999	Nil
Field Engineer (M&E)	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	£1 - £4,999	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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999

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Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£1 - £4,999	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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	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. 	£55,000 - £59,999	£1 - £4,999	£1 - £999
Cost & Contract Assurance Specialist	Assess cost control systems within Crossrail's suppliers and undertake detailed audits of incurred cost, assuring that costs claimed are valid and in accordance with the terms of the contract.	£55,000 - £59,999	£1 - £4,999	Nil
Completion Engineer	To oversee the delivery of satisfactory Construction Certification across allocated project teams for the Central Section.	£55,000 - £59,999	£1 - £4,999	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	£1 - £4,999	£1 - £999
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	£55,000 - £59,999	£1 - £4,999	Nil

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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	£1 - £4,999	£1 - £999
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	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	Nil
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	£1 - £4,999	£1 - £999
Project Information Senior SME	To provide a service to effectively manage and deliver timely, accurate information (documents, data and models) generated, collected, integrated and transferred by the Project into (and beyond) Operations. Assist in "building the digital asset" and support the project by providing functional guidance and oversight on technical and quality aspects of information management.	£55,000 - £59,999	£1 - £4,999	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.	£55,000 - £59,999	£1 - £4,999	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	£1 - £999
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	£1 - £999

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Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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.	£55,000 - £59,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	Nil
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	£1 - £4,999	£1 - £999
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	£55,000 - £59,999	£1 - £4,999	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.	£55,000 - £59,999	£1 - £4,999	£1 - £999
Completion Engineer	To oversee the delivery of satisfactory Construction Certification across allocated project teams for the Central Section.	£60,000 - £64,999	£0	£1 - £999
Field Engineer	Oversees technical and quality aspects of construction activities within area of responsibility as appointed at geographic location or for a system.	£60,000 - £64,999	£0	£1 - £999
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	£1 - £999

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

Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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.	£60,000 - £64,999	£1 - £4,999	£1 - £999
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	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	£1 - £4,999	£1 - £999
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	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	£1 - £4,999	£1 - £999
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	£1 - £999
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	£1 - £4,999	£1 - £999
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.	£60,000 - £64,999	£1 - £4,999	£1 - £999

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Data as at 31 March 2015

Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
Database Administrator	Crossrail has a number of critical enterprise applications which need to be performing optimally for users inputting and retrieving information. The purpose of the role is to monitor and, via other teams, maintain the key Crossrail application databases and associated ETL processes. Business systems in their various forms will 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 manage these systems and the successful candidate is a key role to achieve this.	£60,000 - £64,999	£1 - £4,999	£1 - £999
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.	£60,000 - £64,999	£1 - £4,999	£1 - £999
Procurement Leader Corporate	To deliver procurement services for Corporate and Project Procurements relating to construction and supplies in support of CRL business needs, whilst attaining overall Best Value and ensuring Contracts are awarded within the Programme / Project Financial and Time Constraints. This service is to be provided from inception to award and handover to Project Management and the Implementation team.	£60,000 - £64,999	£1 - £4,999	£1 - £999
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	£1 - £999
Site Manager (Utilities)	To provide support in relation to the monitoring of jobsite activities by contractors, subcontractors, and suppliers, and the coordination of interfaces. Overseeing of progress and productivity of the works.	£60,000 - £64,999	£1 - £4,999	£1 - £999
GIS Manager	To create, manipulate, manage and make available geospatial project information required for the progress of the Project.	£60,000 - £64,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
Completion Engineer	To oversee the delivery of satisfactory Construction Certification across allocated project teams for the Central Section.	£60,000 - £64,999	£0	Nil
Completion Engineer	To oversee the delivery of satisfactory Construction Certification across allocated project teams for the Central Section.	£60,000 - £64,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	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	£1 - £4,999	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	£1 - £4,999	£1 - £999
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	£1 - £4,999	Nil

