

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Agreements Pipeline Compliance Manager	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). Maintain, audit and report upon the AMP and in particular the Crossrail Third Party Agreements (TPA) in the Pre Contract Agreement Pipeline (AP). The AP comprises the initial listing of agreements that are required to bring the railway into staged operation through the completion of the current Civil works contracts, the various Station fit out works and the Rail Systemwide works. The AMP sets out and progress tracks TPA through their Governance gateways and authorisation routes to completion and transfer into the Agreement Register. Ensure through compliance reviews that Agreement Sponsors, Agreement Clients and Leads are aligned to the AMP requirements throughout the various Pre Contract stages of establishing TPA. Provide support on TPA issues to Agreement Leads across all Crossrail Directorates as required.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	Nil
Asset Information Manager	The Asset Information Manager is an important strategic role with key responsibility for the effective specification, acquisition, management and utilisation of Asset Information for Crossrail, including: <ul style="list-style-type: none"> • A list of all assets and systems; • Classification of these assets into generic types; • Key attributes of these assets and systems • Location and spatial information of assets • The relationship between different assets and systems to provide services to allow the railway to operate effectively • Documents, drawings, manuals and certificates that relate to these assets • Photographs, videos and digital media of these assets 	£50,000 - £54,999	£0 - £4,999	Nil	Nil	9
Assistant Engineering Manager	To provide engineering leadership to the Framework Design Consultants (FDCs), to check quality and delivery to schedule of contractor clarifications/proposed changes of design.	£50,000 - £54,999	£0 - £4,999	Nil	Nil	Nil
Assistant System Safety Manager	To support the Head of System Safety and System Safety Manager(s) in monitoring and managing System Safety Engineering on the Crossrail (CRL) Project. To ensure that the System Safety Engineering has been conducted in a manner that is compliant to the requirements of UK Law and good practice, in order to achieve a level of risk that is both tolerable and as low as reasonably practicable (ALARP).	£50,000 - £54,999	Nil	Nil	Nil	Nil
Assurance Engineer	To support the project in: <ul style="list-style-type: none"> • Providing support to the Head of Technical Assurance to check that the CRL Programme demonstrates appropriate levels of Technical Assurance to its Sponsors, future Operators and appropriate regulatory authorities • Checking the progressive assurance evidence is generated by specified Delivery Partners and available to provide confidences to the Operators and Sponsors that their Technical Assurance requirements will be delivered • Assisting in the development and implement of technical assurance strategies and procedures that clearly define responsibilities for delivering Technical Assurance across the CRL programme; including Civil, Station, Rail System, On Network, and Depot and Rolling Stock works 	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	Nil
Business Finance 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. The Indirect Cost team maintains the long-term forecast of the sources and uses of funding for Crossrail. These forecasts are central to monitoring performance and control of investment by the CRL and Sponsors, and provide CRL with the ability to develop responses to future scenarios.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	2

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Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
CAD Manager - As Built Drawings	To assist the Managers of Engineering and Engineering Managers in creating As-Built information for the Project. Managing a team of CAD technicians to produce As Built Drawings and updated 3D model information from Red-Line mark ups produced by Crossrail Contractors on site.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	14
Community Relations Manager	To establish and maintain an outstanding reputation among key audiences to enable the successful delivery of Crossrail To provide 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 - £4,999	£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 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 - £4,999	Nil	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 - £4,999	£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 - £4,999	£0 - £999	Nil	Nil
Contract Administrator	Assist the Lead Contracts Administrator in relation to the development and implementation of a Contract Management Programme 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 - £4,999	£0 - £999	Nil	1
Cost Verification Analyst	To verify that costs payable by Crossrail are valid and in accordance with the terms of the contracts, both by substantive verification of costs and by assessment of contractors' accounting and control systems. Work alongside designated Project Lead Contract Administrators across the Areas to support Project Managers in the assessment of Defined Cost.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	Nil

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Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Digital Handover Advisor	The primary purpose of this role is to assist the Information Handover Manager and Handover Information Specialist in: <ul style="list-style-type: none"> • Designing and building the processes, tools and templates for preparing CRL information in the core systems for handover to stakeholders • Building processes which are automated wherever possible • Establishing the methods for CRL to provide a system assured set of data which meets the IMs digital information management requirements The role will focus on preparing data through the use of standard programming tools and custom built programme solutions which can interface with CRL core enablers to ensure the metadata and virtual relationships are correct and in the agreed format to ensure a singular approach to reviewing, approving and transferring digital information for Handover to IM systems. The role provides the Information Handover team with an interface for technical issues with IT Applications when working with them to design tools and reports. This role will help ensure a consistent and compliant set of digital information which can be used to form the basis of the final handover to the owner & operators.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	Nil
Digital Media Manager	To define, manage and oversee the strategic technical development and content of all Crossrail digital communication channels including corporate website(s), Crossrail social media presence and Crossrail digital media library.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	Nil
Facilities Manager	The Facilities Manager is responsible for the day to day operations of facilities management ensuring that Crossrail has the most suitable working environment for its employees and their activities. This role specifically focuses on innovation and problem solving in order to meet the demands of the business. This role also has responsibility for improving service delivery and achieving value for money.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	9
Field Assurance Engineer - Mechanical	Directly reporting to the Lead Field Assurance Engineer – (Mechanical) 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.	£50,000 - £54,999	Nil	Nil	Nil	Nil
Field Engineer	Oversees technical and quality aspects of construction activities within area of responsibility as appointed at geographic location or for a system.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	Nil
Field Engineer	Oversees technical and quality aspects of construction activities within area of responsibility as appointed at geographic location or for a system.	£50,000 - £54,999	£0 - £4,999	Nil	Nil	Nil
Field Engineer	Oversees technical and quality aspects of construction activities within area of responsibility as appointed at geographic location or for a system.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	Nil
Field Engineer Track	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.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	Nil
FOI & Data Protection Manager	To lead and deliver responses to Freedom of Information requests, to maintain and ensure application of CRL's Data Protection Policy and to lead, coordinate and draft papers to CRL Board and committees on behalf of the Directorate.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	Nil
Health & Safety Advisor	Working to improve health & safety performance of Crossrail and its contractors within the area delivery teams. The post-holder is to support the health & safety manager within the delivery team to promote improvements in health & safety management and performance. They are to work closely with site teams to ensure integration of the Crossrail Target Zero culture into daily work programmes on all sites.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	Nil
Health & Safety Advisor	Working to improve health & safety performance of Crossrail and its contractors within the area delivery teams. The post-holder is to support the health & safety manager within the delivery team to promote improvements in health & safety management and performance. They are to work closely with site teams to ensure integration of the Crossrail Target Zero culture into daily work programmes on all sites.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	Nil

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Health & Safety Advisor	Working to improve health & safety performance of Crossrail and its contractors within the area delivery teams. The post-holder is to support the health & safety manager within the delivery team to promote improvements in health & safety management and performance. They are to work closely with site teams to ensure integration of the Crossrail Target Zero culture into daily work programmes on all sites.	£50,000 - £54,999	£0 - £4,999	Nil	Nil	Nil
Health & Safety Specialist - Assurance	To deliver health and safety assurance assessments and audits in relation to Crossrail's and stakeholders' approaches to the assessment and management of health and safety risk and compliance with health and safety legislation or company procedures, in design, construction and preparation for operation of the completed railway. The work will be undertaken to support Crossrail's Target Zero principles.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	Nil
Heritage Specialist	Ensure the delivery of heritage consents through the provision of specialist heritage advice for Crossrail to land use planners, consultants, architects, engineers, environmental specialists, developers and project stakeholders as necessary.	£50,000 - £54,999	£0 - £4,999	Nil	Nil	Nil
Lead Urban Designer	To enable Crossrail stations to achieve their full potential by ensuring the design of the urban realm is fully integrated with the stations, development and transport links, and delivered on budget and to programme	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	Nil
Lead Urban Designer (Implementation)	To enable Crossrail stations to achieve their full potential by ensuring the design of the urban realm is fully integrated with the stations, development and transport links, and delivered on budget and to programme.	£50,000 - £54,999	£0 - £4,999	Nil	Nil	Nil
Logistics Systems Manager	To manage and deliver the Logistics support functions including: i) the Vehicle Management Planning System (VMPS); ii) the Traffic Co-ordination Centre (TCC); and iii) the Incident Response Desk (IRD); and iv) • Lorry Driver Training (LDT) administration.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	Nil
Materials Compliance Engineer	Provide technical support to the Head of MEP and in the technical review of Material Compliance with London Underground's Cat 1 Standard 1-085 Fire safety performance of materials. To be the single point of contact with respect to 1-085 approval and to produce and manage a database of the proposed materials identifying, compliance, concessions, approvals etc.	£50,000 - £54,999	£0 - £4,999	Nil	Nil	Nil
Media Relations Manager	To provide strategic and operational media relations in support of the overall Crossrail communications strategy.	£50,000 - £54,999	£0 - £4,999	Nil	Nil	Nil
Media Relations Manager	To provide strategic and operational media relations in support of the overall Crossrail communications strategy.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	Nil
MEP Engineer (Public Health)	To support the project in providing technical support to the Head of MEP and in providing support to the technical review of design and construction documents that are presented to Gates.	£50,000 - £54,999	£0 - £4,999	£0 - £999	Nil	Nil
Risk Analyst	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. 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. 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).	£50,000 - £54,999	£0 - £4,999	£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	£0 - £4,999	Nil	Nil	Nil
Senior Marketing Campaign Officer	The Senior Marketing Campaign Officer will support the delivery of Europe's largest infrastructure project by delivering on-brand, effective, value for money campaigns to facilitate the Crossrail works and meet corporate objectives as articulated in the External Affairs strategy.	£50,000 - £54,999	£0 - £4,999	Nil	Nil	Nil

