

Role Profile



Rail North Partnership – Independent Chair

POLITICALLY RESTRICTED POST

- Salary:** Up to £25,000 per annum
- Hours:** Up to 25 days per annum
- Contract:** Fixed-term initially for 18 months
- Location:** Requirement to attend Rail Partnership Board Meetings (up to 12 per annum) which are held throughout the North of England



Role Purpose:

Act as a Strategic Leader, in the role of Independent Chair for the Rail North Partnership (RNP) Board. Ensure that the Board operates effectively in accordance with the terms and intent of the Rail North Partnership Agreement and in compliance with all applicable legislation and best practice.

Provide leadership of the Board in developing its vision, strategy and setting of objectives to provide clear direction, organisational purpose and performance improvement. Act at an ambassador for the Board through exemplar personal behaviours, values technical competence and good board practice.

Rail North Partnership

The Northern and TransPennine rail franchises are managed by Partnership organisation (Rail North Partnership) established between the Department for Transport and Transport for the North (representing all Local Transport Authorities in the North of England). A Partnership Agreement defines how these arrangements operate.

The Partnership will be overseen by a Strategic Board (The Board). The Board's vision is to be an ambitious and professional organisation working as a partnership to deliver transformed rail services for passengers and businesses, supporting sustained economic growth across the North.

The role of the Board prescribed in the Partnership Agreement is as follows:

- 6.1.1 subject always to clause 6.14 deal with franchise management with regard to the Northern Franchise Agreement and the Transpennine Express Franchise Agreement;*
- 6.1.2 oversee matters relating to this Agreement;*
- 6.1.3 act as the primary interface between the Secretary of State and Rail North in relation to the Purpose; and*
- 6.1.4 oversee co-operation between the Parties with regard to investment planning in respect of rail services in the North of England*

The Chair of the Board is responsible for steering the Board to fulfil the requirements of the Partnership Agreement and to make a strong contribution to the devolved management of rail services in the north of England.

The Partnership Agreement requires the Chair to be independent of the key partners. The postholder cannot therefore be an employee of the Department for Transport, any local authority in the North of England or of companies holding the Northern or TransPennine rail franchises.

Key Accountabilities

Key Role Outputs (KROs)

What must be achieved for the post-holder to be successful in the role

Key Actions

How the KROs will be achieved – the activities required

1.	Leadership	<ul style="list-style-type: none">• Create a positive and productive climate through impactful guidance by engaging and enabling Board Members to be the best they can be, in compliance with the aims and objectives set out in the Rail North Partnership Agreement.• Successfully steer the Board to fulfil the requirements of the Partnership Agreement and to make a strong contribution to the devolved management of rail services in the north of England.• Ensure that the Board functions in accordance with the provisions of the Partnership Agreement with a clear and assertive decision-making process. As and when required, where decisions cannot be reached by a majority vote, apply a casting vote.
2.	Compliance	<ul style="list-style-type: none">• Successfully direct the Board to ensure it fulfils all of its obligations under the Partnership Agreement and ensure that the Board and the Rail North Partnership Management Team operate in compliance with all legal duties.
3.	Contract/ Franchise Compliance	<ul style="list-style-type: none">• Lead collaborative working within the boundaries of the Partnership Agreement to help shape, be aware of, and assess the impact of, emerging government policies and other developments in the rail industry on the franchises and the Partnership.• Help ensure that appropriate and best value use is made of the existing available resources and expertise in DfT and TfN
4.	Performance/Rail Service Delivery	<ul style="list-style-type: none">• Develop and inspire Board Members to encourage a culture of high performance, focussed on supporting the delivery of the Rail North Partnership's strategic objectives.• As part of the Annual Review prescribed in the DfT/TfN Partnership Agreement, support the review of the franchisees' performance in delivering a rail service which meets the requirements and aspirations of the DfT and TfN.• Diligently and successfully direct the Board in setting, maintaining and reviewing business

		processes and delegations, ensuring it maintains focus on the short, medium- and long-term planning of the franchises and the partnership.
5.	Stakeholder Management	<ul style="list-style-type: none"> • Work collaboratively and develop positive relationships with relative stakeholders the primary ones being the Board members.

Key Deliverables

As Chair you are expected to work with the Board who have collective responsibility to:

- contribute to strategic planning and structured decision-making;
- act in the best interests of the of commuters, residents and visitors to the North;
- set challenging goals and objectives for the Rail North Partnership Director; and
- offer constructive criticism and challenge to the Rail North Partnership Management Team.

