

Senior Staff information for Data Transparency
FTE Salary £50,000 - £149,999
This document reflects an accurate picture of senior staff in post as at the 31 March 2021

Job title	Job purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Land & Estates Asset Manager	To manage core estate and land management occupational data, records and estate plans, tracking transfers and accounting for interim changes and final occupation of all land required to build and operate the railway.	£50,000 - £54,999	Nil	Nil	Nil
Estates Commercial Property Manager	To professionally manage, validate and administer all Estate commercial related property matters, including leases, licences, rent and fee calculations. To be responsible for the evaluation, checks and certification of rent, service charge, estates charge, insurance, business rates and other contract supplier bills etc. To track and proactively manage business rate budget forecasts, refunds and rental income where applicable, working with the Head of Estates to ensure appropriate commercial property budgets are in place, that appropriate purchase orders are raised, invoices received are appropriately validated and payment made within the necessary timescales. Project manage clean delivery of allocated land from principle contractors through to end users acting as a key focus point for each Delivery Project Manager and Head of Estates	£50,000 - £54,999	£0 - £999	Nil	Nil
Health & Safety Specialist- Improvements	To improve health & safety performance of Crossrail and its contractors to ultimately raise the bar in health and safety within the industry.	£50,000 - £54,999	Nil	Nil	Nil
Health & Safety Business Manager	To provide support to the Health and Safety Director in resolving day-to-day issues which arise across the H&S, Assurance and Business Resilience agenda.	£50,000 - £54,999	Nil	Nil	Nil
Quality & Compliance Systems Manager	To manage the development, implementation and maintenance of the Crossrail Management System (CMS) to reflect the changing needs of the organisation. To ensure the CMS is an effective means of communicating the processes required to deliver Crossrail. Assist with the co-ordination of all plans and procedures, which includes drafting any documentation directly relating to the Quality Team. Additionally, provide support to the Head of Quality, Programme Quality Manager and the Quality Team with a variety of administrative, analytical and continual improvement services.	£50,000 - £54,999	£0 - £999	Nil	Nil
Interface/Third Party Manager	To support the Employer in managing the interface between the Project team(s) and Systemwide Interfaces/Third Parties, including access, operational, infrastructure protecting, engineering and implementation functions in accordance with the relevant management plan.	£50,000 - £54,999	£0 - £999	Nil	Nil
Handover Co-ordinator	To manage the day to day receipt of products between CRL, RFLI and MTRC, within timescales agreed and directed by the Handover Manager. To ensure that project programme deliverables are clearly understood and adhered to	£50,000 - £54,999	£0 - £999	Nil	Nil
Information Engineer	To provide support to the Head of Quality relating to monitoring the management system, and analysis of data relating to quality in across the programme. To prepare reports for Head of Quality including input to Technical Directors report. To assist the Head of Audit and prepare periodic reports relating to auditing.	£50,000 - £54,999	£0 - £999	Nil	Nil
Community Relations Manager	To establish and maintain an outstanding reputation among key audiences to enable the successful delivery of Crossrail To provide of a community relations service that keeps local stakeholders informed, develops and maintains relationships with local stakeholders, particularly those directly affected by construction, and reduces risk to programme delivery	£50,000 - £54,999	£0 - £999	Nil	Nil
Site Supervisor (Arch & Civils)	To support the Delivery Team in the coordination, delivery and technical aspects of the construction activities whilst ensuring Health, Safety, Environmental and Quality requirements are achieved.	£50,000 - £54,999	£0 - £999	Nil	Nil

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Job title	Job purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Cost Engineer	<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	£0 - £999	Nil	Nil
MEP Field Engineer	Responsible for overseeing the technical and quality aspects of systemwide construction, testing and commissioning activities within an area of responsibility as appointed for a geographic location this role will primarily be based on site at Plumstead.	£50,000 - £54,999	£0 - £999	Nil	Nil
Contract Administrator	Assist the Lead Contracts Administrator in relation to the development and implementation of a Contract Management Program for the project consistent with Contracts Management Policies and Work Processes, Procedures and Systems; checking that commercial and contract issues are dealt within the Project at the lowest level cognisant with the delegated authorities; deputising for the Lead Contracts Administrator when requested and performing duties allocated by the Lead Contracts Administrator for the successful commercial management of the project goals and objectives.	£50,000 - £54,999	£0 - £999	Nil	Nil
Works Arrangement Engineer	Provide managerial support in the execution of the Systems Main Works engineering contract, safely and to requirements, within budget and schedule.	£50,000 - £54,999	£0 - £999	Nil	Nil
Handover Lead	To support the Employer, Crossrail Limited (CRL) in delivering and expediting the successful Handover of the station to the Infrastructure Managers (IMs), ensuring, through collaboration with the other members of the handover team, integrated Handover with the other rail systems.	£50,000 - £54,999	£0 - £999	Nil	Nil
SCADA Engineer	Undertake technical client and assurance role in designated technical areas (refer Section 5) in relation to delivery of Communications and Control Systems (C&C Systems) by Crossrail Systemwide Delivery team and its contractors.	£50,000 - £54,999	Nil	Nil	Nil
Site Engineer	To support effective delivery of the works in designated areas through the coordination of interfaces, monitoring and reporting of progress, and resolution of problems.	£50,000 - £54,999	Nil	Nil	Nil
Handover Lead	To support the Employer, Crossrail Limited (CRL) in delivering and expediting the successful Handover of the station to the Infrastructure Managers (IMs), ensuring, through collaboration with the other members of the handover team, integrated Handover with the other rail systems.	£55,000 - £59,999	£0 - £999	Nil	1
Indirect Cost Analyst	A qualified Accountant to work as part of the Indirect Cost team to produce high quality forecasts and analysis of financial performance that can be accepted as a reliable basis of decision making by the Crossrail (CRL) Executive and Board.	£55,000 - £59,999	£0 - £999	Nil	Nil
Public Affairs Manager	To lead on public affairs activity in support of the overall Crossrail communications strategy and to lead on specific governance and scrutiny issues.	£55,000 - £59,999	£0 - £999	Nil	1
Internal Communications Business Partner	The Internal Communication Business Partner is responsible for supporting the internal communication team to deliver agreed communication plans efficiently to time and budget, as directed The Internal Communication Business Partner will support the execution of a fundamental organisational campaign.	£55,000 - £59,999	£0 - £999	Nil	Nil
Operations Cost & Risk Analyst	<p>To support the Employer in providing knowledgeable, informed challenge. management and interpretation of cost, financial and risk data. To drive the affordability agenda to allow potential Area cost savings to be delivered and to check that all commercial issues are robustly managed and dealt in line with delegated authorities.</p> <p>Establish and implement practical processes, maintaining accurate records and providing timely and diligent expertise and support to ensure that contracts are delivered successfully through collaborative working practices.</p>	£55,000 - £59,999	Nil	Nil	1

