

Eastern Commercial Directorate – *Join the Future of Rail*

At Network Rail Eastern Region we're growing our Commercial & Procurement teams — and we're looking for talent at *every* level. Whether you're just starting out or bringing years of experience, there's a place for you here.

This candidate pack will give you an insight into what that means, and why so many people are passionate about working here.

Our purpose is to connect people and goods with where they need to be.

Our vision is for a simpler, better, greener railway.

Discover your new career

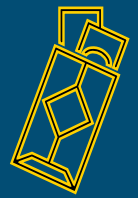
This pack brings to life what a career in Network Rail is like. There are five key sections which this pack will cover including messages from members of our great team. At the end you will also find information on the application process and additional resources are available on the Network Rail careers website.



1. Welcome to C&P



2. Application Process



3.Pay & Benefits



4. Your Learning & Development



5. About Our People



What does Eastern do?



The Eastern Region is made up of four routes: *Anglia, East Coast, East Midlands, North & East*

The region stretches from the Scottish borders along the entire east coast of England, covering the North East, Yorkshire, Lincolnshire, the East Midlands, Bedfordshire, Cambridgeshire, Essex, Norfolk and Suffolk as well as parts of Greater London.

The region is incredibly busy, operating some of the busiest and most congested rail lines in the country with 16 train operators transporting large number of commuters to and from busy cities.

Eastern Region in numbers

- 6042 miles of track
- 7500 passenger services every day
- 1,057,462 tonnes of freight moved each week
- 3 Managed Stations (London King's Cross, London Liverpool Street and Leeds)
- 9500 people working in the Region

What is the role of Commercial & Procurement in Eastern ?

Commercial and Procurement at Network Rail is aligned around five core service offerings:

- **Procurement: Sourcing and purchasing goods and services.**
- **Contract Management:** Overseeing supplier agreements and performance.
- **Commercial Strategy:** Optimising procurement processes and planning.
- **Supplier Relationship Management:** Building strong supplier partnerships.
- **Compliance and Regulation:** Ensuring adherence to laws and policies.

There are six commercial and procurement teams across Network Rail comprising the 5 Regions and Route Services . This arises from a devolved business model introduced in 2019 as part of the Putting Passengers First delivery strategy . The six teams work as a commercial community of practice to deliver the best possible solutions and optimise the efficiencies of drawing on expertise and lessons learnt.

In essence, the commercial and procurement function aims to achieve value for money, efficiency, and compliance in acquiring goods and services.

"This is a unique moment to be part of something significant. As we prepare for the exciting transition to Great British Railways, Network Rail is at the forefront of bringing track and train together, shaping the future of national infrastructure and how millions of people experience rail travel.

In Eastern region we deliver major capital projects, many worth over £100m, from complex civil engineering to transformative rail upgrades. To achieve this, we need to further support our Commercial team of talented, forward-thinking individuals who bring expertise, leadership, and vision to our procurement and supply chain commercial function. If you are a Senior or Commercial Manager, Contract Manager, Procurement Manager or Analyst we want to hear from you – regardless of what stage you are at in your career.

Our department is more than a workplace, it's a collaborative, supportive, and ambitious community. We're passionate about nurturing talent, encouraging new ideas, and giving our people the opportunity to grow and make a lasting impact. Here, you'll find the scale of challenge to stretch your skills, and the culture to help you thrive and bring your whole self to work.

If you're ready to play a pivotal role in shaping the future of Britain's railways while advancing your career in a high-profile, high-impact environment, we'd love to hear from you"

Jane Newberry, Commercial Director, Eastern Region

Modern Working Environments

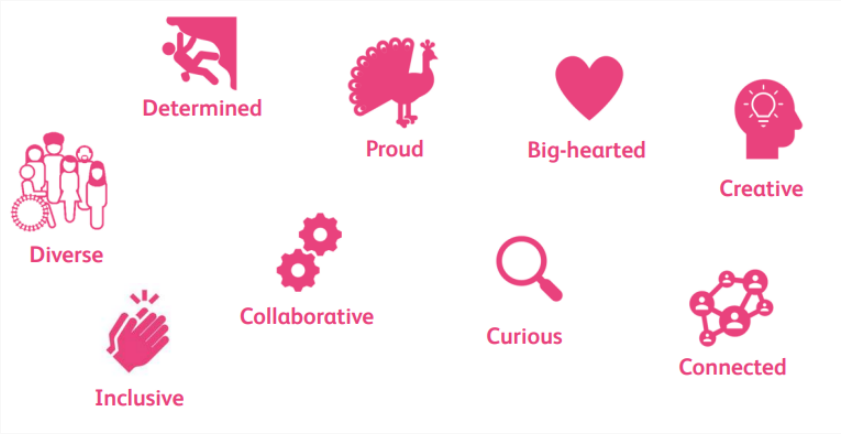
C&P Practitioners are provided with modern technology platforms to support the delivery of their roles and meet the needs of their clients and stakeholders. All employees are provided with training and support in developing and sustaining their IT skills and employees are encouraged to share their ideas on how improvements and investments can be made.