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Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
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	£0 - £4,999	Nil	Nil	Nil
Site Engineer - PAD/ ROP	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	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.	£50,000 - £54,999	£0 - £4,999	Nil	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 - £4,999	£0 - £999	Nil	Nil
Agreement Register & Compliance Manager	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). Maintain, audit and report upon the AMP and in particular the Crossrail Third Party Agreements (TPA) in the Post Contract Agreement Register (AR). The AR catalogues all TfL mode agreements that are required to bring the railway into staged operation through the completion of the current Civil works contracts, the various Station fit out works and the Rail Systemwide works. The AMP sets out and progress tracks TPA through their Governance gateways and authorisation routes to completion and transfer into the AR. The AR is the main agreement register, incorporating an Obligation Tracker and a Close Register. 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.	£55,000 - £59,999	£0 - £4,999	£0 - £999	Nil	Nil
Application Developer/Support Analyst	The primary purpose of the job is to develop and maintain the Vehicle Movement Planning System, liaising with end users to ensure that the required functionality and reports are available. In addition as a member of the Application Development team there is a requirement to develop and support additional custom applications that work for the business on a standard pre-defined development framework.	£55,000 - £59,999	£0 - £4,999	£0 - £999	Nil	Nil
Area Planning Engineer	Supporting the project teams with all planning related activities associated with the management of their contracts and reporting requirements.	£55,000 - £59,999	£0 - £4,999	Nil	Nil	Nil
Asset Information Systems & Status Mgr	The purpose of this role is to ensure that sufficient asset information is gathered and stored to support these long term objectives. The role of Asset Information Systems & Status Manager is an important strategic role with key responsibility for the creation of the structure, utilisation and management of asset information within the Crossrail Asset Information Management System (AIMS) and other related systems and data sources plus the production of key status reports to support the business. This role is also responsible for managing the Configuration Management Team.	£55,000 - £59,999	£0 - £4,999	£0 - £999	Nil	4
CAD Design Coordinator	To liaise with the design and construction contractors ensuring they adhere to Crossrail CAD Standards, procedures and processes.	£55,000 - £59,999	£0 - £4,999	Nil	Nil	Nil
Commercial Finance Analyst	A qualified Accountant to work as part of the Finance Analysis & Planning 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. The Analysis & Planning team maintains the long-term forecast of the sources and uses of funding for Crossrail. These forecasts are central to monitoring performance and control of investment by the CRL and Sponsors, and provide CRL with the ability to develop responses to future scenarios.	£55,000 - £59,999	£0 - £4,999	£0 - £999	Nil	Nil

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Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
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. 	£55,000 - £59,999	Nil	Nil	Nil	Nil
Contract Administrator	Assist the Lead Contracts Administrator in relation to the development and implementation of a Contract Management Programme 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.	£55,000 - £59,999	£0 - £4,999	Nil	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.	£55,000 - £59,999	£0 - £4,999	£0 - £999	Nil	Nil
Cost Engineer	To support in: <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. 	£55,000 - £59,999	£0 - £4,999	£0 - £999	Nil	Nil
Cost Engineer	To support in: <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. 	£55,000 - £59,999	£0 - £4,999	£0 - £999	Nil	4
Cost Verification Analyst	To verify that costs payable by Crossrail are valid and in accordance with the terms of the contracts, both by substantive verification of costs and by assessment of contractors' accounting and control systems. Work alongside designated Project Lead Contract Administrators across the Areas to support Project Managers in the assessment of Defined Cost.	£55,000 - £59,999	£0 - £4,999	Nil	Nil	Nil

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Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Data Control & Compliance Manager	To develop and manage the Document Control and Data Compliance function for Corporate (Client-side) Crossrail Departments. To act as the custodian for the Crossrail Compliance strategy and rules in accordance with best practice, satisfying the quality, legal, security and assurance requirements of the Company, the project and the stakeholders, across the Crossrail corporate and delivery teams.	£55,000 - £59,999	£0 - £4,999	Nil	Nil	7
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.	£55,000 - £59,999	£0 - £4,999	£0 - £999	Nil	Nil
Exercise Planning Manager - T & P Lead	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 Early Dynamic Testing (EDT) and the appointment and deployment of operational staff. Working with the Systemwide contractors to deliver their testing requirements for both EDT and full dynamic testing. Following this stage, the role will be responsible for developing the testing and exercising plans for Trial operations and delivery of tests and exercises, as delegated by the Operational Readiness and Testing Manager.	£55,000 - £59,999	Nil	Nil	Nil	1
Field Assurance 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.	£55,000 - £59,999	£0 - £4,999	Nil	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.	£55,000 - £59,999	£0 - £4,999	Nil	Nil	Nil
Field Engineer (Nights)	To support the Business in overseeing the technical and quality aspects of construction activities within an area of responsibility as appointed for a geographic location, contract or for a system.	£55,000 - £59,999	£0 - £4,999	Nil	Nil	Nil
Governance Manager	Responsible for managing adherence to the Crossrail internal, Sponsor Board and TfL governance regimes, and ensuring that seeking approvals does not hold up the programme. Ensures that the forward planning of meeting agendas is conducted in a joined-up way so that papers are prepared on time, and Board members and others have timely briefings on relevant contextual matters.	£55,000 - £59,999	£0 - £4,999	£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	£0 - £4,999	£0 - £999	Nil	Nil
Handover Lead (Stations)	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 - £4,999	£0 - £999	Nil	Nil
Health & Safety Advisor	Working to improve health & safety performance of Crossrail and its contractors within the area delivery teams. The post-holder is to support the health & safety manager within the delivery team to promote improvements in health & safety management and performance. They are to work closely with site teams to ensure integration of the Crossrail Target Zero culture into daily work programmes on all sites.	£55,000 - £59,999	£0 - £4,999	Nil	Nil	Nil
Health & Safety Advisor	Working to improve health & safety performance of Crossrail and its contractors within the area delivery teams. The post-holder is to support the health & safety manager within the delivery team to promote improvements in health & safety management and performance. They are to work closely with site teams to ensure integration of the Crossrail Target Zero culture into daily work programmes on all sites.	£55,000 - £59,999	£0 - £4,999	£0 - £999	Nil	Nil

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Health & Safety Advisor	Working to improve health & safety performance of Crossrail and its contractors within the area delivery teams. The post-holder is to support the health & safety manager within the delivery team to promote improvements in health & safety management and performance. They are to work closely with site teams to ensure integration of the Crossrail Target Zero culture into daily work programmes on all sites.	£55,000 - £59,999	£0 - £4,999	£0 - £999	Nil	Nil
Health & Safety Advisor	Working to improve health & safety performance of Crossrail and its contractors within the area delivery teams. The post-holder is to support the health & safety manager within the delivery team to promote improvements in health & safety management and performance. They are to work closely with site teams to ensure integration of the Crossrail Target Zero culture into daily work programmes on all sites.	£55,000 - £59,999	£0 - £4,999	£0 - £999	Nil	Nil
IT Project Manager	At various stages through the Crossrail programme, different IT systems and capabilities will need to be implemented, changed or decommissioned. IT projects of varying scale and complexity require a consistent project management approach to ensure delivery to timescale, cost and quality. The role of IT Project Manager is to ensure that all activities required for successful delivery of IT systems to time, to specification and budget, are managed effectively. This includes development of business case, solution specification, evaluation and selection, procurement and/or development, testing, training and implementation.	£55,000 - £59,999	£0 - £4,999	£0 - £999	Nil	Nil
Planning Engineer C610/C644	Supporting the project teams with all planning related activities associated with the management of their contracts and reporting requirements.	£55,000 - £59,999	£0 - £4,999	£0 - £999	Nil	Nil
Principal Environment Planner	The job holder will take functional responsibility for environmental issues across specified geographic sections of the Crossrail programme, as defined by the Environment Manager. In relation to the areas being managed, the job holder will assure that the work undertaken for design, procurement and construction will be of an appropriate technical quality and that it will be in compliance with Crossrail's Environmental Minimum Requirements and Environmental Management System. The job holder will also work with the Industry Partners (IPs) to assure that environmental deliverables are provided in accordance with the programme's design and construction programme.	£55,000 - £59,999	£0 - £4,999	Nil	Nil	Nil
Programme Controls Engineer	The Programme Controls Engineer is a roll designed to provide a broad spectrum of support to the Head of Programme Controls. Principally this will include, but not be limited to, the following key areas: <ul style="list-style-type: none"> • Permanent support to enable the Head of Programme Controls to meet the objectives of the Function, with a focus on ensuring Programme Controls delivers a "service level agreement" standard to key stakeholder groups such as; Programme Management Directorate, CRL Board, Sponsors, PRep as well as across the programme through the Delivery Teams • Provision of expertise in exploiting Crossrail's existing data in ways that may not occur through the normal Controls review process i.e. seek to provide insightful and honest analysis • Provision of regular support to other functions within the Controls team e.g. Change Control, Reporting and Cost Management to help improve the quality and value of outputs produced. • Assist the Head of Programme Efficiency by providing support as required. The overall purpose of the role is to support and direct our focus on maintaining Programme Controls as the 'conscience' of Crossrail.	£55,000 - £59,999	£0 - £4,999	£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.	£55,000 - £59,999	£0 - £4,999	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.	£55,000 - £59,999	£0 - £4,999	Nil	Nil	6