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Assistant Implementation Manager	To assist with the mobilisation activities for the team that will maintain the Elizabeth line infrastructure, including monitoring and progressing readiness actions, providing clear and accurate status reports and providing general support to the Maintenance Mobilisation & Transition Manager.	£55,000 - £59,999	£0 - £999	Nil	Nil
Health & Safety Generalist	Working to improve health & safety performance of Crossrail and its contractors. The post-holder works as part of the Health & Safety team to promote improvements in health and safety management and performance. They are to work closely with the Crossrail project teams to ensure integration of the Crossrail Target Zero culture into daily work programmes on all sites and to promote various safety improvements and initiatives.	£55,000 - £59,999	£0 - £999	Nil	Nil
Handover Lead	To support the Employer, Crossrail Limited (CRL) in delivering and expediting the successful Handover of the station to the Infrastructure Managers (IMs), ensuring, through collaboration with the other members of the handover team, integrated Handover with the other rail systems.	£55,000 - £59,999	Nil	Nil	Nil
Site Superintendent	To support the Business to enable the contractor to efficiently honour their contract through the coordination of interfaces, interrogation of his programme, and the monitoring and reporting of progress for a specific area of responsibility.	£55,000 - £59,999	£0 - £999	Nil	Nil
Lead Field Assurance Engineer - Electrical	Directly reporting to the Supervisor's Representative on Site, for the assigned NEC3 contract(s) and to act as the Technical and Engineering Lead on behalf of the Chief Engineer in order to ensure Crossrail's compliance of the Works with Sponsors Requirements and the Crossrail Assurance Process.	£55,000 - £59,999	Nil	Nil	3
Cloud Services Specialist	To perform a mixture of project work and support activities supporting Crossrail's Microsoft Azure Cloud environment. The role includes but is not limited to the design and building of Azure services to meet Crossrail's business needs, proactive monitoring of our entire Azure environment and supporting this going forward. You will need to ensure that best practise is followed throughout and that data security is at the forefront of how the Azure service is designed and delivered.	£55,000 - £59,999	£0 - £999	Nil	Nil
IT Applications & Service Support Manager	The IT Applications & Service Support Manager is responsible for the day to day delivery of the IT service for both applications and operations. They are accountable for ensuring that: -Internal and external service teams deliver to their agreed service level agreements (SLA's) -Internal teams provide the required support from an administration, business process and technical perspective for supported applications -Service disruptions are managed in a controlled manner with a focus on resuming service followed by a standardised review of root causes and any required future mitigations	£55,000 - £59,999	£0 - £999	Nil	3
Assurance Manager	To manage, on behalf of RFLI, the Assurance Management process for the Elizabeth Line assets and the systems being delivered by CRL. To be achieved in accordance with the prevailing Technical Assurance Plan and reporting to the Handover Manager.	£55,000 - £59,999	£0 - £999	Nil	6
LU Interface Manager	To support Crossrail in managing the interface between the delivery team and the LU (and LO/NR where applicable) teams within a specific defined geographic location; including access, operational, infrastructure protection, engineering and implementation functions, in particular with reference to the integrated ticket hall adjacent to the Western ticket hall site	£55,000 - £59,999	£0 - £999	Nil	Nil
Handover Lead	To support the Employer, Crossrail Limited (CRL) in delivering and expediting the successful Handover of the station to the Infrastructure Managers (IMs), ensuring, through collaboration with the other members of the handover team, integrated Handover with the other rail systems.	£55,000 - £59,999	Nil	Nil	Nil
Information & Reporting Lead	The Crossrail programme will deliver a new cross-London rail link from Reading in the west, through central London to Shenfield and Abbey Wood in the east. A critical enabler for the effective long term operation and management of these new assets is to ensure that sufficient asset information is gathered and stored to support these long term objectives. The role of Information and Reporting Lead is an important strategic role with key responsibility for the effective utilisation, control and handover of records within the Crossrail Common Data Environment (CDE) and other related systems and data sources.	£55,000 - £59,999	£0 - £999	Nil	2

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Indirect Cost Analyst	A qualified Accountant to work as part of the Indirect Cost team to produce high quality forecasts and analysis of financial performance that can be accepted as a reliable basis of decision making by the Crossrail (CRL) Executive and Board.	£55,000 - £59,999	£0 - £999	Nil	Nil
Lead Contract Administrator	Support the Project Business Manager in relation to the development and implementation of a contract management program for the project consistent with contracts management policies and work processes, procedures and systems. Checking commercial and contract issues are dealt with at the lowest level cognisant with the delegated authorities.	£60,000 - £64,999	Nil	Nil	Nil
Indirect Cost Analyst	A qualified Accountant to work as part of the Indirect Cost team to produce high quality forecasts and analysis of financial performance that can be accepted as a reliable basis of decision making by the Crossrail (CRL) Executive and Board.	£60,000 - £64,999	£0 - £999	Nil	Nil
Project Accountant	The purpose of this role is for an accountant to support Crossrail's project delivery teams in control and reporting of the capital investment programme. They should be confident and credible when working with senior managers and third parties. They should also be a strong communicator both in writing and orally, able to convey financial information in a clear, structured manner.	£60,000 - £64,999	Nil	Nil	Nil
Agreement Compliance & Systems Manager	Identify and establish any Crossrail Ltd Third-Party Agreements (TPA) necessary to bring the railway into operation. Provide a compliance and governance service to enable the effective management, final accounting and closure of TPAs. Where TPA management accountability is to pass over to TfL/IM's support the PM's Agreement Handover activity for one or more locations in the lead up to the staged handover. Maintain and promote awareness and use of the Crossrail Agreements Management Plan (AMP) which is a programme controls tool supported by a web enabled Agreement Management System application (AMS). Support the planning, organising, reporting and control of the activities of the Agreement Team (AT) within the Directorate.	£60,000 - £64,999	£0 - £999	Nil	Nil
Senior Estates Property Manager	To manage the care and maintenance of land and property controlled by Crossrail but not currently delegated to a contractor for the delivery of works and services. Using the term service contractor manage other specified projects to support Crossrail delivery where necessary. Manage the property budgets and suppliers relevant to maintenance, party wall awards, settlement repairs, re-housing and project related activity. Manage the Estate Assets team controlling property database records, plans, custodianship, GIS, CAD and mapping records. Manage Network Rail Surface interfaces through to Stage 5 controlling their use of acquired land through to completion and final handback to agreed end users. Act as Deputy to the Head of Estates	£60,000 - £64,999	£0 - £999	Nil	2
Health & Safety Generalist	Working to improve health & safety performance of Crossrail and its contractors. The post-holder works as part of the Health & Safety team to promote improvements in health and safety management and performance. They are to work closely with the Crossrail project teams to ensure integration of the Crossrail Target Zero culture into daily work programmes on all sites and to promote various safety improvements and initiatives.	£60,000 - £64,999	£0 - £999	Nil	Nil
Field Assurance Engineer - Comms	Directly reporting to the Lead Field Assurance Engineer – (Comms) on Site, for the assigned NEC3 contract(s) provide management support to act as Crossrail Technical and Engineering Lead on behalf of the Chief Engineer in order to ensure Crossrail's compliance of the Works with Sponsors Requirements and the Crossrail Assurance Process.	£60,000 - £64,999	£0 - £999	Nil	Nil

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C660 Delivery Close Out Manager	Responsible for managing the Systemwide Contractor's performance with regard to progress, cost and health & safety at the contract level. Managing all construction and testing within area of responsibility, supported by site teams at each geographic location or system based area of	£60,000 - £64,999	£0 - £999	Nil	Nil
Project Accountant	The purpose of this role is for an accountant to support Crossrail's project delivery teams in control and reporting of the capital investment programme. They should be confident and credible when working with senior managers and third parties. They should also be a strong communicator both in writing and orally, able to convey financial information in a clear, structured manner.	£60,000 - £64,999	£0 - £999	Nil	Nil
Integrated Assurance Lead	The main purpose of the role is to provide assurance integration across the three lines of defence to provide CRL with an amalgamated view on a periodic basis. The postholder will act as secretariat for the Crossrail CEO Periodic Assurance Meeting and produce the briefing materials and products required for senior level governance forums including the Elizabeth Line Delivery Group (ELDG) and the Elizabeth Line Committee (ELC). At the LoD3 level, the post holder will act as a secretariat for TfL to the newly formed, Independent Investment Programme Advisory Group (IIPAG) – Crossrail Sub Group. In addition, the postholder will also undertake specific and discreet activities reporting to the CEO office. As requested by CRL CEO – part time support to the Crossrail Lessons Learned Legacy project will continue. As requested by the CRL CFO the postholder will continue to coordinate the National Audit Office's audit in the first half of 2021	£60,000 - £64,999	Nil	Nil	Nil
Comms Engineer Public Cellular Radio	To manage the Commercial and Cost Management function across the Directorate to: <ul style="list-style-type: none"> • Establish and maintain commercial agreements necessary for delivery and commissioning for the Surface works. • Minimise the Anticipated Final Cost in accordance with best value as defined in the PDA; and • Achieve a value for money target price for the On Network Works, within the context of the Crossrail Network Rail Protocol Agreement 	£60,000 - £64,999	Nil	Nil	Nil
Project Field Engineer	To support the Business 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.	£60,000 - £64,999	Nil	Nil	1
Agreement and Compliance Manager	The Agreements and Compliance Manager will identify and establish any Crossrail Ltd Third-Party Agreements (TPA) necessary to bring the railway into operations with the Infrastructure Managers [IM's] and provide a compliance and governance service to enable the effective management and closure of TPAs. They will support Project Managers (PM) in Closing out TPA's to ensure all obligations are discharged. Where TPA management accountability is to pass over to TfL/IM's they will support the PM's Agreement Handover activity for one or more locations in the lead up to the staged handover. These activities are undertaken within the framework of Crossrail's Agreement Management Plan (AMP) and the Handover Execution Plan. Ensure through compliance reviews that Agreement Managers are aligned to the AMP requirements throughout the Post Contract stage and in particular that obligations within TPA have been properly discharged prior to being accepted into the Closure Register. Provide support on TPA issues and disputes to Agreement Managers across all Crossrail Directorates as required.	£60,000 - £64,999	£0 - £999	Nil	Nil