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

Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£1 - £4,999	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	£1 - £4,999	£1 - £999
Estate Management Data Controller	To regularly meet with the Estates Manager and Estates Officers to collect and collate core estates management data into the new Estates management software system for status reporting. To input, store and set up estates management reporting systems that help demonstrate core information relating to lease, licence, occupancy, legal agreements, areas, rent, rates, insurance valuations, condition, health, safety, works, surveys and land title status.	£60,000 - £64,999	£1 - £4,999	£1 - £999
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	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	£1 - £4,999	£1 - £999
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.	£60,000 - £64,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
3rd Party Agreement Systems&Admin Mgr	Mange and administer the 'web interface' of the Agreement Management System (AMS) application utilised to support the Third Party Agreement Programme Management role within Crossrail. Support the planning, organising, reporting and control of the activities of the Commercial Services Team (CST) within the Directorate. Provide functional support in business planning, budget and financial control, IT administration, document management and other related areas for the CST. To support the process of financial reporting and analysis for the CST within the Directorate.	£60,000 - £64,999	£1 - £4,999	£1 - £999

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

Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
Assistant Fire Engineer	Provide technical support to the Head of Stations MEP and to the Fire Engineer. To support the Fire Engineer in the technical review of design and construction documents that are presented to Gates. To interrogate design submissions to ensure that the Crossrail design requirements are fulfilled. To ensure consistency of approach and excellence of design across the project. To maintain and own the Fire Engineering Principles Standard and the Integrated Fire Strategy. To support Fire Engineer to facilitate 3rd party stakeholders and obtain their input and approval for the design.	£60,000 - £64,999	£1 - £4,999	£1 - £999
Field Engineer (M&E)	Oversees technical and quality aspects of construction activities within area of responsibility as appointed at geographic location or for a system.	£60,000 - £64,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
Depot & Sidings Interface Manager	Manage the interface between the delivery team(s) and one or more third party. This includes the strategic planning of depot and sidings in terms of engineering, procurement, construction and commissioning. To interface with all stakeholders internal and external to manage the development of the depot and sidings in terms of engineering, procurement and construction process to meet with client requirements. To assist in budget and change control process.	£60,000 - £64,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1,000 - £1,999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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.	£60,000 - £64,999	£1 - £4,999	£1 - £999
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.	£60,000 - £64,999	£1 - £4,999	£1 - £999

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Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	Nil
LU Interface Manager	To support the project in managing the interface between the delivery team and the LU (i.e. LUCT, LU BSSU and LU SOR) teams at Bond Street station including access, operational, infrastructure protection, engineering and implementation functions.	£65,000 - £69,999	£1 - £4,999	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	£0	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	Nil
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	£1 - £999

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999 - (2015)
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Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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. 	£65,000 - £69,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	Nil
Area Health & Safety Manager West	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 the area delivery team, 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.	£65,000 - £69,999	£1 - £4,999	£1,000 - £1,999
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.	£65,000 - £69,999	£1 - £4,999	£1 - £999
Principle Programme Supply Chain Manager	Provide leadership of the Programme Supply Chain Team (PSCT) and their activities; with the primary focus on developing an informed, visible (to CRL) and efficient supply chain across the Crossrail programme.	£65,000 - £69,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	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.	£65,000 - £69,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	Nil
Verification Engineer	To conduct verification/surveillance activities across the Central Section and to provide an overview of the effectiveness of self-certification by Contractors. Surveillance activities provide detailed evidence of compliance with Works Information of both systems and technical compliance and form an important element of the assurance regime.	£65,000 - £69,999	£1 - £4,999	£1 - £999