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
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 rectifying damage caused to third parties following settlement undertaking mitigation measures along the route. Manage the property budgets and suppliers relevant to maintenance, party wall awards, settlement repairs and project related activity.	£55,000 - £59,999	£0 - £4,999	£0 - £999	Nil	3
Site Engineer - Ventilation	To support and drive the effective delivery of the works in designated areas through the management of technical quality, development of solutions, coordination of interfaces, monitoring and reporting of progress, and resolution of problems. The specific areas for this role pertain to tunnel and shaft ventilation systems and temporary works.	£55,000 - £59,999	£0 - £4,999	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.	£55,000 - £59,999	£0 - £4,999	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.	£55,000 - £59,999	£0 - £4,999	Nil	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.	£60,000 - £64,999	£0 - £4,999	£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 - £4,999	Nil	Nil	2
Auto-Fare Collection Project Engineer	The post holder is responsible for managing the interface with TfL and their contractor Cubic for the delivery of the Auto-fare Collection (AFC) scope of works (gate line and ticket machine systems) for the Crossrail central section stations. This role will include coordination of the AFC scope with the stations contractors; Systemwide contractors; LU; and RfL. This will involve taking the AFC scope through design assurance, manufacturing, installation and testing & commissioning at each of the nine new stations.	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	Nil
Care & Custody Planning Engineer	To support the Business 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.	£60,000 - £64,999	Nil	Nil	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 - £4,999	£0 - £999	Nil	Nil

Data Transparency - Senior FTE Salaries - £50,000 - £149,999
Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Cost Engineer	To support in: <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. 	£60,000 - £64,999	£0 - £4,999	Nil	Nil	Nil
Database Administrator/BI Specialist	Crossrail has a number of critical enterprise applications which need to be performing optimally for users inputting and retrieving information. The purpose of the role is to monitor and, via together with other teams, maintain the key Crossrail application databases and, associated ETL processes and OLAP reporting. Business systems in their various forms will play a crucial part in the delivery of Crossrail on time, within budget and to the required quality. Crossrail have an ongoing requirement to manage these systems and their OLAP reporting. and the successful candidate is a key role to achieve this.	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	Nil
Environmental Assurance Manager	Crossrail's environmental requirements are at the forefront of environmental best practice and the purpose of this role is to lead on the assurance that Crossrail's construction work is undertaken in compliance with these requirements. The job holder will also have a key role to play in driving and promoting continual improvement of environmental performance in order to create a legacy of best practice for future projects. The job holder will work closely with Environmental Advisors within the Delivery Directorate and with others throughout the Crossrail to achieve these aims.	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	3
Equipment Cost Verification Analyst	To develop systems, processes, data analysis and management information to verify that costs payable by Crossrail are valid and in accordance with the terms of the contracts. With the Defined Cost Verification Manager, manage the Cost Verification analysts in the application of these processes and reports. Work alongside Lead Contract Administrators across the Areas to support Project Managers in the assessment of Defined Cost.	£60,000 - £64,999	£0 - £4,999	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.	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	Nil
Field Engineer Electrical	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 - £4,999	£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 - £4,999	£0 - £999	Nil	Nil
Field Engineer Stations Architectural	To support the Business in overseeing the technical and quality aspects of architectural installation activities within an area of responsibility as appointed for a geographic location, contract or for a system.	£60,000 - £64,999	£0 - £4,999	Nil	Nil	Nil
Fire Engineer	To support the Employer in providing technical support to the Head of MEP and the Lead Fire Engineer, in providing a technical review of the fire design and construction documents that are presented to Gates, and to review Contractor deliverables against procedures and Employers requirements. Provide support to Engineering Managers in the specialist area of Fire Services and technical advice to Contractors as necessary, including guidance on Standards, Specifications and responses to Project Technical Requests (PTR).	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	Nil
GIS Manager	To create, manipulate, manage and make available geospatial project information required for the progress of the Project.	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	3

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
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.	£60,000 - £64,999	Nil	Nil	Nil	Nil
Head of Public Affairs	To develop and deliver Crossrail's Public Affairs and stakeholder engagement strategies, in support of the overall Crossrail communications strategy; and to manage the Public Affairs team	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	2
Health & Safety Specialist - Assurance	To deliver health and safety assurance assessments and audits in relation to Crossrail's and stakeholders' approaches to the assessment and management of health and safety risk and compliance with health and safety legislation or company procedures, in design, construction and preparation for operation of the completed railway. The work will be undertaken to support Crossrail's Target Zero principles.	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	Nil
IDO & FDO Manager	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. To manage the delivery of Interim and Final Design Overviews, including the compilation of the associated Assurance Documentation for each Crossrail Asset, in order to facilitate the acceptance of the final designs from Crossrail's Infrastructure Managers.	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	Nil
Information & Compliance Manager	Develop, and provide leadership to, a comprehensive technical information service that will meet Crossrail's strategic and operational objectives. To develop and administer information management and compliance functions in accordance with best practice that satisfies the practical, quality, legal, security, and assurance requirements of the Company, the project, and the stakeholders, across the corporate and delivery teams within Crossrail.	£60,000 - £64,999	£0 - £4,999	Nil	Nil	2
IT Service Manager	The IT Service Manager is responsible for the day to day delivery of the IT operational service. They are accountable for ensuring that the internal and external service teams deliver to their agreed service level targets; working with all appropriate stakeholders to ensure incidents and service requests are resolved in a timely manner. It is also responsible for ensuring that service improvement plans are in place and that the various initiatives are implemented successfully. The IT Service Manager is responsible for ensuring that the internal Service Delivery and Service Management capability continues to evolve to meet business needs.	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	8
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.	£60,000 - £64,999	£0 - £4,999	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.	£60,000 - £64,999	£0 - £4,999	Nil	Nil	Nil
Lead Contract Administrator	Support the Project Business Manager in relation to the development and implementation of a contract management programme 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	£0 - £4,999	Nil	Nil	4
Lead Cost Engineer	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.	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	1

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Lead Cost Engineer	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.	£60,000 - £64,999	£0 - £4,999	£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.	£60,000 - £64,999	£0 - £4,999	Nil	Nil	1
Management System Manager	To lead 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.	£60,000 - £64,999	£0 - £4,999	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) 	£60,000 - £64,999	Nil	Nil	Nil	Nil
MEP System Integration Engineer	Provide technical support to the Head of MEP and in providing support to the technical review of design and construction documents that are presented to Gates. To ensure that the Systemwide Contracts for Tunnel M&E, Signalling Systems, Route Control Centres, HV Power and Communications & Control Systems are co-ordinated with the Station designs. To ensure that the Building Information Modelling (BIM) is fully co-ordinated with the station designs and visa versa.	£60,000 - £64,999	£0 - £4,999	Nil	Nil	Nil
Operations & Maintenance Specialist	To administer and support interface processes between the Technical Directorate and the future operators of Crossrail.	£60,000 - £64,999	£0 - £4,999	Nil	Nil	Nil
Operations Principles Manager	<p>This post is required to lead, manage and implement a suite of operating principles that align to the Signalling Operating Principles for Crossrail with intention of supporting the delivery of testing, commissioning, operation and maintenance of Crossrail systems to ensure regulatory approval and safety certification is obtained by affected duty holders.</p> <p>The specific area where co-ordination activity between the Crossrail project and final duty holders is required includes:</p> <ul style="list-style-type: none"> o Passenger service operation (RfL / MTR) o Timetable performance (RfL / NR) o Maintenance to support the above (RfL(I) / NR) o Integrated Command & Control (All) o Integrated Signalling & Control Systems (All) o Rolling Stock and train crew interface (RfL / MTR) o Station Operation (LU / RfL / MTR) o Security management (All) o Depot and stabling arrangements (All) o HAL <p>The role provides an integrated response for the completed railway and not merely the individual components. The role is one of co-ordination and partnership working between the Crossrail project, the final duty holders and other regulatory stakeholders to ensure the co-ordinated and agreed delivery of Crossrail with the 'buy-in' of the eventual duty holders and the wider Crossrail project.</p>	£60,000 - £64,999	Nil	Nil	Nil	Nil
Overlay Design Manager		£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	Nil

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Quality Engineer (Stations)	To assist the Delivery Quality Manager in providing advice and guidance to the Delivery Team on contract quality activities and related matters	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	Nil
Requirements Engineer	To implement the Requirements Management activities and, Verification and Validation processes across the Crossrail Programme at various stages of the Programme Development.	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	Nil
Security Manager Delivery	Work to ensure security matters are considered within the design and construction planning and delivery of the Crossrail Programme. This will include the definition and identification of the Crossrail programme security requirements, developing and maintaining security operational concepts, operational security planning and the provision and support of security assurance.	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	Nil
Senior Finance Analyst	A qualified Accountant to lead in producing high quality forecasts and analysis of financial performance on both the Indirect and Direct cost side of Crossrail (CRL) that can be accepted as a reliable basis of decision making by the CRL Executive and Board. The Indirect Costs team maintains the long-term forecast of the sources and uses of funding for Crossrail known as the Investment Plan. These forecasts are central to monitoring performance and control of investment by CRL and Sponsors, and provide CRL with the ability to develop responses to future scenarios.	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	1
Senior 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. In addition, the post holder must be able to manage and lead one or more Project Finance Analysts, guiding them to high performance and enabling them to become qualified Accountants in due course.	£60,000 - £64,999	£0 - £4,999	Nil	Nil	3
Signalling, Comms & PSD Quality Engineer	To assist the Lead Delivery Quality Manager in providing advice and guidance the Delivery Team on contract quality activities and related matters	£60,000 - £64,999	£0 - £4,999	£0 - £999	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.	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	Nil
Stations Certification Engineer	Oversee the delivery of compliant Certification for one or more stations within the Central Section.	£60,000 - £64,999	£0 - £4,999	Nil	Nil	Nil
Stations Quality Engineer	To assist the Delivery Quality Manager in providing advice and guidance to the Delivery Team on contract quality activities and related matters	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	Nil
Systems Accountant	To work as part of the Financial Control team managing the ongoing development of Crossrail's SAP finance system, supporting users and ensuring that core systems generate high quality data for reporting and decision making by Crossrail's managers and its Executive Committee and Board. The Financial Control team maintains the SAP finance system, and provides financial reporting, cash flow forecasting, invoice processing, payment, fixed asset and tax management services to Crossrail.	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	Nil