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Operational Readiness Manager	To support the Head of Operations and Readiness in delivering the outputs from the forums that cover operational readiness of the end-to-end railway. Responsible for leading the operational readiness for Trial Running and Trial Operations and the appointment and deployment of operational staff. Following this stage, the role will be responsible for developing the testing and exercising plans for Trial Running, in coordination with Crossrail Systemwide, and Trial Operations in coordination with MTR-Crossrail and London Underground. This role will also be responsible for coordinating the impact of outstanding construction and snagging activities on the Trial Running and Trial Operations programmes with Crossrail. Responsible for leading and line managing the Operational Readiness Exercise Planning Managers.	£60,000 - £64,999	£0 - £999	Nil	7
Asset Information Provision Manager	To provide a service to efficiently manage, monitor, support and deliver timely, accurate Asset information required for the operations and maintenance of the railway by IMs. The term Asset information includes: o A list of all assets and systems that comprise Crossrail o Classification of these assets into generic types o Key attributes of these assets and systems o Location and spatial information of assets o The relationship between different assets and systems to provide services to allow the railway to operate effectively o Documents, drawings, manuals and certificates that relate to these assets o Photographs, videos and digital media of these assets	£60,000 - £64,999	£0 - £999	Nil	2
Requirements Engineer	To implement the Requirements Management activities and, Verification and Validation processes across the Crossrail Programme at various stages of the Program Development.	£60,000 - £64,999	£0 - £999	Nil	Nil
Exercise Planning Manager - Emergency Plan	To support the Operational Readiness and Testing Manager in delivering the outputs from the forums that cover operational readiness of the end-to-end railway. Responsible for arranging the operational readiness for dynamic testing and working with the Systemwide contractors to deliver their testing requirements for the Central Operating Section (COS). Following this stage, the role will be responsible for developing the testing and exercising plans for trial running & trial operations being the lead for testing the operational processes and procedures required to operate the COS in relation to emergency planning and its interfaces with Network Rail, London Underground, MTRC, HAL and other train operating companies/ concessionaires.	£60,000 - £64,999	£0 - £999	Nil	Nil
Accommodation Strategy Manager	To effectively identify necessary site office accommodation and welfare requirements across the project in line with the changing programme.	£60,000 - £64,999	£0 - £999	Nil	Nil
Communications Engineer, Networks	Undertake technical client and assurance role in designated technical areas (refer Section 5) in relation to delivery of Communications and Control Systems (C&C Systems) by Crossrail Systemwide Delivery team and its contractors.	£60,000 - £64,999	£0 - £999	Nil	Nil
Field Engineer Networks	Responsible for overseeing the technical and quality aspects of systemwide construction, testing and commissioning activities within an area of responsibility as appointed for a geographic location, contract or system.	£60,000 - £64,999	£0 - £999	Nil	Nil
Approval & Acceptance Manager - Trains	Crossrail will use a progressive assurance approach to ensure that each new train delivered meets the appropriate quality standards and has sufficient approvals prior to acceptance and entry into service. This role is responsible for organising the staged inspections of trains during assembly to the point of acceptance, confirming the compliance of individual trains and for managing the contractual train acceptance process, including all 'relevant consents' as well as achievement of 'acceptable quality requirements' and compliance with the procurement contract.	£60,000 - £64,999	£0 - £999	Nil	1
Property Legal Compliance Manager	Provide legal support to Estates and undertake the management of its legal Estates Management System (EMS) property terrier database. To provide advice, support and alignment of EMS property legal data in with the Transition and Strategy team's Agreements Management System (AMS) to enable a single source of compliant data for transfer to TfL. Work with Estates management to facilitate successful exchanges of land and title transfers.	£60,000 - £64,999	£0 - £999	Nil	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.	£65,000 - £69,999	Nil	Nil	Nil
Senior Business Manager	The Senior Business Manager acts as the key interface between the CFO Group and other Crossrail directorates, including external consultants and contractors. This role works alongside the functional leaders to ensure the smooth running of CRL Ltd and the provision of effective functional support to the delivery of the Elizabeth Line. The Senior Business Manager will collaborate closely with leaders across the organisation, manage a team and provide advice to the CFO.	£65,000 - £69,999	Nil	Nil	1
System Integration Testing & Comm Manager	To manage the safe and efficient execution of the system integration testing required to verify and validate the performance of the Elizabeth Line railway systems on behalf of the Crossrail Project. This will enable entry into both the Trial Running and Trial Operations phases with a view to facilitating the timely opening of the Elizabeth Line for passenger service.	£65,000 - £69,999	Nil	Nil	Nil
Field Engineer Civils	To oversee the technical and quality aspects of construction and activities within an area of responsibility as appointed for a geographic location, contract or a system.	£65,000 - £69,999	£0 - £999	Nil	Nil
Systems Engineer - Stations Integration	<ul style="list-style-type: none"> •Support work to define the technical integration strategy for stations, addressing the full scope of work necessary for validation. •Undertake activities required to deliver the technical integration strategy for stations, including the commissioning strategy for key Stations interfaces such as the Station Operation Rooms (SOR) and the Route Control Centre (RCC). •Development and continual review the migration strategy to include a staged configuration approach to station commissioning. •Support final sign-off to open the railway for passenger services. 	£65,000 - £69,999	£0 - £999	Nil	Nil
Technical Assurance Integration Engineer	To support the Employer in: 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. Assisting the Head of Technical Assurance in ensuring that the Assurance processes and controls that have been established are maintained, co-ordinated and communicated to the required levels of quality, efficiency and robustness Collecting and collating assurance evidence from Crossrail's designers and contractors through meetings, trackers, and comment close out sheets to support Crossrail's Technical Assurance.	£65,000 - £69,999	£0 - £999	Nil	Nil
Lead Field Assurance Engineer - Mechanical	Directly reporting to the Supervisor's Representative on Site, for the assigned NEC3 contract(s) and to act as the Technical and Engineering Lead on behalf of the Chief Engineer in order to ensure Crossrail's compliance of the Works with Sponsors Requirements and the Crossrail Assurance Process.	£65,000 - £69,999	Nil	Nil	1
Field Assurance Engineer - Electrical	Directly reporting to the Lead Field Assurance Engineer – (Electrical) on Site, for the assigned NEC3 contract(s) provide management support to act as Crossrail Technical and Engineering Lead on behalf of the Chief Engineer in order to ensure Crossrail's compliance of the Works with Sponsors Requirements and the Crossrail Assurance Process.	£65,000 - £69,999	£0 - £999	Nil	Nil
Application Developer	The purpose of the job is to develop and maintain where appropriate applications that work for the business on a standard pre-defined development framework.	£65,000 - £69,999	£0 - £999	Nil	Nil
Configuration Control Engineer	To support the Project Manager by providing engineering support to ensure Bond Street Station is able to deliver works whilst supporting an Operational Railway through Testing, Trials and Revenue Service; this includes ensuring the works are planned and managed in accordance with the project Configuration Management Plan to protect the Railway at all times.	£65,000 - £69,999	£0 - £999	Nil	Nil

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Cost Engineer	<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. 	£65,000 - £69,999	£0 - £999	Nil	Nil
Project Accountant	<p>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.</p> <p>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.</p>	£65,000 - £69,999	Nil	Nil	Nil
Health & Safety Generalist - Assurance	<p>Delivery of health and safety assurance assessments and reviews in relation to:</p> <ul style="list-style-type: none"> •Crossrail's and stakeholders' approaches to the assessment and management of health and safety risk. •Compliance with health and safety legislation or company procedures, in design, construction and preparation for operation of the completed railway. <p>The work will be undertaken to support Crossrail's Target Zero principles</p>	£65,000 - £69,999	Nil	Nil	Nil
Fire Engineer	<p>Provide technical support to the Head of MEP for Fire engineering under the authority of the Chief Engineer</p> <p>To review Contractor deliverables against procedures and Employers requirements</p> <p>Provide support to Engineering Managers in the specialist area of Fire Services</p> <p>Provide technical advice to Contractors as necessary, including guidance on Standards, Specifications and responses to Project Technical Requests (PTR)</p>	£65,000 - £69,999	Nil	Nil	Nil
Lead Cost Engineer	<p>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.</p>	£65,000 - £69,999	£1,000 - £1,999	Nil	Nil
Tier 2/3 Supplier Construction Manager	<p>Support the Business through the management of the delivery of various Tier 2 & 3 Supplier work scopes (primary focus on lifts) through the construction, testing, commissioning and handover phases of the Stations, Shafts and Portals projects. Enable the Tier 2 & 3 Suppliers to efficiently honour their contracts through the coordination of scope, resources, interfaces, interrogation of programmes and the monitoring and reporting of progress for the areas of responsibility.</p>	£65,000 - £69,999	Nil	Nil	Nil
MEP Engineer - Fire	<ul style="list-style-type: none"> • 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 Employers 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) 	£65,000 - £69,999	Nil	Nil	Nil

