



Safety and Sustainability Director

Candidate Information Pack October 2025

LHH



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Welcome from **David Ross, Chief Operating Officer**

Shaping the health, safety, and environmental impact
of Scotland's railways.

Thank you for your interest in joining ScotRail. I am delighted that you are considering applying for the role of Safety and Sustainability Director.

This is a pivotal role at an important time. Since ScotRail's return to public ownership in 2022, we have been committed to delivering a railway that puts customers, colleagues, and communities first. Safety and sustainability are at the heart of that mission.

The safe delivery of our services is our number one priority. At the same time, we are driving forward ambitious plans to decarbonise Scotland's railway in the coming decades and ensure that rail travel is one of the greenest and most inclusive ways to get around our country.

We have made strong progress, but there is still much to do. We are seeking a highly credible and visible leader who can champion safety excellence and lead our sustainability agenda.

You will play a critical role in shaping how ScotRail delivers on its health, safety, and environmental obligations – not only meeting our contractual and legal requirements, but setting the bar higher for continuous improvement.

As part of our Executive team, you will bring clarity of purpose, a collaborative spirit, and the ability to engage and influence colleagues at all levels. This is an opportunity to help build a railway that is safe, reliable, and green for generations to come.

If this challenge excites you, I very much look forward to receiving your application.

David Ross
Chief Operating Officer
ScotRail





ScotRail
SCOTLAND'S RAILWAY

**Your ticket to
zero carbon
travel**



SCOTLAND'S RAILWAY
GREENER IN THE MAKING

Advertisement

Safety and Sustainability Director

We are seeking a transformational leader to deliver ScotRail's approach to health, safety, and sustainability - ensuring we keep our customers and colleagues safe every day while delivering on our commitment to a greener railway.

Location – Glasgow

Salary – £120,000 plus excellent benefits

Safety and Sustainability Director is a critical role in our organisation. You will lead the development and delivery of ScotRail's health and safety, and sustainability framework, embedding a culture of safety excellence across all parts of the business.

You will ensure that our statutory obligations are met, that our people are trained and competent, and that our risk management systems are robust, effective, and continuously improving.

As Safety and Sustainability Director, you will be a visible and credible leader - both within ScotRail and across Scotland's Railway – that's the partnership between ScotRail and Network Rail Scotland - influencing and engaging colleagues, stakeholders, and regulators. You will lead our safety assurance plans, oversee investigations and root-cause analysis of incidents, and drive learning and continuous improvement across the business.

On sustainability, you will guide ScotRail's environmental strategy and play a key role in helping deliver the Scottish Government's target to decarbonise passenger rail services by 2045.

This role requires a proven senior leader with deep experience in safety and/or sustainability, ideally in a safety-critical and regulated environment. You will have the ability to engage, motivate, and inspire at all levels, and to create a culture where safety is everyone's responsibility.

As a member of the Executive team, you will have a direct impact on the lives of thousands of colleagues and millions of customers. If you share our passion for making Scotland's Railway the safest, greenest, and most reliable railway it can be, we would be delighted to hear from you.

Applications in the form of a tailored CV and covering letter, highlighting your skills and experience pertinent to the role, should be sent to ScotlandExecutive@LHH.com, arriving no later than **23.59 on Tuesday, 14 October 2025**.

For a confidential, informal discussion about the role, please contact LHH directly on **+44 (0)141 220 6460** or email ScotlandExecutive@LHH.com.



About ScotRail

It is about creating a safety culture where everyone at ScotRail feels empowered to speak up.

ScotRail is on a mission to deliver a railway that is safe, reliable, and sustainable - a railway that serves every community in Scotland and contributes to a thriving economy. Safety is, and always will be, our number one priority. Our aim is simple: everyone home safe, every day.

Across more than 350 stations, 2,000 services a day, and depots across the network, our colleagues work tirelessly to maintain the highest standards of health and safety. From robust risk management systems to proactive safety campaigns, we are committed to keeping our customers, colleagues, and partners safe at all times.

