



Qualified Train Drivers Based at Rugby & London

Annual basic salary of £57,511.00 (FTE)

Direct Rail Services is currently recruiting for Qualified Train Drivers based in the above depots.

The successful applicants will be engaged in interesting and varied train driving duties, as well as carrying out brake tests, completing train documentation and other relevant duties.

At DRS, we invest in our people to be the world's best at transporting nuclear traffic by rail. Your role is essential to help us deliver our 20-year diverse corporate strategy. As a DRS Train Driver, you will join a family friendly employer, which invests in the countries' most modern and advanced freight locomotives.

The Company offers an attractive remuneration package, excellent career development potential, plus generous pension and healthcare schemes, as well as 34 days' leave and relocation assistance, subject to approval.

If you have the necessary skills and ambition to apply for the above role please complete the Job Application PDF to be found at www.directrailservices.com under the relevant vacancy and return to the DRS HR Department, Regents Court, Kingmoor Park (North), Carlisle, CA6 4SJ or email your application to recruitment@drsl.co.uk.

DRS is a strong promoter of gender, orientation and racial diversity in rail and particularly welcomes applications from members of minority groups.

The Company is also happy to consider applications from candidates who would like to work flexibly.

There is currently no closing date for applications, however applications will be processed as they arrive and vacancies will be filled on an ongoing basis.





QUALIFIED TRAIN DRIVER

Salary:	Starting salary for Qualified Train Drivers - £57,511.00* * Drivers based at the London depot would qualify for an additional £4000 allowance.
Overtime:	Potential overtime earnings at an average of £9,000 per year
Probationary Period:	6 month probationary period applies to all positions at DRS
Hours:	<ul style="list-style-type: none"> • Annualised hours - 1820 hour's per year • Shift work over 7 days per week • Equivalent to an average 35 hour week • Annualised hours flight paths will be cleared on a quarterly basis. • All hours above flight path at end of May, end of August, end of November and end of February will be paid on a quarterly basis in the following month • All hours below flight path will be written off at end of May, end of August, end of November and end of February to coincide with the annualised hour's year as above. • Hours worked above the quarterly flight path will be paid as follows: <ul style="list-style-type: none"> ➢ Hours above up to 20 hours will be at standard rate ➢ Hours above 20 up to 40 hours will be paid at 1¼ rate ➢ Hours above 40 up to 60 hours will be paid at 1½ rate ➢ Hours above 60 will be paid at 1¾ rate
Benefits	Company Pension Scheme 34 Days Leave Company Sick Pay Scheme Healthcare Scheme Salary Sacrifice Schemes available for Cycle to Work Relocation assistance (approval needed)
DRS Depots:	Inverness Grangemouth Motherwell Carlisle Sellafield York Crewe Rugby Stowmarket London



Qualified Train Driver Role Summary

Job Purpose:

To carry out Driver/Train Person duties as required supporting DRS customer requirements.

Key Accountabilities:

- Carry out Driver/Train Person duties in such a way that all relevant safety requirements and Company/Group Standards are adhered to.
- Develop and maintain all necessary route knowledge, as directed by relevant Manager, in order to support DRS operational requirements.
- Carry out any maintenance examinations following appropriate training, on locomotives/ rolling stock, as directed by the relevant Manager.
- Study and digest all relevant notices and publications to ensure that Driver/Train Person duties are carried out safely.
- To undertake all training deemed necessary by DRS Operations Management to maintain existing skills and develop new skills in line with DRS Business needs.
- Ensure understanding and conformance to the Company's Safety Policy, procedures and notices to minimise personal risks and safeguard the interests of the business.
- Undertake other duties as required by the needs of the business

Skills and Knowledge:

Please fully complete the application form and try to highlight how you feel you meet the following criteria:

The successful applicant MUST possess:

- Post qualifying driving experience – preferably at least 2 years working within the grade
- Knowledge of the rail industry
- Specific knowledge of Safety Critical working practices
- Knowledge of all Group Standards relevant to the role of Driver/Trainman
- Knowledge of rules and regulations
- Ability to obtain a Personal Track Safety Certificate
- Ability to meet both Company and Industry Medical Standard including drugs and alcohol testing
- Full UK Driving Licence
- Show a flexible approach and be willing to work shifts including nights

Additional:

- Has the ability to work as part of a team as well as independently
- Has a conscientious/professional approach to work
- Has a good knowledge of the rail industry
- Shows enthusiasm to training
- Shows a safety awareness
- Shows an understanding of DRS business
- Shows a good knowledge of rules and regulations
- Lives within one hour's commuting distance of the location or is willing to relocate

Please ensure that you also detail any other information you feel necessary in support of your application.