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Handover Team Leader	To support the Employer, Crossrail Limited (CRL) in delivering and expediting the successful Handover of the Element to the Infrastructure Managers (IMs), through collaboration with the CRL Project Teams, the representatives of the IMs, the wider Handover team and the wider CRL Team. The Handover Team Leader will lead a team of Handover Leads. An Element is defined as an asset which is part of the Railway as a whole. An Element may be a station, shaft, portal, or route (railway).	£65,000 - £69,999	£0 - £999	Nil	Nil
GIS Manager	To create, manipulate, manage and make available geospatial project information required for the progress of the Project.	£65,000 - £69,999	£0 - £999	Nil	2
Senior Technical Author	To manage, on behalf of RFLI Engineering, the establishment of a full set of engineering processes and procedures to ensure readiness for becoming an effective Infrastructure Manager. Reporting to the Engineering Mobilisation Manager, identify, agree and implement a full suite of processes and procedures for the Asset Management and Engineering functions to fulfil its obligations.	£65,000 - £69,999	£0 - £999	Nil	Nil
Testing & Commissioning Coordinator	To support the Employer in providing Testing and Commissioning technical expertise centrally for the project. Also, to support the Employer in ensuring Tier 1 Contractors are cognisant of the Testing and Commissioning requirements of the works information and fulfil them in a manner that ensures full integration between contracts across the Central Operating Section.	£65,000 - £69,999	£0 - £999	Nil	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.	£65,000 - £69,999	£0 - £999	Nil	Nil
TT&C Test Operations Manager	Management of the safe and efficient site testing of railway systems through the Dynamic Testing and Trial Running phases of the project and to support trials and testing in the Trial Operations phase of the programme. Coordinating and overseeing all aspects of the planning, execution, reporting review and continuous improvement of site test activity on the Crossrail infrastructure.	£65,000 - £69,999	£0 - £999	Nil	6
Finance Manager (Indirects)	An experienced, qualified accountant to work as part of the Finance team to: produce high quality forecasts and analysis of financial performance that can be accepted as a reliable basis of decision making by the Crossrail (CRL) Executive and Board; and to deliver the finance processes of Crossrail and handover of ongoing requirements to TfL in accordance with the agreed Finance Transition plan.	£65,000 - £69,999	£0 - £999	Nil	2
Project Manager- Mobilisation	To manage the mobilisation activity for Crossrail Infrastructure Management teams including the development of requirements for the provision of specialist maintenance equipment and systems, production of implementation plans, delivery management and ongoing support arrangements.	£65,000 - £69,999	Nil	Nil	Nil
Stations Certification Engineer	Oversee the delivery of compliant Certification for one or more stations within the Central Section.	£65,000 - £69,999	Nil	Nil	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.	£65,000 - £69,999	£0 - £999	Nil	Nil
Lead Field Assurance Engineer - Civils	Directly reporting to the Supervisor's Representative on site, for the assigned NEC3 contract(s) and to act as the Technical and Engineering Lead on behalf of the Chief Engineer in order to ensure Crossrail's compliance of the Works with Sponsors Requirements and the Crossrail Assurance Process.	£65,000 - £69,999	£0 - £999	Nil	Nil
Commercial Manager - Arch & Civil	Assist the Project Commercial 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 that commercial and contract issues are dealt within the Project at the lowest level cognisant with the delegated authorities; deputising for the Project Commercial Manager when requested and performing duties allocated by the Project Commercial Manager for the successful commercial management of the project goals and objectives.	£70,000 - £74,999	Nil	Nil	Nil

Senior Staff information for Data Transparency
FTE Salary £50,000 - £149,999
This document reflects an accurate picture of senior staff in post as at the 31 March 2021

Job title	Job purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Head of H&S Delivery	<p>Working as part of the health and safety team to improve the performance of Crossrail and its contractors in line with Crossrail's Target Zero Strategy and ethos.</p> <p>The post-holder is to directly support the Crossrail Stations, Shafts & Portals Programme and maintain a strong relationship with the Programme Director and Delivery teams to ensure that a consistent approach and the highest standards regards health and safety are maintained.</p> <p>The post-holder will provide professional advice for the safe completion and handover of assets to the Infrastructure Managers.</p>	£70,000 - £74,999	£0 - £999	Nil	6
Environment Manager	Lead the environment function for the Crossrail programme. Adjust and implement the approach established for ensuring appropriate environmental compliance across the Crossrail programme. This will include making relevant adjustments to and managing the process and environment team to provide assurance that the Environmental Minimum Requirements and Crossrail's other environmental requirements are being complied with by all those delivering Crossrail.	£70,000 - £74,999	Nil	Nil	4
Planning Engineer	To support the Project Business Manager in preparing periodic progress reporting of Level 1 and Level 2 schedules. Supporting the project teams with all planning related activities associated with the management of their contracts and reporting requirements. Participating and supporting the project teams in project and programme planning and progress meetings. Identifying and maintaining programme / project milestone and schedule interface activities.	£70,000 - £74,999	£0 - £999	Nil	Nil
Construction Manager	Responsible for managing the Systemwide Contractor's performance with regard to progress, cost and health & safety at the contract level. Managing all construction and testing within area of responsibility, supported by site teams at each geographic location or system based area of	£70,000 - £74,999	£0 - £999	Nil	1
Finance Manager (A/P & Treasury)	To work as part of the Financial Control team and be responsible for the strong day to day management of the purchase to pay process via SAP.	£70,000 - £74,999	£0 - £999	Nil	2
Communications Engineer-Station Systems	Undertake technical client and assurance role in designated technical areas (refer Section 5) in relation to delivery of Communications and Control Systems (C&C Systems) by Crossrail Systemwide Delivery team and its contractors.	£70,000 - £74,999	£0 - £999	Nil	Nil
Risk Analyst	<p>CRL is now a commissioning stage focused organisation, the role of Risk Analyst will carry out Quantitative Risk Assessment (QRA) for both schedule and cost to support all aspects of the CRL Programme Commissioning Stages (1-5) and support functions including Commercial, Finance, Cost and Planning.</p> <p>The Risk Analyst will support the CRL Programme Risk Manager and Risk Managers at both Programme and project levels and take ownership of schedule and cost risk analysis.</p> <p>The Risk Analyst will produce reports and present the output of Schedule and Cost Risk Analysis and the impacts on specific CRL Programme Commissioning Stages (1-5).</p>	£70,000 - £74,999	£0 - £999	Nil	Nil
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.	£70,000 - £74,999	Nil	Nil	Nil
Corporate Finance Manager	A qualified Accountant to be responsible for producing high quality forecasts and analysis of project costs and associated cash outflows which can be used as a reliable basis of decision making by the CRL Executive and Board, and the CRL Sponsors (Department for Transport and Transport for London). The role is responsible for providing oversight, challenge and high-quality analysis to senior management, working alongside them to monitor performance, maintain control and aid key decision making.	£70,000 - £74,999	£0 - £999	Nil	Nil