In your role as Chair, you shall also be required to:

- i) take corporate, team and personal responsibility as a Board member;
- ii) support the Rail North Partnership Management Team (and Board) whilst exercising personal responsibility and accountability;
- iii) ensure that management systems are in place to provide accurate information to the Board in terms of financial resources, quality and risk;
- iv) help monitor the performance of the Rail North Partnership Management Team (and Board) in meeting the agreed strategic objectives and tasks;
- v) uphold high standards of integrity and probity and support the Rail North Partnership Team and its Directors in instilling the appropriate culture, values and behaviours with the Board and beyond;
- vi) immediately report your own wrongdoing or the wrongdoing or proposed wrongdoing of any employee or other Director of the Rail North Partnership Management Team of which you become aware to TfN's Chief Executive (host employer);
- vii) adhere to the Committee on Standards in Public Life's "Seven Principles of Public Life" any code of practice issued by TfN from time to time; and
- viii) not do anything that would be reasonably likely to bring TfN or the Rail North Partnership into disrepute.

Compulsory Outputs (COs) <i>What must be achieved for the post-holder to be successful in the role</i>		Key Actions <i>How the COs will be achieved – the activities required</i>
1.	Ensure you comply with all applicable organisational legislation and policy:	<ul style="list-style-type: none"> • GDPR and Freedom of Information. • Risk management. • Associated policies and procedures. • Equality and diversity legislation. • Strategic Board Vision, Values and behaviors. • DfT policies and procedures where applicable.
2.	Any other reasonable duties as required from time to time	<p>The post holder is expected to:</p> <ul style="list-style-type: none"> • Conduct themselves in a professional manner and with due courtesy at all times. • Be flexible within the workplace and adapt to meet the requirements of an evolving organisation.
Key Interdependencies:		
Key Contacts		<ul style="list-style-type: none"> • TfN Independent Chair & Chief Executive • Rail North Partnership Director • Strategic Rail Director • Rail North Partnership Management Team • Rail North Partnership Board Members • Department for Transport • Officers of the various Combined Authorities, PTEs and Local Authorities across the North of England
Direct Reports		N/A
Budgetary Responsibility		N/A
Politically Restricted Post:		
<p>This post is a politically restricted meaning the postholder must refrain from participating in any political activities, publicly expressing support for a political party or undertaking other activities such as canvassing on behalf of a person who seeks to be a candidate; and speaking to the public at large or publishing any written or artistic work that could give the impression that they are advocating support for a political party.</p> <p>Please see TfN's Protocol for Politically Restricted Posts for further details.</p>		

Person Specification

Qualifications, knowledge, skills and experience required at selection stage:	
EQ1	Relevant degree or other specialist qualification or the equivalent level reached through experience.
ES	Skills and Experience
ES1	Experience of chairing a board (or similar) involving a number of partners and/or stakeholders.
ES2	Relevant (or transferable) industry knowledge and experience (e.g. as specifier, operator or regulator).
ES3	Experience of working with regional and/or devolved authorities or services.
ES4	Proven experience in relation to the leadership and governance of complex collaborative projects and/or high value public service contracts.
ES5	Proven success in establishing a strong performance culture that drives up standards and quality of outputs.
ES6	Proven experience building strong, productive relationships with a myriad of partners and stakeholders to ensure a coordinated response to delivery.
ES7	Experience of influencing and persuading governance bodies, stakeholders, partners, clients and suppliers to understand the aims, objectives and requirements of an organization, service or programme.
ES8	Excellent communicator both with individuals and in groups, who inspires, motivates, enthuses, persuades, builds confidence and trust; demonstrates exceptional influencing skills and emotional maturity.
EC	Essential Behaviour Competencies
EC1	Cultivates Innovation - <i>Creates new and better ways for the organisation to be successful.</i>
EC2	Ensure Accountability - <i>Holds self and others accountable to achieve results, even under challenging circumstances.</i>
EC3	Collaborates - <i>Building partnerships and working collaboratively with others to meet shared objectives.</i>
EC4	Instils Trust - <i>Gaining the confidence and trust of others through honesty, integrity and authenticity.</i>
EC5	Financial Acumen - <i>Interpreting and applying understanding of key financial indicators to make better business decisions.</i>
EC6	Decision Quality - <i>Making good and timely decisions that keep the organisation moving forward.</i>
EC7	Strategic Mindset - <i>Seeing ahead to future possibilities and translating them into breakthrough strategies.</i>
EC8	Attracts Top Talent - <i>Attracting and selecting the best talent to meet current and future business needs.</i>
EC9	Drives Vision and Purpose - <i>Painting a compelling picture of the vision and strategy that motivates others to action.</i>
EC10	Manages Ambiguity - <i>Operating effectively, even when things are not certain or the way forward is not clear.</i>