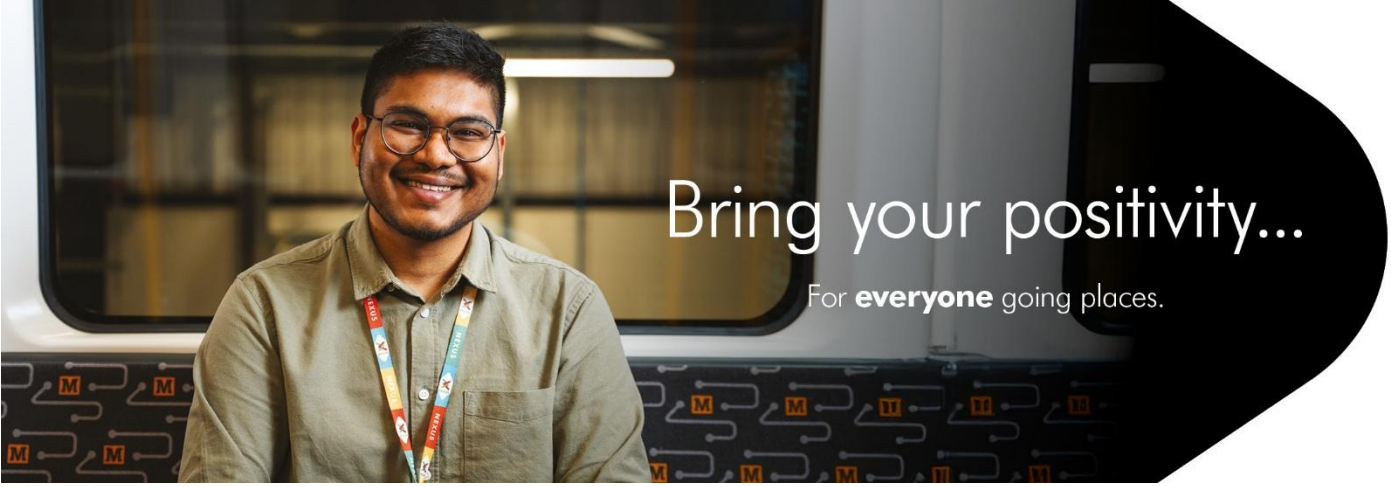


Fleet Performance Reliability Engineer

Permanent

Salary circa £55k*

*actual salary offered is based on skills and experience within a set salary range, the above is given as a guide. Feel free to let us know your salary expectations.

Help shape the performance of the brand-new Metro fleet

As part of an exciting period of investment and growth, Nexus is strengthening its engineering team to support the delivery of our long-term ambitions. You'll join a collaborative and experienced team with a strong track record of delivering complex engineering solutions, while playing an important role in developing the capability, resilience and expertise that will drive our future success.

Nexus is investing in the future of public transport, including the introduction of a new generation of Metro trains. We're looking for a Fleet Performance & Reliability Engineer to play a key role in ensuring those assets deliver the reliability, availability and performance our customers expect.

This is a unique opportunity to become Nexus' lead specialist for fleet reliability and performance, using engineering expertise, data analysis and structured problem-solving to influence the long-term success of one of the UK's most significant rolling stock replacement programmes.

Working within the Fleet Engineering team, you'll lead reliability growth initiatives, analyse performance trends, support technical investigations and provide assurance on the effectiveness of maintenance and reliability activities delivered by our maintainers, manufacturers and project partners. Your work will directly influence service reliability, customer experience and the future performance of the Metro network.

Typical Day

- Lead reliability and performance activities for Metro rolling stock and associated fleet assets.
- Develop and implement reliability management processes aligned to recognised industry standards and RAMS principles where appropriate.
- Analyse fleet performance trends, reliability data and technical issues to identify improvement opportunities.
- Develop and maintain reliability tools and processes including FMECA, DRACAS/FRACAS, reliability growth plans and defect trend analysis.

- Lead reliability growth initiatives and champion evidence-based decision making across the business.
- Work closely with maintainers, manufacturers and project teams to drive improved fleet performance.
- Support technical investigations, audits, inspections and post-incident reviews.
- Provide expert input on fleet acceptance, delay attribution and performance improvement activities.
- Identify opportunities to innovate, adopt new methodologies and continuously improve reliability processes and systems.

About You

You are an engineering professional who enjoys turning data into action. You can identify trends, solve complex technical problems and influence stakeholders using evidence, analysis and sound engineering judgement.

You will have:

- A relevant engineering degree, or equivalent industry experience within a relevant engineering discipline.
- Demonstrable experience in performance and reliability engineering within a railway and rolling stock environment.
- Knowledge of performance and reliability engineering principles within a railway fleet environment.
- Experience analysing engineering data and using performance information to support decision making and continuous improvement.
- Knowledge of rolling stock systems and how they operate.
- Experience producing technical analysis, reports, specifications, standards and procedures.
- Experience assessing asset condition and supporting asset lifecycle management activities.
- Knowledge of relevant standards, regulations and Health and Safety legislation within a railway environment.
- Strong communication skills with the ability to explain technical concepts clearly to both technical and non-technical stakeholders.

It would be advantageous if you have:

- Chartered Engineer status, or are working towards professional registration.
- Membership of a relevant professional institution.
- Qualifications or certifications in reliability engineering.
- Familiarity with BS EN 50126 and its application within a rail environment.
- Experience of reliability-centred or risk-based maintenance approaches.

Why Join Nexus?

This is an opportunity to influence the performance of a brand-new fleet and help define how reliability engineering is applied across the Metro network for years to come.

You'll have the opportunity to:

- Play a key role in the successful delivery and performance of Nexus' new Metro fleet.
- Lead reliability growth strategies that directly improve service performance and customer experience.
- Work with maintainers, manufacturers and industry specialists on complex engineering challenges.
- Shape reliability processes, standards and assurance activities across the organisation.
- Build specialist expertise within a highly visible and strategically important engineering discipline.

What We Offer

- Competitive salary circa £55k.
- 36-hour working week.
- You'll be part of a generous pension scheme (Local Government Pension Scheme)
- 28 days annual leave per year plus bank holidays and time off for volunteering too
- Enjoy travelling for free in Tyne and Wear with our enhanced travel benefits for you and your family
- Free or discounted travel with Grand Central, LNER, Lumo, Northern Rail and TransPennine Express
- You will have the opportunity to contribute to a health cash plan that will contribute (and dependants if you have them) towards dental costs, optical, and lots more
- Access to employee rewards and discounts
- Access to our reward app with over 1000 plus high street discounts on groceries, holidays and days out
- We like to grow our own colleagues (not literally of course!), so when you're ready for the next step in your career, we can help develop you
- The opportunity to make a tangible impact on the future safety and resilience of public transport across the region.

About Us

At Nexus, we're delivering one of the most significant periods of investment in Metro's history, including the introduction of a new fleet of trains that will serve the region for decades to come.

Our Engineering team sits at the heart of this transformation, ensuring our assets remain safe, reliable and ready to meet the needs of customers now and in the future. Joining Nexus means becoming

part of a collaborative, forward-thinking team committed to engineering excellence and continuous improvement.

Ready to Make an Impact?

If you're looking for a rare opportunity to influence the performance of a new fleet, apply advanced reliability engineering principles and help shape the future of public transport in the North East, we'd love to hear from you.

Please upload your CV and a covering letter explaining how you meet the essential criteria before 9am on Monday 23 November 2026.