Senior Staff information for Data Transparency
FTE Salary £50,000 - £149,999
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Job title	Job purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Operations Integration Manager	To Manage operational integration issues with internal and external stakeholders and lead on the verification and validation activities pertaining to the operating rules developed on behalf of Crossrail and the supporting procedures and instructions for RFLI.	£70,000 - £74,999	Nil	Nil	Nil
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	Nil	Nil	Nil
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.	£70,000 - £74,999	Nil	Nil	Nil
Signalling Engineer	To contribute to the management of the execution of the Signalling works safely, to the requirements and to schedule with particular responsibility for the fringes with Network Rail.	£70,000 - £74,999	£0 - £999	Nil	Nil
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	Nil	Nil	Nil
Stations Certification Engineer	Oversee the delivery of compliant Certification for one or more stations within the Central Section.	£70,000 - £74,999	Nil	Nil	Nil
Senior HR Business Partner	To provide support to the Human Resources Director with specific HR projects which supports business requirements, HR policy and practice, effectively underpinning business strategy. To be the first point of contact for allocated business area and work with them to support the people management agenda. To manage any HR projects. To act as deputy to the Human Resources	£70,000 - £74,999	£0 - £999	Nil	Nil
Engineering Manager (RCC, BUCF & RfL)	The Purpose of the role is to support the CRL Project Manager to discharge the technical component of his /her duties under the contracts in the delivery of specific systems for the Crossrail Route Control Centre (RCC), Back-Up Control Facility (BUCF) and Rail for London Training Facility.	£70,000 - £74,999	£0 - £999	Nil	Nil
Project Commercial Manager	To support Crossrail and be responsible for implementing project level processes and activities that relate to the commercial management of the project including but not limited to, monitoring of procurement, cost, finance, schedule, risk management, compliance with contractual terms, cost verification, project staffing registers / forecasts and the timely resolution of contract change. Ensure that a dialogue with the Contractor is maintained such that all commercial and contractual matters are understood.	£75,000 - £79,999	£0 - £999	Nil	Nil
Commercial Manager	To support the cost and commercial management oversight of the remaining Network Rail works to support the staged opening of the Elizabeth line.	£75,000 - £79,999	£0 - £999	Nil	Nil
Supervisors Representative	Directly reporting to the Project Manager (Delivery) with a functional line to the Manager of Engineering (Technical) the duties of this role are to act on behalf of the Supervisor for the assigned NEC3 contract(s) and as the Technical and Engineering Lead, on behalf of the Chief Engineer, for the Works and/or Element(s) in order to ensure Crossrail's compliance with Sponsors Requirements and the Crossrail Assurance Process.	£75,000 - £79,999	£0 - £999	Nil	Nil
Engineering Mobilisation Manager	To manage mobilisation activities for Rail for London's Engineering team, part of the Infrastructure Management organisation accountable for operating Crossrail. This includes the development of processes, procedures and interdependencies with other teams and to advise the Head of Engineering on matters relating to the successful transformation of the current team into the engineering authority for the emerging infrastructure manager organisation.	£75,000 - £79,999	£0 - £999	Nil	9
Change & Controls Manager	To develop, plan, maintain and implement change management and programme controls that facilitate a high performing team across Crossrail Operations Directorate and in support of timely, cost effective and controlled commencement of Crossrail operations.	£75,000 - £79,999	£0 - £999	Nil	4
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.	£75,000 - £79,999	£0 - £999	Nil	Nil

Senior Staff information for Data Transparency
FTE Salary £50,000 - £149,999
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Job title	Job purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Principal Delivery Engineer	<p>The Principal Delivery Engineer (PDE) will be the single point of Engineering accountability for the programme element/s of works for a given station or contract, and provide both day to day management as well as technical leadership to the Engineering Management team.</p> <p>They will ably support the Project Manager (PM) in all Engineering matters, ensuring that integrated solution(s), which meets the requirement(s), are delivered. This includes ensuring that stakeholders are appropriately assured of the direction and quality of engineering outputs. This will be accomplished through the day to day liaison with the dedicated Infrastructure Manager (IM) from either RFL or LU, MTR and NR where appropriate.</p> <p>The role will require focus on (but not be limited to) overseeing the technical aspects of engineering, construction, testing and commissioning and handover activities and will require full engagement with the Project Manager whilst being supported by the Supervisor's Representative, Project and Field Assurance Engineers for each contract, geographic location and/or for system.</p>	£75,000 - £79,999	£0 - £999	Nil	Nil
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	£75,000 - £79,999	Nil	Nil	Nil
MEP Engineer (Tunnel Ventilation)	To support the Employer in providing technical support to the Head of MEP and the Lead MEP Engineer in providing support to the technical review of design and construction documents that are presented to Gates.	£75,000 - £79,999	Nil	Nil	Nil
Project Commercial Manager	To support Crossrail and be responsible for implementing project level processes and activities that relate to the commercial management of the project including but not limited to, monitoring of procurement, cost, finance, schedule, risk management, compliance with contractual terms, cost verification, project staffing registers / forecasts and the timely resolution of contract change. Ensure that a dialogue with the Contractor is maintained such that all commercial and contractual matters are understood.	£75,000 - £79,999	£0 - £999	Nil	Nil
Health & Safety Advisor	<p>The Health & Safety Advisor will be working with the Head of Safety to provide competent health & safety and environmental management advice and guidance to the Operations team to support successful mobilisation as the Infrastructure Manager.</p> <p>Monitoring and directing effort to ensure that maintenance, operations and engineering are provided with the requisite safety resources, and that the oncoming peak in safety-related activities is managed appropriately.</p>	£75,000 - £79,999	Nil	Nil	Nil
Sector Cost Engineer	To support the Employer in providing knowledgeable, informed challenge and interpretation of cost data submitted by the Project Delivery Teams (PDTs) and other key stakeholders. Also, driving the affordability agenda with the Sector / Sub Programme Managers, to allow potential programme cost savings to be delivered and to check that all commercial issues are dealt within the Sector / Sub Programme at an appropriate level in line with delegated authorities.	£75,000 - £79,999	£0 - £999	Nil	Nil
Quality Manager (Systemwide)	To support the Head of Quality with specific accountability for Systemwide, in implementing all aspects of Crossrail's quality assurance management system through design, construction, testing, commissioning and handover and leading the team that will monitor and oversee contractor performance and compliance with all contractual information governing quality control and quality assurance.	£75,000 - £79,999	Nil	Nil	Nil
MEP Engineer (Mechanical)	<p>Provide technical support to the Head of MEP for Mechanical engineering under the authority of the Chief Engineer</p> <ul style="list-style-type: none"> <input type="checkbox"/> To review Contractor deliverables against procedures and Employers requirements. <input type="checkbox"/> Provide support to Engineering Managers in the specialist area of Mechanical Services <input type="checkbox"/> Provide technical advice to Contractors as necessary, including guidance on Standards, Specifications and responses to Project Technical Requests (PTR) 	£75,000 - £79,999	Nil	Nil	Nil

Senior Staff information for Data Transparency
FTE Salary £50,000 - £149,999
This document reflects an accurate picture of senior staff in post as at the 31 March 2021

Job title	Job purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Construction Manager (Co-ordination & Access)	Coordination of construction activities to optimise safe delivery of work packages. Ensuring that adequate planning has taken place prior to start of works. Ensuring that third-party interfaces, logistics and access requirements are considered during the planning process. Ensuring that all necessary permits, access approvals and third-party resources are in place prior to the start of works. Resolves emerging issues that requires input from multiple parties by coordinating between stakeholders. Manages the Crossrail construction team. Provides direction and support for the team to perform their duties and ensure that site health and safety requirements (including for COVID-19) are adhered to.	£75,000 - £79,999	£1,000 - £1,999	Nil	2
Rolling Stock Engineer	To provide engineering support to the Rolling Stock and Depot (RS&D) team within Crossrail.	£75,000 - £79,999	£0 - £999	Nil	Nil
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	£0 - £999	Nil	Nil
Manager of Engineering System Integration	To manage and be the guiding mind for the integrated testing and commissioning of the multitude of complex railway systems which make up the Elizabeth Line on behalf of the Crossrail project. This will enable entry into both the Trial Running and Trial Operations phases with a view to facilitating the timely opening of the Elizabeth Line for passenger service.	£75,000 - £79,999	Nil	Nil	3
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.	£75,000 - £79,999	£0 - £999	Nil	Nil
Quality Verification Manager	To promote an effective surveillance regime across the Central Section and to provide an overview of its effectiveness. 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.	£80,000 - £84,999	£0 - £999	Nil	3
Mechanical & Electrical Functional Manager	To provide Mechanical & Electrical functional expertise and management to the 'Staged Integration & NR Surface Works' Integration Managers (Stages 2B, 4, 5 and ONW Stage 3) to successfully deliver their scope. To deliver as appropriate, in accordance with specifications set out by the Crossrail's Central Engineering Group in the areas of mechanical, electrical and railway station communication and safety systems.	£80,000 - £84,999	Nil	Nil	Nil
Lead Field Assurance Engineer - Electrical	Directly reporting to the Supervisor's Representative on Site, for the assigned NEC3 contract(s) and to act as the Technical and Engineering Lead on behalf of the Chief Engineer in order to ensure Crossrail's compliance of the Works with Sponsors Requirements and the Crossrail Assurance Process.	£80,000 - £84,999	£0 - £999	Nil	Nil
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.	£80,000 - £84,999	£0 - £999	Nil	Nil
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.	£80,000 - £84,999	£1,000 - £1,999	Nil	1
Project Commercial Manager	To support Crossrail and be responsible for implementing project level processes and activities that relate to the commercial management of the project including but not limited to, monitoring of procurement, cost, finance, schedule, risk management, compliance with contractual terms, cost verification, project staffing registers / forecasts and the timely resolution of contract change. Ensure that a dialogue with the Contractor is maintained such that all commercial and contractual matters are understood.	£80,000 - £84,999	£0 - £999	Nil	2
Lead Field Assurance Engineer - Mechanical	Directly reporting to the Supervisor's Representative on Site, for the assigned NEC3 contract(s) and to act as the Technical and Engineering Lead on behalf of the Chief Engineer in order to ensure Crossrail's compliance of the Works with Sponsors Requirements and the Crossrail Assurance Process.	£80,000 - £84,999	£1,000 - £1,999	Nil	Nil