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Technical Engineering Support	<p>Assist the Contract Administrator (3rd Party Agreements) in relation to the successful transferral of the Third Party Agreements (TPAs) from the Stations, Shafts and Portals (SS&P) Civils projects to the Systemwide Delivery team.</p> <p>To work collaboratively with the Contract Administrator (3rd Party Agreements) and liaise with other delivery partners to ensure that the CRL Commercial and Contracts Management Policies, work processes, procedures and systems are in compliance with the Agreement Management System (AMS) with respect to 3rd Party Agreements that shall fall under the management of the Systemwide delivery directorate.</p> <p>To capture all information relating to CRL Third Party Agreements (TPA) and progress tracks through their Governance gateways and authorisation routes to completion and transfer into the Agreement Register of the programme.</p> <p>In particular:</p> <ul style="list-style-type: none"> • Recognise that the success of CRL is dependent on effective partnering with the railway operators and Industry Partners and those that CRL have entered into 3rd party agreements with. • Develop an understanding of the complex interdependencies and relationships between CRL and 3rd parties. Ensuring that the transfer of TPAs to the Systemwide team from station, shafts and portals (SS&P) teams is completed successfully following agreed process and procedure. • Along with the Contract Administrator (3rd Party Agreements) act as the central point of contact within the Systemwide team on all TPAs that shall be or are to be adopted by the Systemwide team. The role includes significant interface with both CRL teams and others in order to establish the technical and commercial arrangements for each TPA and their subsequent management. 	£60,000 - £64,999	£0 - £4,999	£0 - £999	Nil	Nil
CDM Integrator	<p>Working as part of the Health and Safety Assurance team and on behalf of the Programme Director and Health & Safety Director, to provide oversight of the CDM management arrangements on the Crossrail programme and to ensure that the programme remains compliant with the CDM Regulations 2015.</p> <p>The post-holder is to support the Head of Health and Safety Assurance by way of analysis of CDM compliance, execution of verification checks, delivery of training, and through the preparation of appropriate data, reports, papers or presentations.</p>	£65,000 - £69,999	£0 - £4,999	£0 - £999	Nil	Nil
EMC Engineer	<p>To support the project in providing EMC technical support to the Head of Bulk Power and the Lead MEP Engineer by the technical and assurance review of design and construction documents that are presented to Gates.</p>	£65,000 - £69,999	£0 - £4,999	£0 - £999	Nil	Nil
Engineering Manager	<p>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 contractor's temporary works submissions with FDC permanent works design.</p>	£65,000 - £69,999	£0 - £4,999	£0 - £999	Nil	Nil
Handover/Completion Engineer (Signalling)	<p>To support Crossrail in delivering and expediting the successful handover of the signalling systems to the Infrastructure Managers (IMs), ensuring, through collaboration with the other members of the handover/completions team, integrated handover with the other rail and station systems.</p>	£65,000 - £69,999	£0 - £4,999	Nil	Nil	Nil

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
HR Manager (Projects)	To provide support to the Head of HR and Talent & 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 Head of HR.	£65,000 - £69,999	£0 - £4,999	£0 - £999	Nil	Nil
Lead Contract Administrator	Support the Project Business Manager in relation to the development and implementation of a contract management programme 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.	£65,000 - £69,999	£0 - £4,999	£0 - £999	Nil	1
Lead Cost Engineer	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.	£65,000 - £69,999	£0 - £4,999	Nil	Nil	1
Lead Cost Engineer	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.	£65,000 - £69,999	£0 - £4,999	£0 - £999	Nil	Nil
Lead Cost Verification Analyst	To verify that costs payable by Crossrail are valid and in accordance with the terms of the contracts, both by substantive verification of costs and by assessment of contractors' accounting and control systems. Work alongside designated Project Lead Contract Administrators across the Areas to support Project Managers in the assessment of Defined Cost.	£65,000 - £69,999	£0 - £4,999	£0 - £999	Nil	1
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 - £4,999	£0 - £999	Nil	3
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 - £4,999	£1,000 - £1,999	Nil	1
MEP Engineer - Tunnel Fire Main	<ul style="list-style-type: none"> • Provide technical support to the Head of MEP 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 Services • Provide technical advice to Contractors as necessary, including guidance on Standards, Specifications and responses to Project Technical Requests (PTR) 	£65,000 - £69,999	£0 - £4,999	Nil	Nil	1
MEP Engineer (Comms)	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.	£65,000 - £69,999	£0 - £4,999	£0 - £999	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.	£65,000 - £69,999	£0 - £4,999	Nil	Nil	Nil
MEP Engineer (Public Health)	To support the project in providing technical support to the Head of MEP and in providing support to the technical review of design and construction documents that are presented to Gates.	£65,000 - £69,999	£0 - £4,999	£0 - £999	Nil	Nil

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
MEP Engineer (Tunnel Drainage)	To support the business in providing technical support to the Head of MEP and in providing support to the technical review of design and construction documents that are presented to Gates.	£65,000 - £69,999	£0 - £4,999	Nil	Nil	Nil
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.	£65,000 - £69,999	£0 - £4,999	£0 - £999	Nil	1
Procurement Expeditor	To manage, drive and oversee the Contractor's procurement processes, progress and performance in support of, but not including, physical construction and design. To ensure the main contractor, ATC, attains overall best value whilst executing contracts and POs to schedule and cost. The role extends to supporting the planning of, and then overseeing, post-award procurement operations, including supplier quality and expediting.	£65,000 - £69,999	£0 - £4,999	Nil	Nil	Nil
Project Business Manager	To implement 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.	£65,000 - £69,999	£0 - £4,999	Nil	Nil	5
Quality Verification Engineer (C&A)	The Verification Engineer will conduct verification assessments by surveillance across the Central Section to provide an overview of the effectiveness of self-certification by Contractors. 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.	£65,000 - £69,999	£0 - £4,999	£0 - £999	Nil	Nil
Senior Cost Engineer	Working with the Project Manager and other team members to analyse, process and report on the cost-related matters associated with the contracted works. Working closely with Contractors to assess and analyse the cost status of the works; assessing Contractor progress report/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. Working closely with the PM, contract administration, planning and other related project functions to assess compensation events, including identifying changes and forecasting cost variances.	£65,000 - £69,999	£0 - £4,999	Nil	Nil	Nil
Sharepoint Administrator/Developer	The Crossrail Application Support team is responsible for providing 2nd and 3rd level support for a number of our key enterprise applications including SharePoint and Enterprise Bridge (from Bentley Systems). The team provide cover on a rota basis between 7:30am and 6:30pm performing documented daily checks to ensure that systems are running efficiently and responding to user requests for assistance via a central helpdesk system. The primary purpose of this role is to support, administer, develop and maintain Microsoft's Office SharePoint Server 2010 ensuring that the SharePoint infrastructure and the small number of custom developments are functioning correctly and supporting our end users . As a senior member of the Application Support Team this role is also expected to assist with the overall running of the helpdesk queues and to gain an understanding of our other core applications.	£65,000 - £69,999	£0 - £4,999	Nil	Nil	3
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.	£65,000 - £69,999	£0 - £4,999	£0 - £999	Nil	Nil
Stations Certification Engineer	Oversee the delivery of compliant Certification for one or more stations within the Central Section.	£65,000 - £69,999	£0 - £4,999	Nil	Nil	3

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
TUCA Strategy and Commercial Manager	To lead the organisation to create, sustain and ultimately transition the world class tunnelling and underground construction academy (TUCA) to a new operator/operating model. To drive continuous, cost effective, improvements through leading and directing the TUCA team to achieve its business objectives and fulfilling its investment commitments. To play a full part in the development of options for the future leadership and operation of the TUCA facility/brand and business proposition	£65,000 - £69,999	£0 - £4,999	Nil	Nil	Nil
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.	£70,000 - £74,999	£0 - £4,999	£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	£70,000 - £74,999	£0 - £4,999	Nil	Nil	1
Asset Information & Configuration Manager	The Crossrail programme will deliver a new cross-London rail link from Maidenhead 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 Asset Information and Configuration Manager is an important strategic role with key responsibility to develop, produce and implement Configuration Management (CM) and Asset Information Management (AIM) processes, procedures and activities for Crossrail (CRL) and act as the focal point for all Configuration Management and Asset Information. The term Asset information includes: <ul style="list-style-type: none"> • Asset inventory; • Classification of assets; • Attributes of these assets; • Location and spatial information of assets; • Relationships between assets; • Design models (including 2D, 3D and 4D CAD models and related data); • Documents, drawings and records of assets and systems including test certificates; and • Photographs. 	£70,000 - £74,999	£0 - £4,999	Nil	Nil	2
Bulk Power Engineer	<ul style="list-style-type: none"> • Provide technical support to the Head of Bulk Power for High Voltage Electrical engineering (Non-traction HV Power and Bulk Supply Points) under the authority of the Chief Engineer. • To review Contractor deliverables for non-traction HV Power and Bulk Supply Points against procedures and Employers requirements • Provide support to Engineering Managers in the specialist area of non-traction HV Power and Bulk Supply Electrical Services. • Provide technical advice to non-traction HV Power and Bulk Supply Point Contractors as necessary, including guidance on Standards, Specifications and responses to Project Technical Requests (PTR) 	£70,000 - £74,999	£0 - £4,999	£0 - £999	Nil	Nil
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-to-end Crossrail railway.	£70,000 - £74,999	£0 - £4,999	£0 - £999	Nil	Nil