Since returning to public ownership in April 2022, we have been re-shaping how Scotland's Railway operates. This has created an exciting opportunity to put safety and sustainability at the heart of every decision we make - from how we run our day-to-day operations to how we invest in the future.

We are proud to operate one of the greenest modes of transport and have committed to decarbonising Scotland's railway in the coming decades. This includes replacing significant parts of our fleet, trialling new technology such as battery and hydrogen-powered trains, and reducing the environmental impact of our offices, depots, and worksites. But this journey is about more than infrastructure and technology.

It is about creating a safety culture where everyone at ScotRail feels empowered to speak up, share ideas, and take responsibility for keeping themselves and our customers safe.

Joining us as Safety and Sustainability Director means leading this transformation. You will shape our safety excellence and assurance plans, oversee risk management systems, and champion a collaborative approach to health, safety, and sustainability across Scotland's Railway.

Together, we will deliver a railway that not only moves people safely but helps Scotland meet its environmental ambitions and supports inclusive economic growth.

See our [Climate Action Plan](#) for more information.

The Role

Safety and Sustainability Director

Lead the development and implementation of ScotRail's health, safety, and sustainability framework to deliver a safe, reliable, and green railway.

Purpose

This is a key Executive position, responsible for embedding a culture of safety excellence across the business and driving forward ScotRail's sustainability agenda in line with the Scottish Government's target to decarbonise Scotland's railway by 2045.

Work in partnership with key internal and external stakeholders

Key responsibilities

- Act as a key member of the ScotRail Executive team, advising the Chief Operating Officer, Managing Director, Board, and Scottish Rail Holdings on all matters relating to health, safety, and sustainability.
- Lead the development and delivery of ScotRail's safety and assurance plan, setting clear key performance indicators and ensuring continuous improvement.
- Ensure compliance with all health, safety, and environmental, legal, and contractual requirements, including the Grant Agreement and Framework Agreement.
- Promote and model a visible safety-first culture, engaging colleagues at all levels and encouraging shared accountability for safety performance.
- Oversee risk management processes, including the assessment and mitigation of operational risks and those arising from new initiatives or activities.
- Lead the investigation of incidents, ensuring root causes are identified and robust actions are implemented to prevent recurrence.
- Oversee emergency preparedness and contingency planning across ScotRail.
- Develop and implement an environmental strategy that reduces the organisation's carbon footprint and improves sustainability performance.
- Build strong, collaborative relationships with regulators, industry partners, and key stakeholders including Office for Rail and Road (ORR), Rail Accident Investigation Branch (RAIB), Health and Safety Executive (HSE), and Network Rail.
- Provide visible leadership to the Safety and Sustainability team, ensuring they are motivated, skilled, and fully aligned with business objectives.
- Manage the annual safety and sustainability budget, ensuring appropriate and cost-effective resourcing.

The Person

Safety and Sustainability Director

Opportunity to leave a safety legacy.

We are seeking a transformational leader who can set the standard for safety and sustainability across Scotland's transport sector. This is a high-profile, high-impact role for someone who combines technical excellence with the ability to inspire change, build trust, and create a culture where everyone takes ownership of safety and sustainability.

Experience and knowledge

- Significant senior leadership experience in health, safety, and/or sustainability within a safety-critical, regulated, or operationally complex environment (e.g., rail, transport, energy, engineering, manufacturing, or heavy industry).
- Proven track record of setting organisational strategy, translating it into actionable plans, and achieving business objectives in line with regulatory, legal, and contractual requirements.
- Deep understanding of health, safety and environmental legislation, including risk management frameworks, assurance processes and incident investigation methodologies.
- Experience of leading investigations into major incidents, delivering robust root-cause analysis, and ensuring learning and improvement are embedded across the organisation.
- Demonstrable success in building strong safety cultures and delivering measurable improvements in performance, engagement and compliance.