Senior Staff information for Data Transparency
FTE Salary £50,000 - £149,999
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Job title	Job purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Programme Quality Manager	Responsible for development of all quality management systems relating to Crossrail (both corporate and programme). Responsible for the co-ordination of all plans and procedures, including the drafting of the overall management plans. Responsible for managing quality input to the procurement of all contracts and services. Manages the quality support to the Operations Director and Surface works Director. Provides technical support and participates in audits / surveillances. Ensures a consistent approach with the implementation of the Employers Completion Process. Deputises for the Head of Quality	£80,000 - £84,999	£1,000 - £1,999	Nil	1
Project Commercial Manager	To support Crossrail and be responsible for implementing project level processes and activities that relate to the commercial management of the project including but not limited to, monitoring of procurement, cost, finance, schedule, risk management, compliance with contractual terms, cost verification, project staffing registers / forecasts and the timely resolution of contract change. Ensure that a dialogue with the Contractor is maintained such that all commercial and contractual matters are understood.	£80,000 - £84,999	£1,000 - £1,999	Nil	4
Project Commercial Manager	To support Crossrail and be responsible for implementing project level processes and activities that relate to the commercial management of the project including but not limited to, monitoring of procurement, cost, finance, schedule, risk management, compliance with contractual terms, cost verification, project staffing registers / forecasts and the timely resolution of contract change. Ensure that a dialogue with the Contractor is maintained such that all commercial and contractual matters are understood.	£80,000 - £84,999	£0 - £999	Nil	4
Learning Legacy Manager	To deliver Crossrail's Learning Legacy objective to collate and share lessons learned, best practice and innovation from the Crossrail project for the benefit of future projects and programmes, aimed at raising the bar in industry and showcasing UK PLC.	£80,000 - £84,999	Nil	Nil	Nil
Project Manager - TVS Integration	The TVS Project Manager will facilitate and expedite the delivery of the Crossrail Programme by supporting the Programme Integration Director in driving the overarching programme integration, within the Tunnel Ventilation Systems (TVS) domain. The role will provide the guiding mind and oversee the overarching TVS systems integration and commissioning of systems across Routeway, stations shafts and portals ensuring alignment between IDTs, Technical and Programme Controls to enable efficient and effective delivery. This specific role will provide targeted leadership to co-ordinate and align the many entities involved with integrating the complex Tunnel Ventilation System (TVS) with the many other interfacing systems and entities. The prime objective of the role is to ensure that all parties, contractors and specialists are driving towards common goals, in a co-ordinated and expedited way, to drive the resolution of all outstanding issues to timely conclusion, in support of Trial Running, Trial Operations and beyond.	£80,000 - £84,999	Nil	Nil	Nil
Lead Field Assurance Engineer - Mechanical	Directly reporting to the Supervisor's Representative on Site, for the assigned NEC3 contract(s) and to act as the Technical and Engineering Lead on behalf of the Chief Engineer in order to ensure Crossrail's compliance of the Works with Sponsors Requirements and the Crossrail Assurance Process.	£80,000 - £84,999	Nil	Nil	1
Assurance Delivery Manager	The Assurance Delivery Manager supports the CAW Station Project Manager through day to day management and coordination of Assurance delivery and action closeout to enable the delivery of the Crossrail programme in compliance with appropriate codes, standards and regulations at specified locations. The Assurance Delivery Manager will also be accountable for assurance approval of final CRL training materials with stakeholders, and delegation of legacy issues to others to close out.	£80,000 - £84,999	£0 - £999	Nil	Nil

Senior Staff information for Data Transparency
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Job title	Job purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Quality Manager - SSP	To support the Head of Quality with specific accountability for Stations, Shafts and Portals, in implementing all aspects of Crossrail's quality assurance management system through design, construction, testing, commissioning and handover and leading the team that will monitor and oversee contractor performance and compliance with all contractual information governing quality control and quality assurance.	£85,000 - £89,999	£1,000 - £1,999	Nil	Nil
Crossrail Infrastructure Protection Manager	to oversee, to plan and to implement protection of Crossrail Infrastructure from impacts from construction of developments by outside parties; to mitigate risk of cost and delay to Crossrail's delivery arising from interference from outside parties; to provide Engineering support to CRL and TfL discipline leads in resolution of 3rd Party interface issues	£85,000 - £89,999	£0 - £999	Nil	Nil
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	Nil	Nil	Nil
Organisation Transition & Delivery Manager	To formulate and lead on a number of workstreams which deliver the people element of the organisation transition plan (OTP) to bring the Elizabeth Line into full passenger service. To translate high level OTP objectives into logical, time-framed workstreams which contribute to the transition of the project into a fully operational railway.	£85,000 - £89,999	£1,000 - £1,999	Nil	Nil
Head of Requirements	To Ensure Crossrail Programme Requirements are demonstrated as compliant at Design and Construction stages. •To manage a team in implementation of the Requirements Management and Verification and Validation activities for Crossrail, and act as the focal point for Crossrail Programme requirements •To own the Crossrail's Requirements Management and V & V Plan, and to ensure they clearly define responsibilities for delivering Technical Compliance across the CRL Programme; including Civil, Station and Rail System. •Provide Completion statements for Handover to I Ms with respect to final and stage completion of Projects achieving Employers Requirements as described in CPFR/Sponsors Requirements. •To ensure the Compliance evidence generated by CRL and Delivery Partners is available to provide confidence to the Infrastructure Managers and Sponsors that their Technical Assurance requirements will be delivered •Provide Design Integration	£85,000 - £89,999	£1,000 - £1,999	Nil	4
Delivery Manager	The Delivery manager will be supporting the Project Manager and guiding the project through to completion by overseeing the remaining delivery of work and assurance as per the project milestones.	£85,000 - £89,999	£1,000 - £1,999	Nil	4
Project Commercial Manager	To support Crossrail and be responsible for implementing project level processes and activities that relate to the commercial management of the project including but not limited to, monitoring of procurement, cost, finance, schedule, risk management, compliance with contractual terms, cost verification, project staffing registers / forecasts and the timely resolution of contract change. Ensure that a dialogue with the Contractor is maintained such that all commercial and contractual matters are understood.	£85,000 - £89,999	Nil	Nil	Nil
Agreements Manager (L&P)	The Agreement Manager (L&P) will identify and establish with the Infrastructure Managers (RfLI and LUL) their Third Party Agreement (TPA) requirements necessary to bring the railway into staged operation. Particular emphasis will be on the interfaces with NRIL, DLR and the various utility	£85,000 - £89,999	£0 - £999	Nil	Nil
Lead Planner	To support Crossrail in Programme planning for the Operations Directorate including oversight of plans and schedules as well as the co-ordination and appropriate deployment of capabilities of planning staff within the Directorate. To provide support to the project teams in project and programme planning, identifying and maintaining programme/project milestone and schedule interface activities with other Crossrail Programme and Sub Programme / Areas	£85,000 - £89,999	£1,000 - £1,999	Nil	1