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
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.	£70,000 - £74,999	Nil	Nil	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 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 - £4,999	£0 - £999	Nil	Nil
Health & Safety Specialist - Occ Health	Working to improve health & safety performance of Crossrail and its contractors within the area delivery teams in support of Crossrail's Target Zero principles. The post-holder is to provide supporting advice to the health and safety managers of Crossrail in occupational health, occupational hygiene, wellbeing and ill health prevention across the Crossrail programme.	£70,000 - £74,999	£0 - £4,999	£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.	£70,000 - £74,999	£0 - £4,999	£0 - £999	Nil	1
Lead Quality & Certification Manager (Stations)	To support the Central Section Delivery Quality Manager with specific accountability for the 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, quality assurance and certification	£70,000 - £74,999	£0 - £4,999	Nil	Nil	2
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.	£70,000 - £74,999	£0 - £4,999	£0 - £999	Nil	Nil
MEP Engineer (Mechanical)	Provide technical support to the Head of MEP for Mechanical engineering under the authority of the Chief Engineer <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)	£70,000 - £74,999	Nil	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.	£70,000 - £74,999	£0 - £4,999	Nil	Nil	Nil
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 - £4,999	Nil	Nil	1
Principal Business Analyst	The Principle Business Analyst is responsible for shaping and articulating user requirements and determining appropriate solutions that meet the requirements and fit with Crossrail's overall application and technical architecture. As the senior business analyst within Crossrail, the role will also provide significant input to shaping the evolution of the application architecture and act as deputy to the Head of Business Systems.	£70,000 - £74,999	£0 - £4,999	£1,000 - £1,999	Nil	1

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Schedule and Risk Manager	To lead on the development, maintenance and control of the Land and Property Programmes within P6 for the Estates, Urban Realm and Oversight Development Team in line with the needs of the main programme and programme control processes. To devise and implement suitable project control tools, techniques and systems to ensure each of the Land and Property Teams are able to achieve their objectives. To support the PMO in providing risk management support and guidance to the OSD & UR teams, monitoring adherence to the Risk Management framework, producing periodic Risk Reports in ARM and reviewing and challenging contract risk management activity.	£70,000 - £74,999	£0 - £4,999	£0 - £999	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.	£70,000 - £74,999	£0 - £4,999	£0 - £999	Nil	1
Senior HR Business Partner	To provide support to the Head of HR and Talent & 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 Head of HR.	£70,000 - £74,999	£0 - £4,999	Nil	Nil	3
Senior Project/Portfolio Manager	To lead and manage the IT Project Managers and the PMO to support the successful delivery of the individual IT People, Process & Technology change projects, which make up the IT Project Portfolio, in line with the agreed governance approach that support the delivery and eventual transition of Crossrail IT to RfL and TfL.	£70,000 - £74,999	£0 - £4,999	£0 - £999	Nil	3
Senior Track Site Construction Engineer	Responsible for managing the C610 Contractor's performance with regard to track works in tunnels including its progress, cost and health & safety aspects. Supported by the works arrangement Manager, overseeing Contractor's works arrangements to ensure adequate coordination of the works.	£70,000 - £74,999	£0 - £4,999	Nil	Nil	1
3rd Party Developments Manager	Provide technical support to the Head of Underground Construction to manage the existing and ongoing approaches from external 3rd Parties seeking to develop above or adjacent to Crossrail. To administer the Expert Panel and Engineering Review Panel	£75,000 - £79,999	£0 - £4,999	£0 - £999	Nil	Nil
Chief Accountant	The purpose of this role is for an experienced manager to: 1. Maintain a strong financial controls environment (including through the development and updating of the SAP finance system and of Crossrail's Finance Manual and associated procedures). 2. Maintain, safeguard and develop Crossrail's core financial accounting systems and records. 3. Manage and optimise Crossrail's purchase, payment and banking processes. 4. Be responsible for the submission of timely, accurate financial information to Crossrail's parent company, Transport for London.	£75,000 - £79,999	£0 - £4,999	£0 - £999	Nil	3
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 - £4,999	£0 - £999	Nil	6
Environment Manager	Lead the environment function for the Crossrail programme. Develop and implement the approach for ensuring appropriate environmental compliance across the Crossrail programme. This will include establishing and managing the process and environment team to provide assurance that the Environmental Minimum Requirements are being complied with by all those delivering Crossrail.	£75,000 - £79,999	£0 - £4,999	£1,000 - £1,999	Nil	5
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.	£75,000 - £79,999	£0 - £4,999	£1,000 - £1,999	Nil	6

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Head of Learning Legacy	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.	£75,000 - £79,999	£0 - £4,999	£0 - £999	Nil	1
Head of News	To act as the strategic and operational lead for all press and on-line communications including the Crossrail website.	£75,000 - £79,999	£0 - £4,999	Nil	Nil	4
Head of Route Development & Protection	To provide route protection and safeguarding services for Crossrail Lines 1 and 2 and to be responsible for route development particularly in respect of Line 2 (the Chelsea-Hackney line).	£75,000 - £79,999	£0 - £4,999	£1,000 - £1,999	Nil	1
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.	£75,000 - £79,999	£0 - £4,999	Nil	Nil	1
Lead Contract Administrator	Support the Project Business Manager in relation to the development and implementation of a contract management programme 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.	£75,000 - £79,999	£0 - £4,999	£1,000 - £1,999	Nil	Nil
Lead Contract Administrator	Support the Project Business Manager in relation to the development and implementation of a contract management programme 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.	£75,000 - £79,999	£0 - £4,999	£1,000 - £1,999	Nil	3
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.	£75,000 - £79,999	Nil	Nil	Nil	1
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.	£75,000 - £79,999	£0 - £4,999	Nil	Nil	1
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.	£75,000 - £79,999	£0 - £4,999	Nil	Nil	1
Lead Track Engineer	Lead Discipline Engineer for the Track system and Track Alignment. To manage the execution of the Track and Alignment works safely, to the Employer's requirements, within budget and to schedule.	£75,000 - £79,999	£0 - £4,999	£0 - £999	Nil	1
Op. Readiness Delivery Training Manager	To support Crossrail in the coordination of project activities to develop and administer the delivery of all plant, equipment and rail systems related training from contractors to infrastructure managers (IMs) prerequisite to handover as required by the works information and in readiness for operating the finished railway. Support Crossrail in defining the strategy for coordinated training delivery to IMs and supporting individual projects managing Tier I contractors and nominated suppliers in provision of required training.	£75,000 - £79,999	Nil	Nil	Nil	Nil

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
OSD Interface Manager	<ul style="list-style-type: none"> • To ensure that the delivery interests of the over-site developments (OSDs) and the urban realm improvements that are additional to the delivery core scope in the station contracts are integrated and maintained in proper balance when both the second half completion of the railway and the OSD are underway at the same time. • The OSD Interface Manager will be part of the integrated Delivery team working on site and will report matrix-style to the Crossrail Delivery Project Manager with a parallel responsibility to keep Crossrail OSD Project Manager fully informed of all emerging OSD delivery issues, risks and risk mitigation measures to the OSD programme. • To be familiar with the specific technical interface and asset protection provisions within the OSD Development Agreement with the Developer of the site, and to assist in ensuring that the rights and requirements of TfL/Crossrail in the Agreement are fulfilled. • To proactively advise how construction of the OSD can best be taken forward within the terms of the OSD Development Agreement as well as responding to the delivery requirements of the Crossrail project. Monitor and review the Developer's performance obligations to ensure any potential breaches or issues are identified early. • To take the lead in a review to supplement and update the Station Execution Plan to incorporate the agreed detailed processes regarding the management of the OSD interface. • To act as the day-to-day contact between the Developer and the CRL Delivery team and provide design and construction interface support on OSD related issues, liaising closely with Delivery team colleagues on site, (all disciplines, e.g. Engineering, Construction, Commercial), Framework Design Consultants, the Asset Protection Team, and other similar parties. • To provide the day-to-day presence representing OSD interests on site, leading on the resolution of OSD related issues including preparing draft instructions to resolve OSD design interface and construction issues, and maintaining the OSD Interface Control Document. 	£75,000 - £79,999	£0 - £4,999	£0 - £999	Nil	Nil
Programme Quality Manager	<p>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.</p> <p>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</p>	£75,000 - £79,999	£0 - £4,999	£1,000 - £1,999	Nil	2
Project Business Manager	To implement 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.	£75,000 - £79,999	£0 - £4,999	£0 - £999	Nil	2
Project Business Manager	To implement 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.	£75,000 - £79,999	£0 - £4,999	£0 - £999	Nil	Nil
Project Finance Manager	The purpose of this role is for an experienced, qualified accountant to improve Crossrail's control and reporting of its 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.	£75,000 - £79,999	£0 - £4,999	£0 - £999	Nil	6
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.	£75,000 - £79,999	£0 - £4,999	£0 - £999	Nil	7

