RAIL WAGON ASSOCIATION

General Manager

Leading the voice of the UK rail wagon leasing and maintenance industry — shaping policy, growing membership, and driving standards across the freight rolling stock sector.

100 days per annum Reports to the Board of Directors

Location: **UK (hybrid)**, regular travel to member sites

Salary: **Competitive**, dependent on experience

AT A GLANCE

CONTRACT
100 days per annum, flexible

SECTOR
Rail freight & rolling stock

START DATE
By negotiation

WORKSPACE
Home-based; postholder provides own office equipment

Overview of the RWA

The Rail Wagon Association (RWA) is the representative body for owners, lessors, maintainers, and operators of freight wagons across the GB rail network. Our members range from major wagon leasing companies to independent maintenance depots, and we work together to promote safety, technical standards, and a healthy commercial environment for rail freight rolling stock.

The Association is the collective voice of the sector, providing a forum through which members influence common technical and safety standards, share operational knowledge, and agree a shared position on matters affecting the wagon fleet. This work is carried out through the Association's committees — including the Engineering Committee and Policy Committee — and through direct engagement with Network Rail, the Office of Rail and Road (ORR), the Department for Transport (DfT), RSSB, and international bodies such as UIP.

As the industry navigates decarbonisation, fleet modernisation, and closer integration with Network Rail and the wider freight sector, the Association is looking for an experienced General Manager to lead its work and represent members' interests at the highest level.

Role Purpose

The General Manager is the most senior executive of the Association, responsible for its day-to-day leadership, its relationship with members, and its standing with government, regulators, and industry partners. You will set strategic direction alongside the Board, manage the Association's finances and coordinate RWA members, and act as the primary spokesperson for the UK rail wagon sector.

The role is typically **100 days per annum**; however, the RWA can be flexible on working pattern to meet the requirements of the successful candidate.

Key Responsibilities

Meetings & governance

- Engineering Committee, General Meetings, AGM, and Policy Committee.
- For each meeting, prepare the agenda and content, arrange speakers and slides, and produce minutes and action logs.

Industry representation

- Represent RWA at industry meetings, including the Freight Technical Committee (FTC), Sector Interface Committees (SICs), and DfT/ORR liaison meetings.
- Represent UK interests at UIP (the International Union of Wagon Keepers), and feedback relevant EU developments to members.
- Be the voice of the wagon owner, operator, user and lessor community, and ensure it is promoted throughout the industry.

Consultations & policy

- Consult members on incoming consultations and submit RWA's formal response.
- Use the Policy Committee, where required, to advise on RWA's stance.
- Present RWA's position to the ORR, DfT, and RSSB on member concerns.

Member communication & compliance

- Inform members of changes to standards, legislation, or regulation, and of issues arising.
- Oversee compliance matters relevant to the membership.

Membership growth

- Canvass potential members and grow the Association's membership base.

Leadership & management

- Lead the Association's strategy, working closely with the Board of Directors and member companies.
- Act as the public face of the Association in the media and at industry events.

Running the Association

Company secretariat

- Act as Company Secretary to the Board.
- Maintain Companies House records and file annual accounts.
- Produce Quarterly Executive and Finance Reports.
- Provide the company's registered office address.

Finance & invoicing

- Operate the bank account and pay invoices.
- Invoice membership fees and other income from services.
- Maintain financial records and prepare the annual budget.
- Complete year-end processes and arrange accounts preparation and review by an independent accountant.
- Arrange insurance cover for Directors' & Officers', Professional Indemnity, and Public Liability.

Membership & events

- Maintain membership records.
- Organise the annual dinner and golf day.
- Produce Member Bulletins and other communications as required.

Website & media

- Maintain current website data and upload reference documents, meeting notes, and other content.
- Manage member area access requirements.

• Person Specification

Essential

- Significant senior leadership experience, ideally within rail, freight, logistics, or a related engineering sector.
- Proven track record of representing an organisation to government, regulators, or industry bodies.
- Strong financial and organisational management skills.
- Excellent written and verbal communication, comfortable presenting to senior stakeholders.
- Ability to work independently while remaining accountable to a Board.

Desirable

- Direct experience within the rail wagon leasing, maintenance, or wider rolling stock industry.
- Existing relationships with Network Rail, the ORR, or the Department for Transport.
- Experience running a trade association, membership body, or similar not-for-profit.

• What We Offer

- A competitive package reviewed annually.
- Flexible and hybrid working arrangements, with regular travel in GB and Europe to industry events.
- The opportunity to shape the future direction of a well-established and respected industry body.
- A high degree of autonomy in a role with genuine influence over sector policy and standards.

• How to Apply

Please submit a CV and a covering letter (no more than two pages) setting out your suitability for the role, addressed to the Chair of the Board.

Applications should be sent by email to Steve Taylor, **Steve@railwagon.org**, marked "General Manager Application" in the subject line.

Applications close: Wednesday 30th September 2026

Rail Wagon Association is an equal opportunities employer and welcomes applications from all suitably qualified candidates.