- Experience of designing and implementing sustainability strategies that deliver tangible outcomes, such as carbon reduction, resource efficiency, and community benefit.
- Proven experience of representing organisations with regulators, government bodies, and industry stakeholders, acting as a credible and authoritative voice.
- Knowledge of the Scottish and UK political, policy, and transport landscape is desirable, as is experience of operating in a publicly- owned or government-sponsored setting.

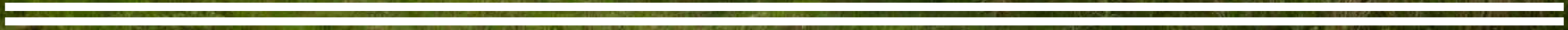
Skills and attributes

- **Visionary leadership** – Able to inspire colleagues with a clear and compelling vision for a safer, greener railway.
- **Visible and credible presence** – Confident, engaging, and respected by colleagues at every level, from front-line teams to Board members and government ministers.
- **Strategic and analytical thinker** – Capable of seeing the bigger picture while focusing on detail when it matters most.
- **Collaborative and inclusive approach** – Committed to working across organisational and industry boundaries to deliver joined-up solutions.
- **Decisive and calm under pressure** – Able to make sound, timely decisions during critical incidents or in fast-moving situations.



- **Developer of people** – Passionate about building capacity and capability within the Safety and Sustainability team and beyond.
- **Resilient and tenacious** – Able to maintain momentum through periods of change and challenge, with the courage to do the right thing even when it is difficult.
- **Champion of culture** – Leads by example, promotes inclusivity and respect, and ensures safety and sustainability are integral to ScotRail's values.
- **Innovator and change agent** – open to new ideas, technologies, and approaches that will enhance safety performance and accelerate progress toward net zero.

This is an opportunity to make a real and lasting impact - not just on ScotRail, but on Scotland's wider transport network. The right candidate will leave a legacy of a stronger safety culture, better environmental performance, and a railway that is trusted by colleagues, customers, and stakeholders alike.



Conditions and Remuneration

Salary

£120,000

Place of Work

Glasgow

Other Benefits

- Free rail travel on all ScotRail services.
- Discounted travel on national and international rail services (after one year service).
- Discounted 'Friends and Family' rail tickets for ScotRail services.
- Defined Pension Benefit Scheme from day one.
- Employee Assistance Programme, giving free and confidential advice to colleagues.
- Mental Health First Aiders.
- Maternity/ paternity leave.
- Discounted shopping on lots of high street stores and discounted tickets on days out.
- Access to the Transport Credit Union.
- Annual cycle to work discount scheme.
- One paid volunteering day a year.
- Match funding for any charity fundraising.
- Generous annual leave allocation.
- Automatic entry to a health plan, giving money back on things like dental treatment and podiatry.

Timescales

Closing date for applications:
23.59 on Tuesday, 14 October 2025

Interviews

Thursday, 6 November 2025.

How to Apply

To apply for the post, please send a tailored CV and covering letter to ScotlandExecutive@LHH.com

Please note that the covering letter should be no more than two pages of A4 and should summarise your relevant skills and experience and motivations for applying for this role.

If you would like a confidential, informal discussion about the role then please contact Fizza Islam, LHH on **+44 (0)141 220 6460** or email the above address.

Equality, Diversity and Inclusion (EDI) is one of ScotRail's strategic priorities. We are committed to supporting a diverse range of creative people, communities, and activity, promoting an equality of opportunity to create, participate and engage. We are constantly reviewing our approach to ensuring equality and diversity in our applications and would be pleased if you could complete an equalities monitoring form.

Should you require any modifications or wish to speak with a member of our team to discuss any particular circumstances, please email the above address.

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We connect Scotland's top businesses with exceptional candidates –
and we do it really well.**

We count innovators, creatives and leaders among the professionals we work with, and our clients and candidates span a diverse range of sectors and functions. From procurement and supply chain, medical, engineering, project management, accountancy, legal, transport and business transformation, to banking, the arts, government, technology, marketing and communications, not-for-profit and HR, our expertise is wide-reaching and our reach unparalleled.

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