

# Candidate Information

Head of Transport Delivery

Summer 2025



*Welcome from David Ayton-Hill, Director of Transport & Economy*

Thank you for your interest in our Head of Transport Delivery role, which is based within the Council's Communities Directorate. This is a challenging but rewarding role, having responsibility for provision of safe and effective public transport operations, delivering our home to school transport offer, and managing our county fleet maintenance service.

We have done a lot of work on our transformation and improvement plan for home to school transport, in recognition that this is both a vital but challenging service for local government. This is an exciting time to join, helping to spearhead several new initiatives and to be engaged in national networks looking at how these services are best delivered in a sustainable way going forward.

Working closely with the Enhanced Bus Partnership and our Transport Planning Team, you'll strive to improve the attractiveness, effectiveness and efficiency of bus transport in the county, maximising the impact of our Bus Service Improvement Plan funding and helping to grow bus patronage in Warwickshire.

We're looking for a strong and inspiring leader who can develop and maintain high performing teams, and shape and direct the work of the service to deliver our priority outcomes.

A key part of your role will be managing contracts with third party providers to achieve best value for the Council, and effectively commissioning delivery of transport operations, ensuring achievement of aims and objectives within agreed budgets and timescales. As such, commercial acumen is essential.

If this sounds like you, I hope you decide to apply, and I look forward to meeting you.

# Welcome to Warwickshire County Council

Warwickshire County Council is an award-winning local government organisation at the heart of democracy.

As a local authority committed to excellence, we have a wide range of roles. Whether this is providing specialist care and support to the most vulnerable in our communities, or championing Warwickshire as a choice for business through to our work to promote economic growth and innovation.

Warwickshire is famous the world over as Shakespeare's county — but that's only half the story. We're also vibrant and modern. One of the fastest growing commercial regions in the UK; we're home to many leading companies and developing exciting opportunities for everyone who lives and works here.

We pride ourselves on being an innovative employer who likes to encourage new ways of working.



# The Head of Transport Delivery Role

Salary: £78,509 - £86,554 per annum.

We have a unique opportunity for you to shape, influence and create a better future for Warwickshire – as the Head of Transport Delivery at Warwickshire County Council you can take a lead role in delivering a safe and effective transport operations network for our residents, businesses, and visitors to the county. You'll have direct operational responsibility for Council-funded transport services, home to school transport, county fleet maintenance and the Council's concessionary travel scheme. This is a great time to join us...

Warwickshire is an attractive and prosperous county, with a dynamic economy and a growing population. As an inclusive, innovative, and financially sound County Council, you will join a strong leadership team, focused on delivering the best outcomes for our residents and businesses. Warwickshire has recently secured a County Devolution Deal, further strengthening our ability to deliver, and demonstrating a strong relationship with government. Warwickshire has also secured significant government funding via Bus Service Improvement Plan funding and the Local Transport Grant to help further strengthen our delivery.



# Key responsibilities / what we're looking for



As a strong and inspiring leader, you will have the ability to develop and maintain high performing teams and shape and direct the work of your service to deliver our priority outcomes. You will have direct operational responsibility for a range of service areas including transport operations; home to school transport; and county fleet maintenance, alongside management of an annual budget of over £50m.

As Head of Transport Delivery, you will lead several teams and work in close partnership with a range of services across the Council. Through an understanding of the inter-connectivity of your work across the Council, you will strive to work collaboratively with other services to support the wider delivery of Warwickshire County Council's objectives.

You will lead on, or significantly drive, relevant project and programme boards relating to key transport delivery projects and activities, and develop and maintain strong relationships with other teams, partners, and stakeholders – particularly with our Enhanced Bus Partnership. The service holds a range of contracts with transport service providers, and strong commercial acumen and a focus on delivery will be key to achieving success and value for money for our residents.