The Commercial & Procurement Culture

A listening exercise in Commercial and Procurement across Network Rail identified common words to convey what it feels like to work in a commercial and procurement role and the type of personal traits that are valued. This is key to what makes our Network Rail culture special and reflects who each of us is and how we embed this into everything that we do.



Useful background reading for C&P practitioners

The Utilities Contract Regulations 2016	Link
The Procurement Act 2023	Link
Network Rail Supply Chain Portal	Link
Managing Public Money	Link
The Consultancy Playbook	Link
The Sourcing Playbook	Link
The Construction Playbook	Link



We are regulated by **public procurement regulations** such as the Utilities Contract Regulations 2016 & Procurement Act 2023



There are approximately 160 posts in the North West & Central Region and approximately 800 commercial and procurement professionals across the entire Network Rail organisation



Spend with our railway partners accounts for circa **80% of our total funding envelope.**

Introducing Our Musts



To achieve: One team where everyone plays their part.

We must: Train, develop and support our people to work respectfully as one team.



To achieve: A cleaner, greener railway fit for the future.

We must: Deliver a rail network that supports the economy, is kind to the environment, and makes our communities great places to live.



To achieve: A value for money railway.

We must: Improve how we do things to save public money each year.



To achieve: Everyone home safe everyday and fit for the future.

We must: Manage risks to protect the safety, health & wellbeing of our people, passengers and the public, not have life changing injuries (mental or physical) and maintain the integrity of the infrastructure.



To achieve: A value for money railway.

We must: Improve how we do things to save public money each year.

Application Process

Application process

There are several, but simple, stages in the application process and we promise to be fair, consistent and diverse throughout your recruitment journey with us!



Application
Apply online **here** or through discussion with your contact if you have been approached by one of our approved recruitment agencies.



Interviews and Assessment Centres
Interviews will be face-to-face or virtual via MS Teams and is up to the hiring managers discretion. They can last up to an hour and a half. There will be plenty of time for you to ask questions.



Outcome
If you're successful after an interview, we will contact you with further details including salary, benefits and anything else as part of your offer.



Pre-Employment Checks
All offers of employment are conditional upon satisfactory completion of vetting such as right to work and identity check, employment references and a drugs and alcohol test.

Support during the Application process



Requesting Reasonable Adjustments
Not sure how or what to ask? If you need further guidance on what reasonable adjustments you could ask for and how to ask, visit the Advice and Support Page on Scope



Disability Confidence
Network Rail is a Disability Confident Leader, and we'll try our best to adapt the process and offer a reasonable alternative to help support people with disabilities access, apply and interview for roles. You can visit Evenbreak's Career Hive for advice on accessibility support if you're unsure of the options available.



Application & Interview Support
We are working in conjunction with the Cultural Fusion team. This is our employee network for racial diversity, aimed to help create an organisation that fully embraces diversity and equality in which everyone feels valued and feels the opportunity to excel without limitations. If you would like to have a chat with the team to support or enhance your application or interview, please contact Cultural Fusion CulturalFusion@networkrail.co.uk, where someone will contact you to see how they can help.

Pay & Benefits

Financial benefits

The reward package includes all the financial benefits you may expect and some added extras such as the enhanced leave program. Full details will be provided as part of your formal offer.



Competitive salary
We continually review our salary ranges to make sure they are in line with the market



Bonus scheme (where applicable)
We have an annual bonus scheme or performance-related pay scheme



A choice of pension schemes for new starters
Defined contribution with employer contributions up to 7 % or an average salary scheme that has the option of becoming a final salary pension scheme after 5 years of employment. You may also be eligible to join the final salary scheme immediately if you are already a member of the Railways Pension Scheme – see Network Rail Pensions website



Annual Leave
Generous annual leave entitlement of 28 days, rising to 30 days after 10 years' service.



Private medical cover
This is currently provided by AXA Health with the option to buy additional cover (as applicable) for family members or take a cash alternative



Season ticket & subsidy loan
This is handy for those who travel to work by rail. We can loan you the cost of an annual season ticket with a subsidy for up to 75 % of the cost



Enhanced leave
We provide paid entitlements for sickness, maternity, paternity and adoption leave in addition to carer/volunteer leave and ability to buy, sell or bank annual leave

Other benefits

Once you've joined Network Rail you will have access to a wide variety of benefits and discounts which can be accessed anytime via a dedicated benefits website. Some of these are via salary sacrifice*

Find out more at - Life at Network Rail - Network Rail



Discounts and shopping
Whether you're shopping for essentials or treating yourself to a luxury item, you get access to discounts at 100's of the top UK brands including O2, John Lewis, AirBnB and Sainsburys.