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999 - (2015)
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Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£1 - £4,999	£1,000 - £1,999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	Nil
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.	£65,000 - £69,999	£1 - £4,999	£1 - £999
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.	£65,000 - £69,999	£1 - £4,999	£1 - £999
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	£1 - £999
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	Nil
Organisational Effectiveness Manager	To maximise the performance and effectiveness of the organisation through intervention, process, insight and learning.	£70,000 - £74,999	£0	£1 - £999
Project Engineer	To support the Employer in managing delivery and performance of FDC contracts for specific services or project contracts in respect of time, cost, quality and co-ordination with other contracts.	£70,000 - £74,999	£1 - £4,999	£1 - £999
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	£1 - £999
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	£1 - £999
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 Oversite 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	£1 - £4,999	£1 - £999

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Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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.	£70,000 - £74,999	£1 - £4,999	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.	£70,000 - £74,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1,000 - £1,999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1,000 - £1,999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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.	£70,000 - £74,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1,000 - £1,999

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

Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1,000 - £1,999
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	£1 - £4,999	£1,000 - £1,999
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	£1 - £4,999	£1,000 - £1,999
Head of News	To act as the strategic and operational lead for all press and on-line communications including the Crossrail website.	£70,000 - £74,999	£1 - £4,999	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.	£70,000 - £74,999	£1 - £4,999	£1 - £999
Health & Safety Manager - Assurance	To manage and deliver the health and safety assurance for the project delivery to help achieve the Corporate Value, Safety First whilst recognising the full range of Corporate Values in support of Crossrail's Target Zero principles.	£70,000 - £74,999	£1 - £4,999	£1,000 - £1,999
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	£1 - £4,999	£1,000 - £1,999
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	£1 - £999
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	£1 - £4,999	£1,000 - £1,999

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999 - (2015)
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Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	Nil
Programme Community Relations Manager	To support the Employer in ensuring that community relations matters are considered within the construction planning and delivery of the Crossrail Programme. This includes delivering Crossrail community relations requirements as per Crossrail policy and ensuring consistency throughout the Delivery team. The primary objective of the Community Relations Manager is to effectively manage issues arising during construction which could impact the project's reputation and ability to gain planning consents, thereby resulting in schedule delays.	£75,000 - £79,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1,000 - £1,999
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 both systems and technical compliance and form an important element of the assurance programme.	£75,000 - £79,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1,000 - £1,999
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.	£75,000 - £79,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	Nil
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	£1 - £4,999	£1 - £999
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.	£75,000 - £79,999	£1 - £4,999	£1 - £999

Data Transparency - Senior Staff FTE Salaries - £50,000 - £149,999 - (2015)
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Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1,000 - £1,999
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	£1 - £999
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.	£80,000 - £84,999	£1 - £4,999	£1 - £999
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	£1 - £999
Area Contract Administrator	Overseeing the assurance and oversight of contractual issues across the sub programme Area, identifying where contracts are not being appropriately administered and subsequently quantifying the commercial risk to Crossrail, and supporting necessary remedial action. Also facilitating the resolution of commercial issues within the Area, at the lowest level, in line with delegated authorities.	£80,000 - £84,999	£1 - £4,999	£1,000 - £1,999
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	£1 - £4,999	£1,000 - £1,999
Commercial Strategist & Planner	Reporting to the Head of Commercial Services, the Commercial Strategist and Planner is to define the CRL Commercial Strategy for Crossrail and work with the Delivery Team and Sponsors to ensure that it is integrated within the implementation and operations plans for the railway. 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.	£80,000 - £84,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
Programme Manager	Responsible for devising, implementing and actively managing OSD and UI project programmes, cost controls and risk register in line with the needs of the main Project Programme.	£80,000 - £84,999	£1 - £4,999	£1,000 - £1,999
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	£1 - £4,999	£1,000 - £1,999

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Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£1 - £4,999	Nil
Operations Process 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.	£80,000 - £84,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	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.	£80,000 - £84,999	£1 - £4,999	£1,000 - £1,999
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.	£80,000 - £84,999	£1 - £4,999	£1,000 - £1,999
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).	£80,000 - £84,999	£1 - £4,999	£1,000 - £1,999
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	£1 - £999
Health & Safety Improvements 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 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	£1 - £4,999	£1,000 - £1,999