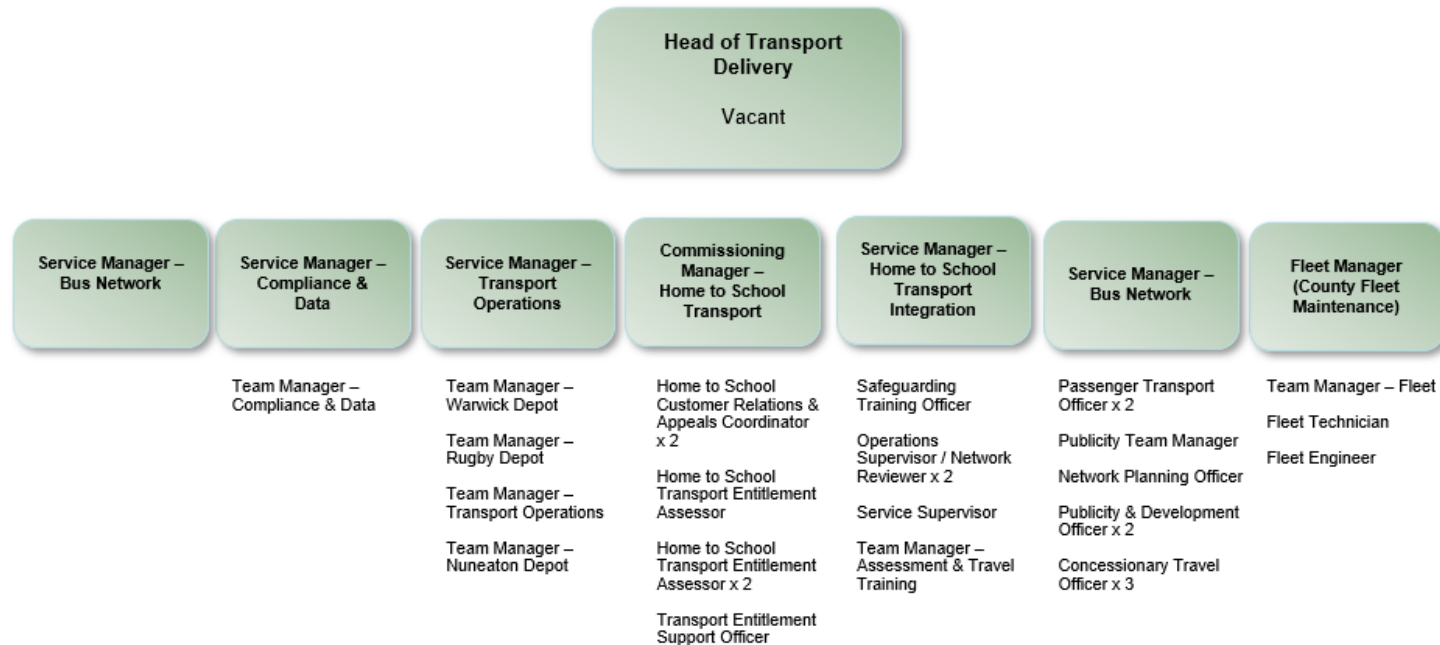
As we develop a more strategic approach to fleet management across the Council and look to reduce our carbon footprint, an understanding of managing our fleet through a life-cycle approach will be beneficial.

# The Transport & Economy Leadership Structure



# The Transport Delivery Team

The Transport Delivery Team is the County Council's operational transport team. The Transport Delivery Team aims to deliver non-commercially viable bus routes within a limited budget. The service also arranges the network of buses and taxis and procures providers for all mainstream and Special Education Needs and Disabilities (SEND) home to school transport routes. County Fleet Maintenance (CFM) is the Council's in-house fleet management provider and the team of mechanics who keep the County Council's vehicles on the road.





# How to apply

Please apply by submitting your CV and supporting statement on our jobs portal at:

[www.warwickshire.gov.uk/jobs](http://www.warwickshire.gov.uk/jobs)

Interview details:

- **Closing date for completed applications:**  
Sunday 20th July 2025 (midnight)
- **Shortlisting:**  
planned for week commencing 21<sup>st</sup> July 2025
- **Optional confidential conversation for shortlisted candidates with the Director of Transport & Economy:**  
planned for Friday 25<sup>th</sup> July 2025 (pm)
- **Assessment day (including stakeholder panel and formal interview):**  
Tuesday 29<sup>th</sup> July 2025 in Warwick

[For further information, please see the job description and person specification.](#)

For any questions, additional information about the role or the application process please email David Ayton-Hill, Director of Transport & Economy: [davidayton-hill@warwickshire.gov.uk](mailto:davidayton-hill@warwickshire.gov.uk).

# Benefits

This position is full time, with agile working offered. The role's primary base is Hawkes Point just outside of Warwick with regular travel to our main office base at Shire Hall in Warwick town centre.

We also have a great employee benefits package which you can take advantage of, including:

- ✓ LGPS (Local Government Pension Scheme)
- ✓ Generous holiday allowance
- ✓ Ability to buy additional annual leave
- ✓ Car lease scheme
- ✓ Shared cost AVC pension scheme
- ✓ Health cash plan
- ✓ Cycle to work scheme
- ✓ Free staff parking at our Hawkes Point and Warwick offices
- ✓ Employee lifestyle discounts scheme
- ✓ Discounted local gym memberships
- ✓ Health and wellbeing support
- ✓ Multiple staff networks
- ✓ Enhanced family friendly policies