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
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.	£75,000 - £79,999	£0 - £4,999	£0 - £999	Nil	4
Schedule & Reporting Analyst	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. 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. 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).	£75,000 - £79,999	£0 - £4,999	Nil	Nil	Nil
Supervisor Representative (PFE)	To support the project 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.	£75,000 - £79,999	£0 - £4,999	£0 - £999	Nil	3
Traffic Manager	Lead the traffic and highways planning function for the Crossrail programme. Develop the management strategy and establish the process for achieving detailed traffic and highway consents for the temporary (construction) and permanent (operational) phases of Crossrail. Provide assurance that it is being implemented across the programme.	£75,000 - £79,999	£0 - £4,999	£0 - £999	Nil	2
Agreements Manager	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). The AMP sets out and progress tracks Crossrail Third Party Agreements (TPA) through their Governance gateways and authorisation routes to completion and transfer into the Agreement Register of the programme. Programme manage an agreement category, or multiple categories, (e.g. Utilities, Rail Operational, Rail Maintenance, Station Leaseholds, Easements, Covenants, Licences). Ensure the accountable Agreement Sponsors and Clients are aligned with the AMS to identify and establish TPA required by Crossrail. Manage the development of the pipeline of agreements necessary to support the staged introduction of Crossrail services.	£80,000 - £84,999	£0 - £4,999	£0 - £999	Nil	Nil
Agreements Manager	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). The AMP sets out and progress tracks Crossrail Third Party Agreements (TPA) through their Governance gateways and authorisation routes to completion and transfer into the Agreement Register of the programme. Programme manage an agreement category, or multiple categories, (e.g. Utilities, Rail Operational, Rail Maintenance, Station Leaseholds, Easements, Covenants, Licences). Ensure the accountable Agreement Sponsors and Clients are aligned with the AMS to identify and establish TPA required by Crossrail. Manage the development of the pipeline of agreements necessary to support the staged introduction of Crossrail services.	£80,000 - £84,999	£0 - £4,999	£0 - £999	Nil	7
Business Planning and Analysis Manager	To lead the Indirect Costs and Analysis teams to produce high quality forecasts and analysis of financial performance that can be accepted as a reliable basis for decision making by the CRL Executive and Board. The Indirect Costs team maintains the long-term forecast of the sources and uses of funding for Crossrail known as the Investment -Model. These forecasts are central to monitoring performance and control of investment by CRL and Sponsors, and provide CRL with the ability to develop responses to future scenarios. The Performance Analysis team provides analysis and support to all parts of Crossrail by identifying and securing improvements in process and efficacy of activities, particularly but not exclusively within the Support Directorates.	£80,000 - £84,999	£0 - £4,999	7.0	Nil	5

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Commercial Specialist	To implement 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.	£80,000 - £84,999	£0 - £4,999	£0 - £999	Nil	4
Development Surveyor & Manager of Oversight Development	Principal responsibility for procuring, leading and directing a professional team in planning, promoting, managing and delivering all Crossrail Oversight Developments (OSDs), ensuring schemes are fully integrated with the stations and other operational works whilst delivering maximum financial returns and high quality design.	£80,000 - £84,999	£0 - £4,999	£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.	£80,000 - £84,999	£0 - £4,999	£0 - £999	Nil	3
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.	£80,000 - £84,999	£0 - £4,999	£1,000 - £1,999	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.	£80,000 - £84,999	£0 - £4,999	Nil	Nil	Nil
Head of Bulk Power	To act as the Head of Discipline for Bulk Supply Points, HV Plant & Circuits (22&11KV) under the delegated authority of Crossrail's Chief Engineer. Provide the Technical Authority for all Non Traction HV Power systems throughout Crossrail's Central Section and any interfaces with other On Network works which form part of the Crossrail Programme. To provide Technical Assurance in line with the Crossrail Technical Assurance Plan for all matters relating to Non Traction HV Power systems. To provide Non Traction HV Power systems technical capability and leadership for the Crossrail Programme and to ensure a world class level of technical performance is provided.	£80,000 - £84,999	£0 - £4,999	£1,000 - £1,999	Nil	2
Head of Health & Safety Assurance	Working as part of the health and safety team to provide assurance on the performance of Crossrail and it's 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. The post-holder is to support the Health & Safety Director through the preparation of appropriate data, reports, papers or presentations to identified stakeholders and lead the assurance team in the formation and delivery of an effective assurance programme.	£80,000 - £84,999	Nil	Nil	Nil	4
Head of Marketing Communications	To support the delivery of Crossrail Communications Strategy including the promotion of the project externally and internally via the production and distribution of, publications, communications materials and events and supporting other areas of the organisation as appropriate.	£80,000 - £84,999	£0 - £4,999	£1,000 - £1,999	Nil	7
Head of Secretariat	Manage the internal governance arrangements for CRL to ensure that the arrangements for controlling material decisions in the company are appropriate, that all decisions made by the company are in line with these arrangements and that a proper audit trail exists for them, and that supporting processes and information evolve to be of a quality appropriate to the current stage of the programme. Key requirements are to ensure the smooth running of the Crossrail Board, Board Committees including Executive Committee, other governance meetings, and Programme Board, including obtaining, reviewing, producing and distributing timely documentation prepared to a consistent and appropriate standard.	£80,000 - £84,999	£0 - £4,999	Nil	Nil	2

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
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.	£80,000 - £84,999	£0 - £4,999	£0 - £999	Nil	2
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 - £4,999	Nil	Nil	1
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	£0 - £4,999	Nil	Nil	1
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	Nil	Nil
Maintenance Planning Engineer	The main purpose of this role is to lead and coordinate the development of the Maintenance Regime for the Crossrail Railway, through the effective implementation of the Crossrail Maintenance Development Plan.	£80,000 - £84,999	£0 - £4,999	£0 - £999	Nil	3
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.	£80,000 - £84,999	£0 - £4,999	£0 - £999	Nil	1
OSD Engineering Manager	To manage technical support arising from the design and construction of Oversight Development above stations, tunnels and shafts. The EM(OSD) is a member of the Chief Engineer's Group (CEG) and liaises with the Delivery Directorate, Framework Design Consultants (FDCs), OSD Development Partners, and their associated design and construction teams ensuring that all OSD designs are integrated. To assist in the preparation of instructions for design, preparing briefing technical notes and concessions as appropriate. To assist in the review and acceptance of the OSD contractors' temporary works submissions with the FDC permanent works. To assist in the technical communication with the OSD contractors, attending engineering team selection interviews, value engineering and risk workshops, as required. To assist OSD Interface Managers in their role of managing the Interface Control Documentation (ICD) and Technical Interface Parameter (TIP) packs.	£80,000 - £84,999	Nil	Nil	Nil	Nil
Programme Baseline Manager	To ensure the Programme Baseline is maintained. To plan and manage an Integrated Baseline Review process to provide assurance of baseline integrity. To work with the Programme Change Control Manager and the Head of Change Control in operating the change control function.	£80,000 - £84,999	£0 - £4,999	Nil	Nil	Nil
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.	£80,000 - £84,999	£0 - £4,999	£0 - £999	Nil	Nil
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.	£80,000 - £84,999	£0 - £4,999	£0 - £999	Nil	6

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Project Solicitor	To deliver an effective and efficient legal service to support the achievement of Crossrail's corporate objectives.	£80,000 - £84,999	£0 - £4,999	£0 - £999	Nil	Nil
Rail Maintenance Plant Project Manager	To project manage the procurement and delivery of the large rail maintenance plant and future associated contracts for the Infrastructure Maintenance & Renewals team in order to support the successful delivery of the Crossrail RfL maintenance strategy.	£80,000 - £84,999	£0 - £4,999	£0 - £999	Nil	3
RAM Engineer	Provide support to all Delivery Teams and Industry Partners to ensure that the RAM Plan is implemented consistently across the programme and that the RAM requirements are met.	£80,000 - £84,999	£0 - £4,999	£0 - £999	Nil	Nil
Requirements Engineering Manager	<ul style="list-style-type: none"> • 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, Rail System, On Network, and Depot works • Provide Completion statements for Handover to Infrastructure Managers 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 Crossrail and Delivery Partners is available to provide confidence to the Infrastructure Managers and Sponsors that their Technical Assurance requirements will be delivered. • To provide Systems Integration evidence (in the form of a Systems Integration Report) into the Final Design Overview for each element. 	£80,000 - £84,999	£0 - £4,999	£0 - £999	Nil	3
Sector Risk Manager	To support the Employer in providing risk management support and guidance to the Sub Programme / Sector team, for input into Quantitative Risk Assessment (QRA), reviewing and challenging project level inputs and providing leadership and guidance to risk analysts (where applicable) in the Sub Programme / Sector. Also checking for adherence to the Programme risk framework within the Sub Programme / Sector and producing a periodic Risk Report for the Sub Programme / Sector.	£80,000 - £84,999	£0 - £4,999	£0 - £999	Nil	Nil
3rd Party Agreements Manager	This post is critical to managing the risk to the Delivery of Crossrail arising from Third Party interfaces. The central purpose is to put in place the commercial agreements necessary to execute the delivery of the project. In particular: 1. Recognising that the success of Crossrail is dependent on effective partnering with Third Parties. 2. Understanding the complex interdependencies and relationships with Third Parties and translating these into commercial agreements. 3. Negotiating agreements that are of demonstrable value for money. 4. Working as part of the Commercial Directorate to ensure the successful execution of these agreements by the Delivery Team. 5. Providing advice on the application of agreements and the resolution of disputes.	£85,000 - £89,999	£0 - £4,999	£1,000 - £1,999	Nil	Nil
Construction Manager(Tunnel Ventilation)	A substantial and critical component of the Crossrail (CRL) scope of works is the provision of 48 permanent fans at 18 locations, all to be installed prior to June 2017. A prerequisite is to have the associated 220 lifting beams and gantries (LB&G) installed at each location. This senior leadership position has been created to manage and drive this critical and substantive scope of work. Appendix A provides additional, specific, near-term activities to be managed by the person in this position.	£85,000 - £89,999	£0 - £4,999	£1,000 - £1,999	Nil	4
Head of Geotechnics	To act as the Head of Discipline for all Geotechnical matters under the authority of the Chief Engineer. To provide leadership in the field of geotechnics for the Crossrail Programme and to ensure a world class level of technical performance is provided.	£85,000 - £89,999	£0 - £4,999	£1,000 - £1,999	Nil	2

