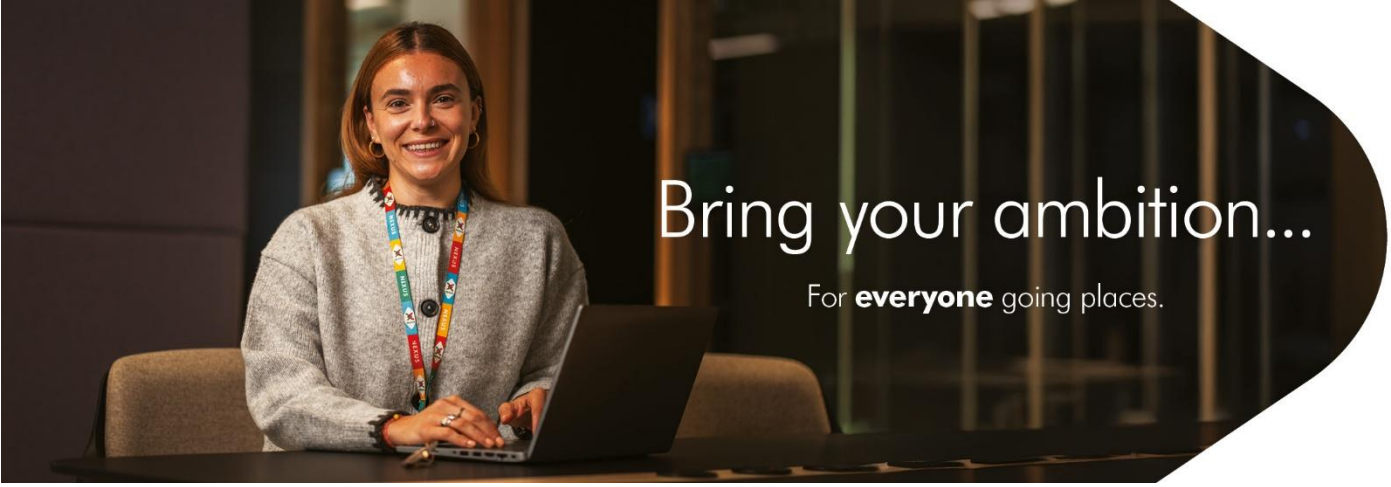

Competency & Training Standards Governance, Review and Development Manager

Fixed term until 31 March 2028

Salary circa £58k

We are looking for an experienced and motivated professional to lead a significant programme aimed at strengthening the governance, development and assurance of competency and training standards across Nexus. This is a unique opportunity to influence how competency is defined, assessed and maintained across a complex operational environment.

Working collaboratively with operational managers, subject matter experts and stakeholders across the organisation, you will play a key role in establishing sustainable governance arrangements and improving the quality, consistency and effectiveness of competency and training standards.

About the role

As Competency & Training Standards Governance, Review and Development Manager, you will lead the development, implementation and embedding of Nexus' competency and training standards governance framework. You will oversee the review, development and assurance of competency standards, ensuring they remain effective, compliant, measurable and capable of mitigating operational, safety and organisational risks.

You will be responsible for establishing robust governance arrangements, maintaining an organisation-wide standards register and delivering a comprehensive programme of standards review and improvement. The role will ensure competency standards remain current, fit for purpose and aligned with organisational and regulatory requirements.

Typical day

- Leading the review, redesign and implementation of competency and training standards governance arrangements.
- Maintaining oversight of the organisation-wide standards register and identifying gaps, duplication or compliance risks.
- Facilitating workshops and review sessions with operational managers and subject matter experts.
- Supporting the development, validation and approval of new competency and training standards.
- Preparing reports, recommendations and progress updates for governance forums and senior leadership teams.
- Reviewing standards against legislative, regulatory and operational requirements to identify opportunities for improvement.
- Providing expert advice on standards governance, assurance arrangements and competency management.

About you

To be successful in this role, you will have experience in competence assurance, governance, quality, learning and development, compliance or standards management, together with strong stakeholder engagement and influencing skills

Essential

- Ideally educated to Level 5 or above in Learning & Development, Education, Quality Assurance, Organisational Development, Business Management or a related discipline, or equivalent experience.
- GCSE Level 2 (or equivalent) in English and Mathematics.
- Knowledge of competence management principles and competency framework development.
- Understanding of standards governance processes, document control and review arrangements.
- Knowledge of quality assurance, audit and continuous improvement methodologies.
- Strong analytical, planning and organisational skills.
- Excellent communication, presentation and stakeholder engagement skills.
- Experience leading or coordinating improvement, implementation or transformation projects.
- Experience reviewing and improving standards, procedures or governance documentation.

Desirable

- Experience within the rail industry.
- Experience within a safety-critical or regulated environment.
- Experience supporting internal or external audits.

Who we are looking for

We're looking for someone who is passionate about competence, standards, governance and continuous improvement. You will be able to assess complex information, challenge existing approaches where appropriate and work collaboratively with stakeholders to deliver meaningful organisational change.

About us

At Nexus, we connect communities across Tyne and Wear through the Metro, Shields Ferry and wider public transport network. We are committed to delivering safe, reliable and accessible public transport services and investing in the people who make that possible.

What we offer

- You'll work a 36-hour 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 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.

What to expect at interview

The interview process will assess your experience of governance, standards development, stakeholder engagement, continuous improvement and project delivery. You may also be asked to discuss how you would approach reviewing and improving competency standards within a regulated operational environment.

Ready to shape the future of competency and training at Nexus?

If you're ready to combine leadership, collaboration and governance expertise in a role that will influence how competency is defined, assessed and maintained across our organisation, we want to hear from you.

Please upload your CV and a covering letter explaining how you meet the essential criteria outlined in the Person Specification before **9am on Friday 11 December 2026** and join a team dedicated to driving excellence across Nexus.

Right to Work

As part of our pre-employment checks, all applicants will be required to provide evidence of their right to work in the UK.

Employment cannot commence until right to work has been successfully verified. If you are unable to provide valid documentation, we will be unable to progress your application or continue your employment with Nexus.

This also applies where an existing employee's permission to work in the UK is due to expire and sponsorship is not available or cannot be provided.

Application Accuracy and Use of AI

We ask that all information provided as part of your application is accurate, truthful and reflects your own skills, knowledge, qualifications and experience.

You may use artificial intelligence (AI) tools to help prepare your application. However, any content submitted must genuinely represent your own experience and capabilities. Presenting AI-generated content, or the work, experience or ideas of others, as your own may be considered plagiarism.

Any application found to contain misleading, inaccurate or misrepresented information may be withdrawn from the recruitment process.