Should you be successful the position will require you to undertake relevant training and assessments with our operations team, this training can take place on own depot or any other DRS depot as required, this is subject to alteration dependant on your training requirements. These details will be discussed if you do attend for an assessment and interview.

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Applying

Applications for employment with DRS for Train Drivers will need to be submitted by the closing date supplied. If no closing date is detailed, applications will be reviewed and go through the recruitment process as they arrive.

Should you wish to apply for the Qualified Train Driver position please complete your application form and send it to: Human Resources Department, Direct Rail Services Ltd, Regents Court, Kingmoor Park (North) Carlisle, Cumbria. CA6 4SJ or Email: recruitment@drsl.co.uk

Please ensure you put the correct postage on large envelopes, any incorrectly stamped items sent will not be collected from the post office – you can get more information from www.postoffice.co.uk

Recruitment Process

The following information is designed to give you an overview of the DRS recruitment process for qualified train driver

Stage 1 - Shortlisting

Shortlisting will take place for all applications – please be reminded to complete the application form in all sections as fully as possible.

Stage 2 – Interviews/Assessments

DRS required assessments to be carried out to understand each candidate fully that applies for a qualified train driver role.

Assessment

If you are successful at shortlisting, DRS will send you an email with the link to complete the OPC assessments, this will then be reviewed by the recruiting manager prior to the next steps in the process.

Telephone Interview/Face to Face Interview

The formal interview will include competency based questions specific to the role of Train Driver, you will be asked key questions specific to DRS and the Freight Industry and the OPC report that DRS receive. The interview is anticipated to last approx. 1 hour.

Final Interview

After your first interview you will be required to meet with a member of the HR team and the recruiting manager, this will be a face to face meeting to enable us to meet you and ask any additional questions (if required).

Stage 3 – Medical, Drug & Alcohol Screening

If you are successful at the assessment and interview stage you will then be required to attend for a medical and drug/alcohol screening. Location, dates and time will be confirmed to you if you get to this stage.

Stage 4 – Security Vetting

You must be aware that all successful candidates will be required to undergo security vetting including Nationality, reference and identity checks. To ensure you meet these requirements please ensure you can bring with you original and valid identification as detailed on the attached list.

These documents are required to satisfy DRS's security regulations, duplicates and photocopies are not acceptable under any circumstances. Failure to provide the relevant identification may affect your suitability for employment with DRS.

Due to our security vetting process, we need to obtain employer references for the last 3 years, so this includes current and previous employers. References will not be sent to current employers without first discussing this directly with you.

It is imperative that all this information is supplied. Any candidate who cannot supply valid identification documents and employer references are unlikely to be progressed any further on this occasion.

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Identification Requirements

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To ensure you meet these requirements please ensure you can bring with you original and valid identification as detailed below. These documents are required to satisfy DRS's security regulations, failure to provide the relevant identification may affect your suitability for employment with DRS.

Only original documents will be accepted. Copies are not appropriate and cannot be used. We need at least 3 documents of ID;

- One must prove Nationality
- One must be Photographic
- One must show your current address (any with previous addresses will not be accepted)

To confirm nationality one of the following documents should be produced;

- A Full British or EEA Passport
- Travel document (e.g. EEA National ID Card)
- Full UK Birth Certificate (issued within 6 weeks of birth), must be used with photo ID
- For Non EEA Nationals their passport and evidence of the "Right to Work" in the UK
- Certificate of Naturalisation, must be used with photo ID

In addition to the above a minimum of 2 other qualifying documents (one of which must verify your current address) are listed below;

- Current photo-card driving licence only (The counterpart is no longer a valid document). (Must be used with a current utility bill to confirm address).
- Current full old style driving licence Pre-1998 only
- Current benefit book, card or letter from DWP confirming the right to benefit
- Civil Partnership/Marriage Certificate
- Divorce/Dissolution or Annulment Certificates
- Recent HMRC tax notification
- Building industry sub-contractors certificate issued by HMRC
- Current firearms certificate
- Police registration document
- HM Forces Identity Card
- UK Government issued National Identity Card
- Citizen card (www.citizencard.com)
- Gender recognition certificate

The following may only be accepted when issued within the last 6 months;

- A bank, building society, credit card or credit union statement or passbook containing a current address (but not a debit/credit/charge/store card). Statements if provided should not be redacted and will be viewed.
- Utility bill or certificate from utility company confirming arrangements to pay for services at a fixed address. Mobile phone bills cannot be used.
- Mortgage statement from a recognised lender
- Local council rent card or tenancy agreement (only from a valid company)
- Court Order
- Confirmation from an electoral register search that a person of that name lives at that address
- Local Authority Council tax bill (valid for current year - issued within last 12 months)
- Record of home visit

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