

Job title	Fitter/Machinist Large Machine Operative
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Pay /Grading:		Dependent upon experience
		38 hours per week, full time
Company Benefits:	Free travel on East Lancashire Light Railway services Rail Staff Travel Scheme, which allows travel on UK National Network for 25% off the normal fare (available after 6 months in role) Company pension scheme Group Life Insurance inc death in service benefit Employee Assistance Programme BUPA Healthy Minds Help@Hand inc access to 24/7 remote GP appointments	
Reporting to:	MPD Manager	
Supporting	Head of T&RS	
Business:	Engineering	
Department:	Traction and Rolling Stock	

Job Purpose:

Support the General Manager on behalf of the board of directors to facilitate maintenance and repair/overhaul of the ELR's vehicle fleet in accordance with the needs of the railway, this will also include revenue generating activities incorporating third party work.

Main accountabilities:

The post holder will perform a variety of functions, main accountabilities are detailed below but this list is not exhaustive.

- To operate the large machine tools in the workshop, including the wheel lathe and vertical borer as required.
- To operate smaller machine tools as required.
- To assist in the maintenance and rebuilding of locomotives.
- To carry out precision machining work to specified tolerances, ensuring all finished components meet standards.
- To provide training and assistance to other members of staff to increase the skills of the entire staff.
- Assist in all matters regarding safety in the Locomotive Works i.e. Risk Assessments, Method Statements etc.
- Provide expertise and experience where needed on all aspects of locomotive restoration and maintenance.
- Support the planning and scheduling of machining work to optimize workshop productivity.

Author: Harry Billmore – Date: August 2025

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General Manager: 

- Ensure accurate completion of job cards, maintenance records, and other documentation to maintain traceability and compliance.

Responsibilities

- Machining wheelsets, tyres, journals and boss faces on contract work and internal work.
- Machining axleboxes, eccentrics and anything else required by the company.
- Inspect and measure completed work using appropriate tools and gauges, ensuring compliance with engineering drawings.
- To identify and arrange servicing of equipment as and when needed.
- To ensure that any engineering decision that may affect safety must be risk assessed, and control measures applied, where necessary seek advice from engineering department managers.
- Help train other members of the team.
- To aid and support the departmental head in achieving departmental targets, ensuring the department is working to relevant policies laid down.
- Work collaboratively with other engineering teams, contractors, and external suppliers to deliver projects on time and within budget.
- Participate in continuous improvement initiatives to enhance workshop safety, efficiency, and output.

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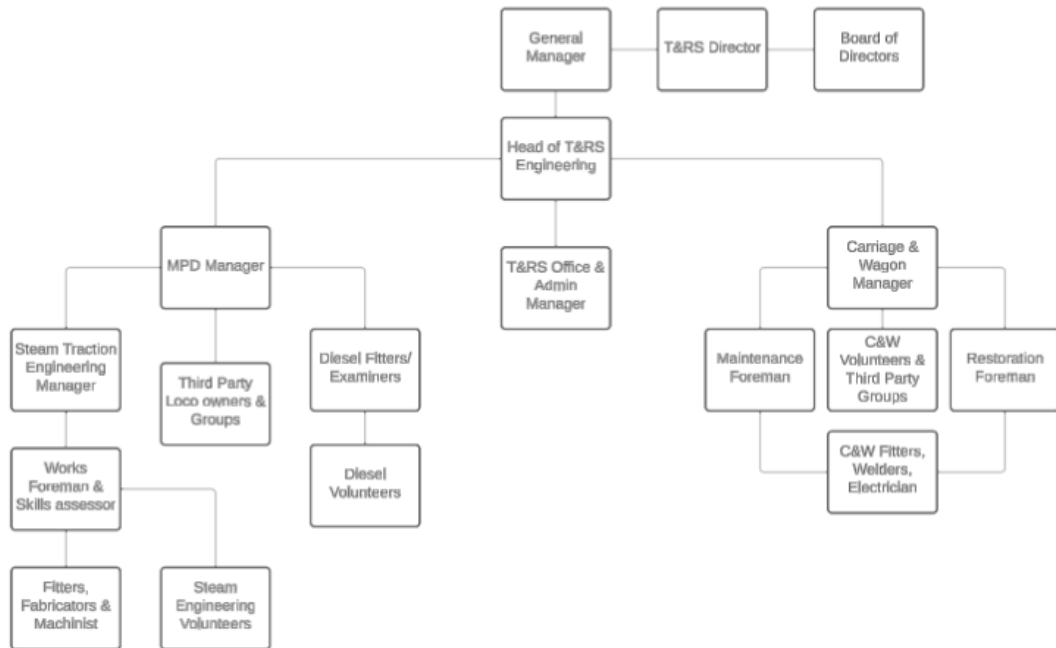
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General Manager:



Organisational Position:

Traction & Rolling Stock Department Organisational Chart



Role of the Department:

To facilitate Safe operation of railway vehicles that operate on ELR Infrastructure, this includes general maintenance, repair and overhaul.

Location:

Locomotive Works @ Baron Street

Direct reports:

I. None

General:

- Perform other duties as may be reasonably required by the General Manager.
- Adopt a safe working attitude and acquire a full knowledge of, and compliance with, relevant parts of the Rule Book, Safety Management System, Emergency Procedures and other company and departmental procedures.
- Take reasonable care for the Health, Safety and Welfare of yourself and of other persons who may be affected by your acts or omissions.

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General Manager: 

- Do not intentionally or recklessly interfere with or misuse anything provided in the interests of Health, Safety or Welfare.
- Ensure compliance with all relevant legislation, including the Health & Safety at Work etc. Act 1974, the Railways and Other Guided Transport Systems (Safety) Regulations 2006 and the Disability Discrimination Act 1995 so far as they apply to you and/or those you are responsible for.
- Wear and maintain all required PPE and ensure that workshop areas are kept clean and free from hazards.
- Report any incidents, near-misses, or equipment defects immediately in accordance with company reporting procedures.

Key experience and qualifications required:

This section outlines the criteria that are required of the post holder

Person Specification

Personal and Physical

Aged at least 18 years. Meets ELR medical requirements for the engineering section.

Education and experience

Educated to at least GCSE standard and must be literate and numerate

Must be time served with at least 10 years' experience of engineering and machining large components.

Preferably in the Heritage Rail Sector.

Must have experience operating wheel lathes and vertical borers.

Must have good Communication Skills.

Experience in interpreting engineering drawings and technical specifications.

Ability to work independently and as part of a team in a safety-critical environment.

Physical Requirements

Ability to stand and walk for extended periods (e.g., site inspections, workshop duties).

Ability to climb steps, ladders, and access equipment at height.

Ability to bend, kneel, and crouch when working in confined spaces or under equipment.

Ability to ascend/descend gradients, trackside areas, and uneven ground safely.

Strength & Handling

Ability to lift, carry, push, and pull items up to a defined safe weight limit (commonly 20–25 kg unaided, with lifting aids provided for heavier loads).

Capability to use hand tools, power tools, and operate equipment requiring grip strength and dexterity.

Ability to handle components, materials, or equipment safely in accordance with manual handling procedures.

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General Manager: 

Vision & Hearing

Good visual acuity (with corrective lenses if required) sufficient to read instruments, drawings, and safety notices.

Colour vision adequate for interpreting wiring, signals, or safety-critical equipment (where relevant).

Sufficient hearing (with aids if required) to detect alarms, warning signals, and verbal instructions in noisy environments.

☐ **Environmental Tolerance**

Ability to work outdoors in varying weather conditions (heat, cold, rain, etc.).

Willingness to work in noisy, dusty, or oily environments with appropriate PPE.

Tolerance of shift patterns, weekends, and extended working hours when required.

☐ **Coordination & Dexterity**

Good hand–eye coordination for precision engineering tasks.

Manual dexterity to assemble, adjust, and repair small or intricate components.

☐ **Safety & Fitness**

Ability to maintain balance and stability when working at height or near moving equipment.

Fitness level appropriate for safety-critical working environments .

Experience in

- *Welding and Fabrication experience would be advantageous*