



JOB PROFILE

This profile is in three parts. It is designed to give clarity around *what* the job entails (Part 1), the *personal qualities, skills and experience* needed to perform it well (Part 2) and the *key requirements* of the job we will focus on for recruitment and selection purposes (Part 3).

Part 1: Job description

Job title:	Steam Locomotive Fitter
Reporting to:	Locomotive Carriage and Wagon Manager
Direct reports:	Not applicable
Budget holder:	No
Place of work:	Swanage station and surrounding site, with flexibility to travel to other locations when required
Contract type:	Permanent

Job purpose

My job contributes to Swanage Railway Company's success by ensuring long term availability of steam locomotives.

Key accountabilities

1. To carry out the heavy repair and overhaul of steam locomotives
2. To carry out the examination, maintenance and repair of steam locomotives
3. To assist in the maintenance and repair of other rolling stock

Additional responsibilities

- To follow company Health and Safety procedures as laid down in the Safety Management System and Departmental Standards Manual.
- Assisting in day to day organisation of the works and loco shed environment.
- Assisting in the organisation of the volunteers' work tasks.
- Any other duties as required by Swanage Railway Company

This job is suitable for someone who enjoys getting their hands dirty and working safely in a heavy engineering environment.

This job is unsuitable for someone who is more interested in theory than action.

Part 2: Person specification

Attributes	Essential	Desirable
Qualifications and training	Educated to GCSE level or equivalent in a minimum of 3 subjects, including Maths and English.	<ul style="list-style-type: none"> • GCSE Grades A-C or equivalent. • Engineering apprenticeship
Knowledge, skills and experience	A minimum of 3 years' experience of maintenance and overhaul of steam locomotives including:- <ul style="list-style-type: none"> • Hand fitting • Welding • Pipe work • Brazing 	<ul style="list-style-type: none"> • Working with volunteers. • Ability to work in imperial and metric systems. • Machining. • Coded welding.
Personal qualities	<ul style="list-style-type: none"> • Team player • Initiative • "Can do" positive attitude • Problem solver • Honesty • Integrity 	<ul style="list-style-type: none"> • Pragmatism and common sense. • Interest in heritage railways.
Other	<ul style="list-style-type: none"> • Clean driving licence • Own vehicle • Willing to work flexible hours including early mornings, evenings, weekends and bank holidays. 	

Part 3: Key requirements of the job

The following are core qualities and skills that we believe are *critical* to successfully performing the role – they are taken from this job profile. If you are applying for this job, these are the *key requirements* you will be asked to provide evidence of on page 2 of the application form. If you are unable to provide examples of how you meet these requirements your application is unlikely to progress further.

- Proven technical competence in repairing and maintaining steam locomotives
- Minimum 3 years' experience of maintaining and overhauling steam locomotives
- Team player – self-reliant but also able to work as part of a wider team
- Problem solving skills – applies a pragmatic approach to fault finding and repair.