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Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£1 - £4,999	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	£1 - £4,999	Nil
Prime Contract Manager	To act as the Contract Manager for the Project Delivery Partner and Programme Partner Contracts.	£85,000 - £89,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1,000 - £1,999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1,000 - £1,999
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.	£85,000 - £89,999	£1 - £4,999	£1,000 - £1,999
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	£1 - £4,999	£1,000 - £1,999
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	£1 - £4,999	£1 - £999
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	£1 - £4,999	Nil

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Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£1 - £4,999	£1,000 - £1,999
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.	£85,000 - £89,999	£5,000 - £9,999	£1,000 - £1,999
Area Contract Administrator	Overseeing the assurance and oversight of contractual issues across the sub programme Area, identifying where contracts are not being appropriately administered and subsequently quantifying the commercial risk to Crossrail, and supporting necessary remedial action. Also facilitating the resolution of commercial issues within the Area, at the lowest level, in line with delegated authorities.	£85,000 - £89,999	£1 - £4,999	£1,000 - £1,999
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.	£85,000 - £89,999	£5,000 - £9,999	£1 - £999
Head of Procurement	To hold responsibility for discharging the Procurement Policy and Strategy, lead and manage the CRL Procurement Department to achieve best value in the delivery of the procurement requirements of the Crossrail project to programme and budget and ensuring that the acquisition of works, services and supplies from the external supply market is efficiently and effectively managed in line with the relevant Procurement Regulations, Government policies and best industry practice.	£90,000 - £94,999	£1 - £4,999	£1,000 - £1,999
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	£1 - £4,999	£1,000 - £1,999
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	£1 - £999
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	Nil
Project Manager - OSD	Responsible for managing the delivery of high quality, over site developments, optimised to achieve maximum financial returns and fully integrated with the operational works on both collaborative and non-collaborative sites.	£90,000 - £94,999	£0	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.	£90,000 - £94,999	£1 - £4,999	£1,000 - £1,999

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Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£1 - £4,999	Nil
Lead Agreements Manager	Reporting to the Head of Commercial Services, leading the team of agreements managers and responsible for ensuring that appropriate agreements are in place to allow the successful delivery of the construction phase and the efficient transition to railway operations. Maintaining the programme wide and lifecycle perspective of the relationship between agreements, understanding the risk allocation between parties and horizon scanning for commercial risks.	£90,000 - £94,999	£1 - £4,999	£1 - £999
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	£1 - £4,999	£1 - £999
Project Solicitor	To deliver an effective and efficient legal service to support the achievement of CRL's corporate objectives.	£90,000 - £94,999	£1 - £4,999	£1,000 - £1,999
Head of Logistics	To manage the logistics team and ensure the development and implementation of a fit-for-purpose logistics strategy to support the west, central and east Project Delivery Areas.	£95,000 - £99,999	£5,000 - £9,999	£1,000 - £1,999
Head of Community Relations	To lead the strategic development, design and management of a high quality, high profile Community Relations service to achieve excellence in community relations to ensure that Crossrail, local people/organisations and businesses understand and benefit from the programmes being delivered by Crossrail.	£95,000 - £99,999	£5,000 - £9,999	£1 - £999
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	£1 - £4,999	£1 - £999
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.	£95,000 - £99,999	£5,000 - £9,999	£1,000 - £1,999
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	£1 - £4,999	£1,000 - £1,999
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	£1 - £999