Cycle-to-Work scheme
If you prefer to cycle to work, then a tax-free bike and accessory loans scheme is available.



Employee assistance programme
Life is full of ups and downs and things can get tough for all of us sometimes. We offer a free, confidential service to get professional support and advice on a range of issues. It's there if you need it.



Leisure travel scheme
Want to travel by train on your days off? You are entitled to 75 % discretionary discounted leisure travel. This benefit can also be used by your immediate family members.



Eye Care Benefit
Network Rail has teamed up with EyecarePlans to provide you with a VDU EyecarePlan Voucher every two years, with vouchers entitling you to eye tests and contribution towards eye wear.



Gympass
Love keeping fit? Gympass is a flexible all-in-one subscription for discounted access to gyms, studios and wellbeing apps (six different plans available)



Don't forget that some of these may be taxable benefits that will appear on your P11D each year.

Your Learning & Development

Training & Development

At Network Rail, we believe everyone is a source of talent. Our aim is to help you realise your career aspirations and reach your potential. To support this, we provide a range of career development opportunities that have been designed to equip you with the knowledge, understanding and resources that will help you work towards your next career goal.

We want to empower everyone in Network Rail to take ownership of their careers, realise their potential and take meaningful steps to achieve their goals. **Empowering Talent** has been designed to connect you with opportunities and raise your profile across Network Rail.

The Rail Industry Talent Exchange Programme (RITE) is a programme designed to facilitate cross industry secondments both in and out of Network Rail, supporting personal development, inspiring collaboration and developing capability to inform a modern railway.

Launch yourself into leadership and become one of our **future leaders** or challenge and stretch your thinking and develop your existing leadership skills. There's a programme available for everyone.

Work in partnership with one of our coaches and receive one-to-one **coaching and mentoring** to develop your skills, thinking and understanding.

Network Rail will provide financial support to permanent employees pursuing **educational and professional qualifications** where there is; a sound business case, it directly links to their **Personal Development Plan (PDP),** there is clear organisational benefit, and where sufficient funding is available to support the candidate.

About Our People

Our values

Values bind us together as an organisation. They remind us of what we collectively believe to be important. Ultimately, we want values to guide how we act and the decisions we make. Our values focus our people on how to operate in relation to customers on a day-to-day basis.

Empowered to ACT



We're empowered to do the right thing for those who use the rail network. It is about removing barriers and ensuring that we have what we need to be able to act, when and where it's required.

Care about People



Respect, kindness and empathy are all part of treating others the way we wish to be treated. It is simply about asking ourselves 'how can we better care for the passengers that we serve every day?'

Always Safe



Safety is not negotiable. With clear accountabilities, we must challenge ourselves and our colleagues every time we witness unsafe behaviour

Teamwork is Key



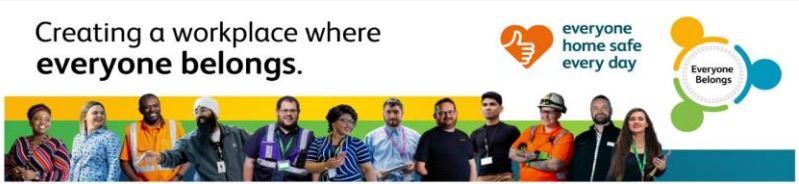
It's about mutual support, no matter what. We pull together as one rail industry, with the needs of passengers and freight users at the heart of what we do.

Diversity & Inclusion

We are dedicated to creating an inclusive environment for our people. We want our employees to reflect the diverse nature of the communities that we serve We welcome different and fresh ways of thinking and encourage a culture where people feel empowered to act.

We have over 2500 diversity and inclusion champions who act as local agents on behalf of the business These colleagues role model inclusive behaviour, sign post colleagues to help design and ensure availability of the right resources They challenge us to do better, identify where behaviours could be improved and drive us to be more ambitious.

Network Rail believe that people should be able to bring their best selves to work supported by inclusive behaviours, flexible working practices and technology that focuses on what you deliver not where you deliver it. We are creating a workplace where everyone belongs.



We ask our **Equity Diversity and Inclusion Champions** to do **three things**:



Equity, Diversity & Inclusion – Our eight employee networks

We have eight employee networks that contribute towards us being a more open, inclusive and diverse organisation. They help us to understand our differences and similarities and improve communication around the business. They also provide support to individuals and teams and offer fresh opportunities to be involved as part of Network Rail.



Everyone belongs is our diversity strategy. Our aim is to be an open, diverse and inclusive organisation that is better at reflecting the communities that we serve.

We are really pleased with the progress we are making and have won a number of awards along the way… here's a list of our awards from the last couple of years.