

# STRATHSPEY RAILWAY

## **Personal Specification – General Manager, Strathspey Railway Company Ltd.**

The GM will work with the Company's Directors to help further develop, define and implement their strategic goals, whilst identifying and driving new and potentially innovative revenue streams.

Leading and working with departmental managers, heads of staff, team leaders, committees, staff and volunteers the successful applicant will have excellent interpersonal and leadership skills and will be responsible for the day to day running of the railway at all levels and across all departments.

This Safety Critical full-time position will be based at the railway's offices in Aviemore and is a permanent position subject to an agreed probationary period.

### **Indicative Personal Attributes**

- Engaging, self-driven and conscientious with a positive outlook - a 'people person'
- A proven track record in a strong management role & ability to prioritise and delegate
- Strong Health, Safety and Environmental awareness, management and coaching
- Good business and commercial awareness with financial literacy
- Methodical, with strong computer skills, ideally with Microsoft 365
- Evidence of achieving high levels of customer satisfaction
- Awareness/knowledge to develop and implement strategic business plans
- Good business communication skills for dealing with Directors, staff, SRA, etc. presentations and external stakeholders (ORR, H&SE, RAIB, OSCR, Heritage Railway Association, HIE & local media)
- Understands the personal and business demands of a Safety Critical operational environment
- Ability and self-awareness skills to work in areas with varied potential physical hazards
- Ability to work unsocial hours, including evenings, weekends and public holidays
- Awareness of heritage railways and their general operation
- Experience or awareness of fund raising at corporate or business level
- Ability to compile and submit applications for heritage or lottery funding grants, etc
- An understanding of the Scottish tourist industry and some of its key drivers
- Possession of valid Driving Licence and own transport

### **Other Important Information**

The Company is committed to safeguarding and promoting the welfare of its staff, volunteers and visitors and the successful candidate will be expected to share this same level of commitment.

The role may require the post-holder to be in a position of responsibility with respect to young persons or to vulnerable adults and may, subject to requirements, require an enhanced Criminal Records check.

As the role is Safety Critical, the successful candidate will be required to complete a Medical Questionnaire Form and may also, at the Company's discretion, be expected to undertake an appropriate medical examination carried out by the Company's appointed Medical Practitioner.

### **How to Apply**

Please refer to the advert placed in the Strathspey Railway's website.

**Closing date is midnight Sunday 14<sup>th</sup> January 2024.**