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Head of Health & Safety Improvements	Working as part of the health and safety team to improve the performance of Crossrail and its contractors within the area delivery teams through the effective overseeing of health and safety management systems, reporting arrangements and improvement initiatives aligned to the Target Zero philosophy. The post-holder is to support the Health & Safety Director through the preparation of appropriate data, reports, papers or presentations to identified stakeholders, promote improvements and campaigns across the programme and lead the improvements team in the formation and delivery of Target Zero improvement programmes.	£85,000 - £89,999	£0 - £4,999	£1,000 - £1,999	Nil	4
Manager of Engineering -Depots & Sidings	<ul style="list-style-type: none"> • To be the Crossrail Manager of Engineering for the Crossrail Depot and Sidings contracts • To provide leadership and direction to the Crossrail Engineering Managers who have responsibilities for the Engineering/Technical delivery to support the construction of the depots. • Support the Engineering Managers in their dealings with Crossrail Delivery, Construction Contractors and their Designers, and the interfaces with the Infrastructure Managers (IMs) and Stakeholders on route system issues (including TOC's and Rolling Stock Maintainers). • To lead and manage the mitigation of, and report on, the critical design interfaces identified in the Crossrail Critical Interface through the Engineering Managers, either relating to other CRL contracts, IMs or Stakeholders. 	£85,000 - £89,999	£0 - £4,999	£0 - £999	Nil	4
Planning & Reporting Manager	To support the C610 Project in the coordination of the Project schedule and its interfaces with other System and Station Projects to facilitate and ensure collaboration to deliver a unified and integrated project. To ensure the effectiveness of the reporting framework and processes to provide required information to the Project Team and to the Employer.	£85,000 - £89,999	Nil	Nil	Nil	Nil
Prime Contract Manager	To act as the Contract Manager for the Project Delivery Partner and Programme Partner Contracts.	£85,000 - £89,999	£0 - £4,999	£0 - £999	Nil	1
Project Business Manager	To implement 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.	£85,000 - £89,999	£0 - £4,999	Nil	Nil	3
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.	£85,000 - £89,999	£0 - £4,999	Nil	Nil	2
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.	£85,000 - £89,999	£0 - £4,999	£1,000 - £1,999	Nil	3
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.	£85,000 - £89,999	£0 - £4,999	£1,000 - £1,999	Nil	4
Project Integration Manager	Supporting the Business in managing the Pudding Mill Lane interface between the delivery team(s), Systemwide, other interfacing contractors and or more third party (DLR, Network Rail, Rail for London), including access, operational, infrastructure protection, engineering, construction, implementation and property functions in accordance with the relevant management plan.	£85,000 - £89,999	£0 - £4,999	£0 - £999	Nil	5
Safety Assurance Board Manager	<p>This role is responsible to the Head of Technical Assurance for managing two key aspects of Technical Assurance:</p> <ul style="list-style-type: none"> • Responsibility for organising and managing the RfL Assurance Board (Crossrail) (known as RAB(C) activities. • The production of completed VAP (Verification Activity Plan) evidence as the Assurance required by the Chief Engineer to sign off the design, installation, testing, commissioning and handover of the Railway to the IMs (Infrastructure Managers) and Operator 	£85,000 - £89,999	£0 - £4,999	£0 - £999	Nil	Nil

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Senior Systems Engineering Manager	The primary role is to manage the mitigation of (and report on) the critical systems integration challenges within the Chief Engineer's Group. In addition, this role will provide support to the Manager of Engineering, Railway Systems, in resolution of key technical issues identified with respect to design, interface alignment, standards baseline, and integration with Network Rail.	£85,000 - £89,999	£0 - £4,999	£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.	£90,000 - £94,999	£0 - £4,999	Nil	Nil	4
Head of Programme Risk	Defining Crossrail's Policy and Strategy for Risk Management, for reporting upwards to the Crossrail Executive and the Board and outwards to key stakeholders such as the Project Representative, Joint Sponsors Team, Transport for London (TfL), and HM Treasury. Production of the overall Crossrail Quantitative Risk Assessment of cost and schedule and providing risk management support to the CRL Executive and the Programme Directorate as well as leadership and guidance to risk managers across the Crossrail Programme.	£90,000 - £94,999	£0 - £4,999	Nil	Nil	3
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	£0 - £4,999	£0 - £999	Nil	1
IT Commercial Manager	The IT Commercial Manager manages the day-to-day operation of principle IT contracts (e.g. managed services contracts) and their associated risks. The post will review the commercial terms of IT contracts for purchasing third party software and services. The post is responsible for the financial management, performance measurement, customer satisfaction and administration of these contracts. The post holder will be responsible for driving forward continued service improvements with a focus on commercial relationship management and delivering value for money.	£90,000 - £94,999	£0 - £4,999	£1,000 - £1,999	Nil	Nil
Platform Screen Doors Lead Engineer	To support the Project Manager through the Procurement, Design, Construction and Commissioning of the C31 Platform Screen Doors Project	£90,000 - £94,999	£0 - £4,999	Nil	Nil	1
Project Business Manager	To implement 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.	£90,000 - £94,999	£0 - £4,999	£0 - £999	Nil	Nil
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.	£90,000 - £94,999	£0 - £4,999	Nil	Nil	Nil
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.	£90,000 - £94,999	£0 - £4,999	£1,000 - £1,999	Nil	9
Quality Manager	• To assure the Deputy Director Rolling Stock & Depot of the; correct implementation by the Service Provider (Bombardier) of the Quality Assurance requirements for the Rolling Stock, Depot and Services (RSD Project) as set out in the contract with the Service Provider (RSPA), during the Train Works, Depot Works and Services mobilisation phase, and o compliance of the Crossrail RSD Delivery Team with the Crossrail Assurance Management Plan for the Rolling Stock and Depot project.	£90,000 - £94,999	£0 - £4,999	Nil	Nil	Nil
Rolling Stock & Depot Technical Manager	To provide Principal Engineer level professional leadership for all technical aspects of the Rolling Stock and Depot works for the Crossrail Project. The role is to oversee the discipline execution within Crossrail and provide the Client direction and input to the Contractor required for the delivery of the rolling stock and depot works to the project quality requirements and within the discipline budget and schedule.	£90,000 - £94,999	£5,000 - £9,999	£0 - £999	Nil	1

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
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.	£95,000 - £99,999	£5,000 - £9,999	£1,000 - £1,999	Nil	3
Commercial Strategy and Cost Manager	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. 	£95,000 - £99,999	£0 - £4,999	Nil	Nil	1
Defined Cost Verification Manager	To manage the Cost Verification function within Crossrail's Programme Controls. To support Crossrail in correctly assessing contractors Defined Cost in determining payments of the amount due. Development of process & procedures that meet Crossrail's corporate objectives and ensure that governance and clear leadership is provided to Delivery Teams with regards matters of Defined Cost Verification.	£95,000 - £99,999	£0 - £4,999	£1,000 - £1,999	Nil	5
Head of Community Relations	To lead the development and delivery of a high quality Community Relations service that keeps local stakeholders informed, helps reduce impact on local stakeholders and helps maintain an excellent reputation for Crossrail with all its local stakeholders.	£95,000 - £99,999	£5,000 - £9,999	£0 - £999	Nil	9
Head of HR	To lead the HR and Facilities team within Crossrail. To lead the interpretation of business requirements into HR policy and practice, effectively underpinning business strategy and enabling the achievement of priorities through effective people management. 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. This role will also champion improvements in HR services and people management processes. This role is both internally and externally focused and provides the key interface between HR and Crossrail's line management, employees and partner organisations. This role is also responsible for providing a day-to-day facilities service to the business.	£95,000 - £99,999	£5,000 - £9,999	£1,000 - £1,999	Nil	7
Head of IT Service & Infrastructure	The purpose of the Head of IT Service and Technical Infrastructure (the role) is to provide leadership of the IT Service and Infrastructure Project teams to deliver effective, reliable and affordable operational IT services and technical infrastructures to all Crossrail offices, sites, remote locations and third party locations. The role is responsible for developing support models for all major IT projects, applications and infrastructure services which are increasingly business critical in their nature. The role is also responsible for implementing IT security and IT disaster recovery and overall commercial and performance management of in-house and outsourced operational IT services provision.	£95,000 - £99,999	£0 - £4,999	£1,000 - £1,999	Nil	4
Head of Logistics	To manage the logistics team and ensure the development and implementation of a fit-for-purpose logistics strategy to support the Central Section Delivery Area.	£95,000 - £99,999	£5,000 - £9,999	£1,000 - £1,999	Nil	Nil
Lead Route Control Centre Engineer	To manage the delivery of systems of the Route Control Centre & Backup Control Facility to CRL requirements for safety, time, cost and quality. Provide the Lead on the engineering aspects of the integration of the communication systems at Crossrail/ LUL interchange stations.	£95,000 - £99,999	£0 - £4,999	£0 - £999	Nil	1

