**Programme Director (St Pancras Enhancement Programme)**

**London St Pancras Highspeed**

**Job Details**

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| **Job Title** | Programme Director |
| **Location** | Central London |
| **Contract Type** | Full-Time, Permanent |
| **Reporting to** | Chief Operating Officer |
| **Salary** | Competitive |

**About LSPH**

London St Pancras Highspeed (LSPH) is the gateway to High Speed 1 (HS1), the UK’s first high-speed rail line connecting London to the Channel Tunnel. As the international hub for rail transport at St Pancras International, LSPH supports cross-border connectivity, providing an exceptional passenger experience and facilitating efficient railway operations.

**Role Overview**

The Programme Director will lead the successful delivery of the St Pancras Enhancement Project (StEP), a high-profile infrastructure and operational upgrade programme at one of the UK’s most iconic transport hubs. The role is responsible for ensuring the strategic planning, governance, coordination, and execution of the programme, aligning with business objectives and stakeholder expectations.

**Key Accountabilities and Responsibilities**

* Provide strategic leadership and direction for the St Pancras Enhancement Programme, ensuring it is delivered on time, within budget, and to agreed quality and safety standards.
* Build and maintain strong relationships with internal and external stakeholders, including government bodies, transport operators (e.g., HS1, Network Rail, Eurostar, Border Authorities, Government and Heritage stakeholders), local authorities, and commercial partners.
* Establish and maintain robust programme governance structures. Ensure compliance with relevant regulatory, legal, health and safety, and environmental standards.
* Oversee programme budgets and funding streams, managing costs, forecasts, procurement, and financial reporting in line with corporate and statutory requirements.
* Identify, assess, and mitigate programme-level risks, ensuring contingency plans are in place and effective.
* Lead a multi-disciplinary programme team, fostering a high-performance culture and ensuring staff are motivated, developed, and effectively managed.
* Provide regular updates and reporting to the Executive Board and Programme Sponsors. Prepare and present key documentation including business cases, investment appraisals, and progress reports.
* Champion sustainability, accessibility, and innovation in project design and delivery, aligning with broader city and transport network goals.

**Skills and Competencies**

* Outstanding leadership and interpersonal skills, with the ability to influence and inspire a wide range of stakeholders.
* Exceptional programme and project management capabilities, including planning, scheduling, and resource allocation.
* Strong commercial acumen with experience managing complex budgets and procurement processes.
* Excellent communication and presentation skills, both written and verbal.
* Ability to make strategic decisions under pressure and manage competing priorities effectively.
* Demonstrated understanding of delivering projects in live operational railway or transport environments.

**Experience and Knowledge**

* Proven track record of leading major infrastructure or capital programmes (£100m+) within rail, transport, or similarly complex regulated industries.
* Extensive experience working with public sector stakeholders, government agencies, and transport operators.
* Knowledge of the UK rail industry, transport policy, and infrastructure investment processes.
* Experience with contract management, NEC or similar standard forms, and working with multidisciplinary consultancy and delivery partners.
* Demonstrated success in managing change and delivering enhancements in operational environments.

**Qualifications**

* Degree qualified in Engineering, Project Management, Construction, Transport, or a related field.
* Recognised project/programme management certification (e.g. MSP, APM, PRINCE2, PMI).
* Chartered status with a relevant professional body (e.g. ICE, RICS, APM) is desirable.
* Health and safety qualification (e.g. IOSH, NEBOSH) is advantageous.

**What We Offer**

* Competitive Salary
* Bonus eligibility – 17.5%
* 28 days annual leave + bank holidays
* Attractive pension scheme with up to 12% employer contribution
* Life Assurance – 5 x salary
* BUPA cover and Health Shield (up to family cover)
* Additional benefits include EV Scheme, Cycle to Work
* Opportunity to lead a high-profile international rail project that will unlock competition on high-speed journeys from the UK to Europe;
* Collaborative work environment with industry-leading partners.
* Ongoing professional development opportunities.

**To Apply**

Please submit your CV and cover letter to recruitment@stpancras-highspeed.com

**Equal Opportunities**

London St Pancras Highspeed is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.