

ROLE PROFILE

Job Title: Technician (Grade T2 / T3 / T4)
Reporting Line: Supervisor
Division: Mobility, Rolling Stock
Business Unit: Rolling Stock
Location: Various
Contract type: Permanent or Fixed Term
Schedule type: Full Time
Safety Status: Safety Critical

On Call Requirement: No

Goals/Mission: Undertakes train maintenance of the depot rolling stock and carry out associated activities that support the operation of the fleet and depot in a safe way adhering to health and safety requirements, defined processes and regulations,

Key Accountabilities:

Key Competence Area	Responsible/ Accountable	Typical Activities or Outputs
Train Maintenance	Accountable	Undertake maintenance and repair of the allocated rolling stock to meet the requirements of the production plan maintenance in accordance with the Siemens Rolling Stock VMI. Undertake train driving within the depot site limits, where necessary. Undertake train preparation duties as required. Carry out download diagnosis and fault finding to an advanced level T4, intermediate level T3 and basic level T2. T4's produce complex, analytical technical reports on fault investigation, read and interpret electrical schematic and software logic diagrams. Assist other team members with the development of technical skills. T4's assist with the provision of technical support at incidents off depot as required. Undertake any other duties as and when required. Identify, order and collect spares and materials from stores. Assist with cleaning of rolling stock when required.
Health, Safety & Environment	Accountable	Implement safe systems and controls within your area of responsibility. Understand, implement and comply with the Siemens Rolling Stock HSEW policies. Raise issues and participate in implementation of agreed changes. Fully participate and engage in RL behavioural safety agenda to ensure you work safely. Take reasonable care to avoid acts or omissions that may have an environmental impact. Accept personal responsibility to take care of ourselves and any others affected by one's own acts or omissions. Comply with the controls listed in risk assessments and PPE requirements in the VMI.
Continuous Improvement/ Quality	Accountable	Actively participate in our 3is improvement programme and drive implementation of your own improvement ideas. Support others with the implementation of their ideas.
Behaviours	Accountable	Exhibit the Siemens Rolling Stock behaviours throughout your Siemens career.
Compliance	Accountable	Monitor compliance to meet internal control procedures and take appropriate corrective action. Be aware of and have an understanding of Siemens compliance policies and 'Tell Us' ethos. Implement in areas of responsibility.

Rail Systems – Our Behaviours



Non Management – What it is

Respect	<ul style="list-style-type: none"> • Treating others as you would like to be treated • Acknowledging that everyone plays a key role by respecting everyone's opinion • Taking time to understand other's roles and how they relate to yours
Focus	<ul style="list-style-type: none"> • Endeavouring to complete tasks on time, safely and thoroughly • Recognising that we have standard approaches to how we do things and positively working towards them • Thinking about how you do things
Initiative & Execution	<ul style="list-style-type: none"> • Being involved in team meetings and taking an active interest • Being aware of how you affect the morale of others around you • Looking for improvements and making suggestions
Bold, Decisive & Courageous	<ul style="list-style-type: none"> • Being bold, decisive and courageous in the way you approach your role, ensuring your voice is heard on matters of importance • Speaking up when you see something that could be improved or something you feel is wrong • Looking out for each other's safety and wellbeing
Siemens First	<ul style="list-style-type: none"> • Thinking and working as a team to achieve goals and objectives • Thinking about what you do and how it impacts on other parts of the organisation • Recognising you are part of a wider team • Caring for the welfare of your colleagues
Motivate & Engage	<ul style="list-style-type: none"> • Knowing that there is no such thing as a 'silly' question • Involving colleagues and appreciating their help and support • Having an understanding of why you were asked to do something and how you contribute • Giving colleagues time to assist rather than expecting them to drop what they are doing and do it now
Empowerment & Trust	<ul style="list-style-type: none"> • Listening to colleagues • Trusting the team around you to do the job they said they would • Completing the tasks you said you would
Honesty, Openness & Collaboration	<ul style="list-style-type: none"> • Accepting and welcoming new ideas • Sharing knowledge and experience to help others • Helping out team members • Where relevant, communicating with other functions about what you are doing and why, and seeking or giving advice when asked

Rail Systems – Our Behaviours



Non Management – What it is not

Respect	<ul style="list-style-type: none"> Using, or being involved in, banter to disrespect others Keeping quiet when others are being disrespected
Focus	<ul style="list-style-type: none"> Taking shortcuts or ignoring procedure Refusing to learn how to do something, assuming someone else in the team will do it for you
Initiative & Execution	<ul style="list-style-type: none"> Avoiding accountability for actions or your tasks Being adverse to change Not appreciating the connection between different functions / teams avoiding working together to resolve challenges
Bold, Decisive & Courageous	<ul style="list-style-type: none"> Being loud, brash or arrogant in the way you achieve your goals Turning a blind eye to an unsafe act or action Ignoring or not following each of the 4 Steps to Zero Harm Intentionally ignoring procedures
Siemens First	<ul style="list-style-type: none"> Thinking only about your own needs or requirements to the detriment of others Ignoring standardised processes for the sake of it or based on past experiences
Motivate & Engage	<ul style="list-style-type: none"> Doing your job without appropriate knowledge, training, or having the correct tools Saying 'that's not my job' or 'that's your job, not mine' because of functional titles Refusing to help others
Empowerment & Trust	<ul style="list-style-type: none"> Causing people to question their decisions Being unable to learn lessons from wrong decisions
Honesty, Openness & Collaboration	<ul style="list-style-type: none"> Creating barriers between different teams or locations, making it difficult to work together Not listening to others Being dishonest or not pulling your weight