Senior Staff information for Data Transparency
FTE Salary £50,000 - £149,999
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Job title	Job purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
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.	£85,000 - £89,999	£1,000 - £1,999	Nil	5
Lead Reliability Engineer	a)Lead Crossrail's reliability growth programme for the Central Operating Section assets to allow the Elizabeth line to be opened for a reliable initial service. b)Set up and manage the reliability visualisation room that provides management information on current asset reliability and reliability growth predictions. c)Champion the resolution of reliability issues found during testing and Trial Running / Operations using a variety of techniques to enable Crossrail's suppliers to roll out improvements.	£85,000 - £89,999	£0 - £999	Nil	1
Project Manager	To be responsible for the project through the design, procurement, and construction. Monitoring and reporting processes, supporting the management of the project in a safe, efficient and cost-effective manner. Defining the strategy for the execution of works within the project and carries out the duties of a Project Manager under the NEC3 contract.	£85,000 - £89,999	£0 - £999	Nil	7
Operations Programme Manager	Programming, facilitating and overseeing the production of all Operations Directorate material required by the project, in particular the various documents and processes required to facilitate Handover and bring Crossrail into use. Coordinate operations requirements from CPFR, ONFR and Sponsors' Requirements. Coordination of the function's response to proposed change control. Marshalling of information to provide to sponsors to support the delivery of the completed railway in accordance with their requirements.	£85,000 - £89,999	£0 - £999	Nil	9
Planning and Controls Manager	To support Crossrail in Programme planning for the Operations Directorate including oversight of plans and schedules as well as the co-ordination and appropriate deployment of capabilities of planning staff within the Directorate. To provide support to the project teams in project and programme planning, identifying and maintaining programme/project milestone and schedule interface activities with other Crossrail Programme and Sub Programme / Areas."	£85,000 - £89,999	£1,000 - £1,999	Nil	2
Programme Change Manager	The Programme Change Manager manages the Programme change control process within Crossrail in support of the Head of Programme Change and acts as the day to day coordinator of activities relating to programme change.	£85,000 - £89,999	£1,000 - £1,999	Nil	Nil
Supervisors Representative	Directly reporting to the Project Manager (Delivery) with a functional line to the Manager of Engineering (Technical) the duties of this role are to act on behalf of the Supervisor for the assigned NEC3 contract(s) and as the Technical and Engineering Lead, on behalf of the Chief Engineer, for the Works and/or Element(s) in order to ensure Crossrail's compliance with Sponsors Requirements and the Crossrail Assurance Process.	£85,000 - £89,999	£0 - £999	Nil	2
Supervisors Representative	Directly reporting to the Project Manager (Delivery) with a functional line to the Manager of Engineering (Technical) the duties of this role are to act on behalf of the Supervisor for the assigned NEC3 contract(s) and as the Technical and Engineering Lead, on behalf of the Chief Engineer, for the Works and/or Element(s) in order to ensure Crossrail's compliance with Sponsors Requirements and the Crossrail Assurance Process.	£90,000 - £94,999	Nil	Nil	6
Finance Manager (Directs)	A highly experienced, qualified accountant to work as part of the Finance team to manage the financial control, reporting and forecasting of Crossrail's capital costs.	£90,000 - £94,999	£1,000 - £1,999	Nil	2
Construction Manager	Responsible for managing the Systemwide Contractor's performance with regard to progress, cost and health & safety at the contract level. Managing all construction and testing within area of responsibility, supported by site teams at each geographic location or system based area of	£90,000 - £94,999	Nil	Nil	Nil

Senior Staff information for Data Transparency
FTE Salary £50,000 - £149,999
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Job title	Job purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Programme Engineering Manager	<p>The Programme Engineering Manager will be accountable for day to day engineering programme management across all elements, supporting both the Managers of Engineering and Heads of Discipline, providing both day to day management and technical leadership to the Technical and Delivery Directorate's.</p> <p>He/she will ably support the delivery directors on all engineering programme matters, ensuring that integrated solution(s), which meets the requirement(s), are delivered.</p> <p>The role will require focus on (but not be limited to) overseeing the technical aspects of engineering, construction, testing and commissioning activities and will require full engagement with the Delivery Directors, whilst being supported by Subject Matter Experts, Systems Integration, Engineering and Assurance teams.</p>	£90,000 - £94,999	Nil	Nil	Nil
Interoperability Manager	Develop and lead on strategies, plans and procedures for the delivery of CRL's compliance by its personnel, contractors and delivery teams with the Railway Interoperability Regulations (RIR) 2011 for the Central Section so as to obtain authorisation to place into service.	£90,000 - £94,999	£1,000 - £1,999	Nil	Nil
Head of H&S Core	To manage significant discreet workstreams within the HSQE directorate, including providing assurance on the performance of Crossrail and its contractors through effective overseeing of health and safety assurance by way of auditing, surveillance and inspection aligned to the appropriate risk profile for the respective phase of the project. Oversee Business resilience, H&S Improvements and H&S reporting	£95,000 - £99,999	Nil	Nil	7
Head of CAD Delivery & Support	<p>To lead and manage the CAD Services team to ensure Crossrail provides a suitable CAD system (through TfL) for all users across the project. To lead and manage the CEG CAD team of technicians producing CAD drawings and data.</p> <p>To provide SME knowledge to the Crossrail Project to ensure the integration and coordination of CAD outputs such as 3D models and As-built drawings. To establish and categorise a final inventory of all CAD Data across the Crossrail project, to aid design coordination, as-built CAD data production. To work with TfL, RfL and LU and prepare for final handover and delivery of CAD data.</p>	£95,000 - £99,999	Nil	Nil	8
Head of IT	<p>To provide overall leadership of the IT team:</p> <ul style="list-style-type: none"> •To deliver effective, reliable and affordable IT systems and services to all Crossrail offices, sites, remote locations and third party locations •To manage support models for all major IT projects, applications and infrastructure services •Ensuring good IT governance including IT security, IT disaster recovery and contract management •Operating appropriate governance processes to ensure that IT resources are optimised and aligned with business priorities, as well as ensuring that changes are managed professionally and with minimal impact on the operation of Crossrail •Effect a smooth transition and handover of IT processes and data to the relevant stakeholders/IMs 	£95,000 - £99,999	£0 - £999	Nil	6
Head of External Affairs	Lead the External Affairs team and deliver the external communications strategy for Crossrail Limited (CRL).	£95,000 - £99,999	Nil	Nil	8
Head of Digital Systems & Software	As Crossrail now proceeds through the final stages of systems integration and on to Trial Running in 2021, many of the complex integrated features of the railway are undergoing final testing and commissioning. The sheer size and interconnectedness of the emerging digital system is unparalleled on a railway project to date but is certainly mirrored in other wide-scale integrated systems in use today across many industries. Therefore, it is now time to strengthen our technical team with the latest skills and experience in digital systems integration. The role will enhance the existing digital integration skills we have on the programme which have been primarily focussed on the safety critical train and signalling systems to date.	£95,000 - £99,999	Nil	Nil	2

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Job title	Job purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Lead Principal Delivery Engineer (LU Stations)	The Lead Principal Delivery Engineer (LPDE) for London Underground (LU) Stations will take up the overall Engineering leadership role for Tottenham Court Road, Liverpool Street, Farringdon and Whitechapel. They will be the single point of Engineering accountability for these stations, and provide both day to day management and technical leadership to the Engineering Management teams.	£95,000 - £99,999	£1,000 - £1,999	Nil	Nil
Application Development Team Lead	The Application Development Team Lead will be responsible for ensuring that all bespoke applications are built on a consistent framework and that a team of developers is created to work within that framework. The job holder will be expected to ensure applications meet business requirements efficiently and in line with the Crossrail application architecture and principles.	£95,000 - £99,999	Nil	Nil	2
Platform Screen Doors Lead Engineer	To support the Project Manager through the Procurement, Design, Construction and Commissioning of the C31 Platform Screen Doors Project	£95,000 - £99,999	Nil	Nil	Nil
Head of Engineering Management	Responsible for leading and managing all of the engineering management across the Crossrail programme as well as establishing and maintaining the vision, strategy and programme. To provide Engineering Management leadership for the Crossrail Programme and to ensure a world class level of technical performance (4 pillars of Assurance) is achieved.	£95,000 - £99,999	£1,000 - £1,999	Nil	8
Head of Technical Assurance	To act as Chairman of the Gates Assurance Review Process co-ordinating the design review of deliverables produced by the FDCs and Contractors. To organise and administer the Final Design Overview process in conjunction with the Chief Engineer, including monitoring the close out of all comments and coordinating the production of the FDO Reports. To develop such assurance processes and evidence to enable handover to the Infrastructure Managers and Operator, and to support Crossrail's phased opening strategy. To oversee the Crossrail Assurance Reporting Environment tool which gives clear visibility of the status of all Programme Assurance deliverables To advise the Head of Integration and the Chief Engineer on all assurance matters and associated	£95,000 - £99,999	£1,000 - £1,999	Nil	8
Project Manager S&PSD	Through the design, procurement, construction, testing, commissioning and handover phases of the Project lead the management of the project in a safe, efficient and cost-effective manner. Defining the strategy for the execution of works within the project and carries out the duties of a Project Manager under the NEC3 contract where agreed.	£100,000 - £104,999	£1,000 - £1,999	Nil	Nil
Head of Finance	Overall responsibility for all aspects of Crossrail financial management including the maintenance of a strong internal control environment to ensure, amongst other things, the timeliness of accurate period-end reporting, the effective control and reporting of cash and of fixed assets, and efficient accounts payable and project bank account administration processes. The individual is also responsible for the submission of timely, accurate financial information to Crossrail's parent company, Transport for London. The role has full accountability for managing and implementing the agreed Finance Transition plan including ensuring its continuing suitability to meet the ongoing transfer requirements of TfL. The individual will be responsible for driving all finance processes through ensuring that the team deliver to agreed timescales.	£100,000 - £104,999	£0 - £999	Nil	7
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.	£100,000 - £104,999	£1,000 - £1,999	Nil	Nil
Project Solicitor	To deliver an effective and efficient legal service to support the achievement of CRL's corporate objectives.	£100,000 - £104,999	£1,000 - £1,999	Nil	Nil