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

Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£0	£1 - £999
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	£0	£1,000 - £1,999
Project Solicitor	To deliver an effective and efficient legal service to support the achievement of CRL's corporate objectives.	£100,000 - £104,999	£0	£1,000 - £1,999
Interface Manager Utilities	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.	£100,000 - £104,999	£5,000 - £9,999	£1,000 - £1,999
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.	£100,000 - £104,999	£5,000 - £9,999	£1 - £999
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	£1 - £4,999	Nil
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	£1 - £4,999	£1,000 - £1,999
Project Solicitor	To deliver an effective and efficient legal service to support the achievement of CRL's corporate objectives.	£100,000 - £104,999	£1 - £4,999	£1 - £999
Head of Organisational Effectiveness	To lead on all organisational change and capability and to be a catalyst for cultural, behavioural and business performance change	£100,000 - £104,999	£5,000 - £9,999	£1 - £999
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.	£100,000 - £104,999	£5,000 - £9,999	£1,000 - £1,999
Project Solicitor	To deliver an effective and efficient legal service to support the achievement of CRL's corporate objectives.	£100,000 - £104,999	£1 - £4,999	£1 - £999
Project Solicitor	To deliver an effective and efficient legal service to support the achievement of CRL's corporate objectives.	£100,000 - £104,999	£1 - £4,999	£1 - £999
Project Manager - OSD	Responsible for managing the delivery of high quality, over site developments, optimised to achieve maximum financial returns and fully integrated with the operational works on both collaborative and non-collaborative sites.	£105,000 - £109,999	£0	£1,000 - £1,999
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

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

Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£1 - £4,999	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	£1 - £999
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
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	£1,000 - £1,999
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
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	£0	£1 - £999
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	£1 - £999
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
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	£0	£1,000 - £1,999

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

Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
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	£10,000 - £14,999	£1,000 - £1,999
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	£10,000 - £14,999	Nil
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	£5,000 - £9,999	£1,000 - £1,999
Area Controls & Commercial Director	To lead and direct controls, commercial and contracts administration activity across an Area (including planning, commercial/ cost management, commercial assurance, procurement, risk management, reporting and management against the Programme Baseline); leading the resolution of commercial issues within the Area in line with delegated authorities; deputising for the Area Director when requested and performing duties allocated by him so that the Area's goals and objectives are delivered.	£130,000 - £134,999	£5,000 - £9,999	£1,000 - £1,999
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.	£130,000 - £134,999	£10,000 - £14,999	£1,000 - £1,999
Chief Engineer	To provide a single point of authority for Engineering decisions required during the design and construction of Crossrail. To act as the single point of CRL engineering technical authority for the Crossrail Programme. To provide engineering technical leadership for the Crossrail Programme to ensure a World Class level of technical performance is provided.	£135,000 - £139,999		£1,000 - £1,999
Area Director East	Oversees all Crossrail project team activities within the Area. Through the appropriate use of monitoring and reporting processes, ensures that projects are managed in a safe, efficient and cost-effective manner within the parameters of the contracts. Defines strategy for the execution of works within the Area and ensures 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

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

Position Title	Job Purpose	Salary Band	Performance Award	Benefits in Kind
Surface Director	Deliver the completed Crossrail Surface works through the effective management and oversight of Network Rail, within agreed cost, schedule and requirement constraints. Ensure that Crossrail Surface is fully integrated as part of the operational end-to-end Crossrail railway and meets requirements.	£135,000 - £139,999	£20,000 - £24,999	£1,000 - £1,999
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	£5,000 - £9,999	£1 - £999
Programme Controls Director	Responsible for the direction of all Programme Controls activity across the entire Crossrail Programme (including as a minimum: planning, cost management, risk management, reporting and management against the Programme Measurement Baseline). The Programme Controls function is responsible for setting the programme management standards and procedures, providing assurance and governance that the standards and procedures are complied with and defining a process to integrate and analyse Sub Programme and Programme level data, and synthesizing this data into accurate and timely reports. Also responsible for providing various stakeholders ranging from external Sponsors, CRL Board/Executive, through to the Delivery teams at Programme, Area and Project levels timely and accurate information, acting as the Programme Director's "eyes and ears" in achieving the programme's performance measurement objectives.	£145,000 - £149,999	£20,000 - £24,999	£1,000 - £1,999