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Operational Readiness & Testing Manager	<p>To coordinate, develop and implement an Operational Readiness Strategy, and associated Testing Plan, for Crossrail that will integrate into Network Rail's current contingency plans for Anglia and Western routes. The strategy will integrate any existing readiness preparation across different Crossrail teams, (e.g. Train Operations, Maintenance, Station management, Engineering etc.) into a single cohesive approach. This will ensure there is a suitable plan in place for readiness testing throughout Stages 0 – 5 of Crossrail's commissioning.</p> <p>To engage with Crossrail to transfer and embed knowledge and lessons learnt from each Stage of readiness testing into all Crossrail teams to ensure a legacy of learning is carried forward into Full Service Operation of Crossrail.</p> <p>To ensure the strategy will integrate with, and build upon, the Crossrail Customer Proposition.</p>	£95,000 - £99,999	£5,000 - £9,999	£1,000 - £1,999	Nil	1
Project Manager CR & ITF	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.	£95,000 - £99,999	£0 - £4,999	Nil	Nil	4
Project Solicitor	To deliver an effective and efficient legal service to support the achievement of Crossrail's corporate objectives.	£95,000 - £99,999	£5,000 - £9,999	£1,000 - £1,999	Nil	Nil
Development Manager	Principal responsibility for procuring, leading and directing a professional team in planning, promoting, managing and delivering all Crossrail Oversight Developments (OSDs), where Crossrail does not have a collaborative partner (non-collaboration sites),	£100,000 - £104,999	£0 - £4,999	Nil	Nil	2
Head of Agreements Management	<p>Responsible to the Transition and Strategy Director 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.</p> <p>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.</p>	£100,000 - £104,999	£5,000 - £9,999	£0 - £999	Nil	6
Head of Applications & Portfolio Management	<p>The Head of Applications and Portfolio management is responsible for maintaining Crossrail's principle business systems and delivering a portfolio of projects to deliver new or enhanced business systems, both on-time and on-budget.</p> <p>The role leads an in-house team of project managers, applications developers, system administrators and application support analysts that schedule, deliver, develop and support Crossrail's integrated systems architecture.</p> <p>The role is responsible for operating appropriate governance processes to ensure that project and application resources are optimised and aligned with business priorities, as well as ensuring that changes to systems are managed professionally and with minimal impact on the operation of Crossrail.</p>	£100,000 - £104,999	£5,000 - £9,999	£1,000 - £1,999	Nil	4

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Head of Employee Relations	To establish and implement the Employee and Industrial Relations (EIR) strategy for Crossrail and implement arrangements for measuring and managing the performance of the principal contractors and their supply chains in delivering their employee relations and industrial relations contractual requirements. To ensure the delivery and ongoing development of specifically assigned elements of the Crossrail skills and employment, and sustainability strategies, including managing and reporting on the performance of the principal contractors and their supply chains in complying with relevant contractual requirements. Maintain regular communications with the Delivery Director and their direct reports and the Principal Contractors.	£100,000 - £104,999	£5,000 - £9,999	£1,000 - £1,999	Nil	Nil
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.	£100,000 - £104,999	£5,000 - £9,999	£0 - £999	Nil	10
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.	£100,000 - £104,999	£10,000 - £14,999	£0 - £999	Nil	5
Head of Technology & Architecture	To lead the development and implementation of Crossrail's technology and systems architecture strategy, ensuring that it is closely aligned with the Project's current and future needs and is innovative and efficient. To support the architecture design for the Digital Railway programme, ensuring a smooth and effective handover of data and systems to the new railway operator in 2018. Finally, acting as Crossrail's IT security officer and providing technical assurance whenever necessary.	£100,000 - £104,999	£5,000 - £9,999	£0 - £999	Nil	Nil
Manager of Engineering (West)	To act as the CRL Manager of Engineering for the Crossrail Central Section. To manage the FDC design for completion of design services to contract ITT.	£100,000 - £104,999	£5,000 - £9,999	£1,000 - £1,999	Nil	4
Project Solicitor	To deliver an effective and efficient legal service to support the achievement of Crossrail's corporate objectives.	£100,000 - £104,999	£5,000 - £9,999	£1,000 - £1,999	Nil	Nil
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.	£105,000 - £109,999	£5,000 - £9,999	£0 - £999	Nil	4
Head of Urban Integration	Ensure that Crossrail stations are fully integrated, in terms of urban design and transport, by managing the interface between the project, TfL, GLA, the boroughs, developers and other stakeholders.	£105,000 - £109,999	£5,000 - £9,999	Nil	Nil	2
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.	£105,000 - £109,999	£5,000 - £9,999	£1,000 - £1,999	Nil	6
Portfolio Manager (OSD Programme)	Responsible for ensuring that the delivery of the highest quality over-site developments (OSDs) and urban realm improvements are completed to budget and programme and that OSD and urban realm construction works are harmoniously integrated with Crossrail station and other construction works.	£105,000 - £109,999	£5,000 - £9,999	£1,000 - £1,999	Nil	4
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.	£105,000 - £109,999	£5,000 - £9,999	Nil	Nil	5
Project Solicitor	To deliver an effective and efficient legal service to support the achievement of Crossrail's corporate objectives.	£105,000 - £109,999	£5,000 - £9,999	£0 - £999	Nil	Nil
Development Manager - Oversight Development	Principal responsibility for procuring, leading and directing a professional team in planning, promoting, managing and delivering Crossrail Oversight Developments (OSDs) ensuring schemes are fully integrated with the stations and other operational works whilst delivering maximum financial returns and high quality design.	£110,000 - £114,999	£0 - £4,999	£0 - £999	Nil	Nil

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Head of IT Programme Management	The Head of IT Programme Management is responsible for leading the design, planning and implementation of large-scale IT change programmes to ensure that these changes are aligned with business requirements and priorities, deliver the forecasted benefits on time and on budget, as well as minimising any negative impact on the Crossrail Project. They are also responsible for: <ul style="list-style-type: none"> • Recruiting, leading and coaching a small team of Programme people; • Developing and maintaining effective Programme plans; • Facilitating effective business change as a result of Programme changes • Stakeholder management with senior executives in Crossrail and third-party suppliers; • Accurate and timely reporting and ensuring that benefits delivery is on track; • Active risk management to mitigate Programme delivery risks. 	£110,000 - £114,999	£5,000 - £9,999	£1,000 - £1,999	Nil	1
Head of Quality	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. 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. To champion best practice in design, construction, testing and commissioning leading to delivery of a World Class Railway. To advise the Chief Executive, Programme Director and Technical Director on all Quality matters. To act as nominated Supervisor (as defined in NEC Contracts) for all Crossrail directly awarded Contracts	£110,000 - £114,999	£5,000 - £9,999	£1,000 - £1,999	Nil	6
Head of Stations	Provide professional leadership for stations across the programme. The delivery of Crossrail infrastructure designs that meet project requirements.	£110,000 - £114,999	£10,000 - £14,999	£0 - £999	Nil	3
Project Manager -Station Inter & Maintenance	To support the Employer in coordination of project activities to develop and implement interface schedules and associated agreements for elements of the Crossrail Central Operating Stations that interface with Others.	£110,000 - £114,999	£5,000 - £9,999	£1,000 - £1,999	Nil	5
Stations Construction Manager	Monitors and oversees construction activities and particularly those associated with testing and commissioning of the MEP and associated life safety systems (including lifts and escalators) and the integration of such systems into the LUL/RfL. To also be "the single point" of contact for communications between CEG and the Stations Projects.	£110,000 - £114,999	£5,000 - £9,999	£0 - £999	Nil	3
Head of Technical Information	To develop and manage an integrated information data management system to meet business requirements. Provide technical leadership across the Programme to enable Programme Directorate and Delivery Partners succeed.	£115,000 - £119,999	£10,000 - £14,999	£0 - £999	Nil	7
Head of Over Site Development	Responsible for leading the team in planning, promoting, managing and delivering all Crossrail over site developments (OSDs), ensuring schemes are fully integrated with the operational works whilst delivering maximum financial returns through high quality design.	£120,000 - £124,999	£5,000 - £9,999	£1,000 - £1,999	Nil	7
Delivery Contracts Director	To oversee that all contracts entered into by Crossrail are administered in accordance with the terms of those contracts and in a manner that is consistent with Crossrail policy and governance arrangements. To manage project reserved functions under the Crossrail NEC contracts and to manage Crossrail reserved functions under third party agreements. Ensure as far as possible that Crossrail are obtaining best affordable value in delivering the Crossrail project objectives and that commercial risk is properly considered and managed by Crossrail through its contract arrangements. To manage the Crossrail Prime Contracts.	£130,000 - £134,999	£20,000 - £24,999	Nil	Nil	6

Data Transparency - Senior FTE Salaries - £50,000 - £149,999

Data as at 31 December 2016

Position Title	Job Purpose	Salary band	Performance Award Band	Benefits in kind	Budget (£m) 2016-17	Number of direct reports
Head of Change Control & Cost Assurance	The purpose of this role is for an experienced manager to: 1. lead the assurance and verification of cost. 2. Lead the management of change. 3. Maintain control of the baseline for the Crossrail Programme.	£130,000 - £134,999	£5,000 - £9,999	£1,000 - £1,999	Nil	3
Finance & Analysis Director	The Finance and Analysis Director reports to the Finance Director and is accountable for the business planning, performance analysis, statutory reporting and finance activities for the Crossrail business. The Finance and Analysis Director is accountable for the line management of the Finance team. The individual has 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. This includes the development and updating of the SAP finance system and of Crossrail's Finance procedures and safeguarding Crossrail's payment and banking processes. The individual is also responsible for the submission of timely, accurate financial information to Crossrail's parent company, Transport for London. The person should be a champion of good process and able to work assertively with the wider Crossrail organisation, its partners and its suppliers to ensure that good standards of internal control and financial reporting exist from source through to the submission of actual cost incurred.	£140,000 - £144,999	£5,000 - £9,999	£0 - £999	2.6	3
RfL Stations Deputy Director	To support the Business in relation to directly managing project team activities in constructing, commissioning and handing over the four new stations within the Central Operating Section of Crossrail that will be handed over to RfL as the infrastructure manager. Through the appropriate use of monitoring and reporting processes, checking that projects are managed in a safe, efficient and cost-effective manner within the parameters of the contracts, and supporting the Business in defining strategy for the execution of works within the directorate and checking that resources are engaged in a timely manner to assist Crossrail in delivering the works.	£140,000 - £144,999	£15,000 - £19,999	£1,000 - £1,999	268.0	6
External Affairs Director	Deliver and lead the overarching external communications and public relations policy, strategy and delivery for Crossrail Limited (CRL).	£145,000 - £149,999	£5,000 - £9,999	£0 - £999	3.6	6