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Job title	Job purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Head of Stage 3 Operations Mobilisation	To lead and develop the Operations Team, delivering safe, efficient and effective operations for start up of the Elizabeth line and operations under business as usual. The Head of Operations and Readiness is accountable for day to day network performance and is responsible for ensuring the railway is operationally ready at the start of train services on a day to day basis. The post holder will ensure appropriate management processes are developed, implemented and sustained to focus Elizabeth Line railway partners (Concessionaires and Maintenance Contractors) on safe, suitable and successful delivery of railway operations – all driving a high level of Customer Satisfaction. As a member of the Elizabeth Line Executive Team they will participate in and contribute to the strategic decision-making process.	£100,000 - £104,999	£1,000 - £1,999	Nil	3
Chief of Staff	This is a broad ranging role which will ensure the efficient management of the Chairman and Chief Executive's Office and will provide wide-ranging support to both the Chairman and the Chief Executive. This role will also oversee and manage business with Crossrail sponsors, through direct support to the CEO and Chairman, coordination of working-level interactions with sponsors, and liaison with Crossrail executive team and others. It will ensure that a joined up approach is taken to sponsor relations across Crossrail.	£105,000 - £109,999	Nil	Nil	1
Head of Agreements Management	Responsible to the Head of Legal Services & Company Secretary for defining Crossrail's (CRL) Third Party Agreement (TPA) Strategy, Policy and Agreement Management Plan (AMP) such that they align to Governance gateways and authorisation routes of Crossrail, TfL and the Industry Partners. Ensure the TPA Strategy is developed and adopted by all stakeholders such that all TPA requirements are identified and successfully put in place to bring the railway into staged operational use. Develop and embed a programme management supporting toolkit for the AMP stakeholders including a web enabled Agreement Management System application (AMS). Utilise the AMS as a stakeholder collaboration tool to reduce risk, align TPA production schedules, enable resource levelling and improve TPA value for money. Also undertake assurance and compliance reviews of TPA particularly when the parties have completed and fully discharged their obligations.	£105,000 - £109,999	£0 - £999	Nil	3
Principal Construction Close-Out Manager	To ensure the highest standards are being actively applied and achieved by all parties engaged in the physical delivery of the Programme, such that it is concluded safely, efficiently and cost effectively, and where these standards are set by CEG and RfL. Be accountable for identifying performance gaps on site and collaborating with relevant Delivery leads to intervene and make improvements to ensure the schedule is adhered to.	£105,000 - £109,999	£1,000 - £1,999	Nil	4
Deputy Project Manager	To assist the Project Manager in supporting the Business in relation to the project through the design, procurement and construction. Through the appropriate use of business monitoring and reporting processes, supports the management of the project in a safe, efficient and cost-effective manner. Supporting the Business in defining the strategy for the execution of works within the project and deputises for the Project Manager in carrying out the duties of a Project Manager under the NEC3 contract where agreed with the Business.	£105,000 - £109,999	£1,000 - £1,999	Nil	4
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.	£105,000 - £109,999	£0 - £999	Nil	4
Head of Engineering - Crossrail Infrastructure	Responsible for the engineering leadership, strategic direction and engineering decision making for Rail for London's role as Infrastructure Manager of Crossrail for stations and for routeway	£110,000 - £114,999	£1,000 - £1,999	Nil	5
Manager of Programme Controls & Functions	To direct and manage the Programme Controls and Functional Leads and Subject Matter Experts within the Staged Integration and NR Surface works team, including leadership of commercial, programme and functional activities to deliver remaining On Network Functional Requirements and Passenger Services for CRL Stages 2B, 4 & 5.	£115,000 - £119,999	Nil	Nil	8
Head of Architecture	To act as the head of discipline for all architectural matters under the authority of the Chief Engineer. To provide architectural leadership for the Crossrail Programme and to ensure a world class level of technical performance is provided.	£115,000 - £119,999	£0 - £999	Nil	4

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Job title	Job purpose	Salary Band	Benefit in Kind Band	Budget (£m)	Direct Reports
Head of Quality	<p>The post holder leads the Quality function, including managing a central team of 15 Quality staff in the Technical Directorate. Accountable for the development and implementation of Quality policy and procedures for Crossrail, in order to deliver a World Class railway. As head of the Quality function, manage all quality, surveillance and certification staff on Central Section Works and work with RSD and Surface Works teams in development and implementation of quality plans.</p> <p>The post holder is responsible for the development and maintenance the Crossrail Management System to satisfy the Crossrail Board that the Crossrail programme is being delivered in accordance with the Sponsors' Requirements, including obligations under the Crossrail Act.</p> <p>To champion best practice in design, construction, testing and commissioning leading to delivery of a World Class Railway.</p> <p>To advise the Chief Executive, Programme Director and Technical Director on all Quality matters.</p> <p>To act as nominated Supervisor (as defined in NEC Contracts) for all Crossrail directly awarded Contracts</p>	£115,000 - £119,999	£1,000 - £1,999	Nil	7
Commercial Close Out Delivery Lead	A qualified Accountant to work as part of the Indirect Cost team to produce high quality forecasts and analysis of financial performance that can be accepted as a reliable basis of decision making by the Crossrail (CRL) Executive and Board.	£120,000 - £124,999	Nil	Nil	4
Programme Controls Director	<p>Responsible for the direction of all Programme Controls activity across the entire Crossrail Programme (including planning, cost management, risk management, commercial assurance, 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 ensuring appropriate planned, actual and forecast data is provided and summarised in accurate, useful and timely reports.</p> <p>Also responsible for providing various stakeholders ranging from external Sponsors, Crossrail Board/Executive, through to the Delivery teams at Programme, Group and Project levels timely and accurate information, acting as the "eyes and ears" of the Chief Programme Officer and CFO in</p>	£120,000 - £124,999	£0 - £999	£8.9m	7
Head of MEP	To act as the Head of Discipline for all MEP matters under the authority of the Chief Engineer. To provide MEP leadership for the Crossrail Programme and to ensure a world class level of technical performance is provided.	£125,000 - £129,999	£0 - £999	Nil	4
Operation Business Manager	Deliver and manage the complete set of activities for the operations, rolling stock and maintenance work streams within Crossrail programme, budgets and costs to ensure they deliver to time and cost within Crossrail's governance and overall programme and budget.	£130,000 - £134,999	£1,000 - £1,999	Nil	8
Human Resources Director	<p>Senior HR Lead to the Executive team responsible for the interpretation of business requirements into HR policy and practice, effectively underpinning business strategy and enabling the achievement of priorities through effective people management.</p> <p>To lead and manage the HR and Facilities teams within Crossrail with responsibility for providing a day to day facilities service to the business across 3 main sites.</p> <p>To provide hands-on support to line management in managing the people resource which supports culture change, improving current people management practices, which underpin business efficiency and effectiveness service.</p> <p>This role is both internally and externally focused and provides the key interface between HR and Crossrail's line management, employees and partner organisations championing improvements in HR services and people management processes.</p>	£135,000 - £139,999	£1,000 - £1,999	£7.0m	10