



## Tim McCarthy

People Development Manager

### Learning and Development Manager

South Eastern Railway

### Workforce Development Manager

Barking and Dagenham Local  
Authority

### Career Journey

Tim began his career in learning and development and human resources and worked for 9 years in managerial positions in local government and other sectors before making a move to railway operations in 2008.

Tim's first role in railway operations was at South Eastern Railway as HR Development Manager/ Learning and Development Manager. He was drawn to the role because of the challenge of managing the entire training for all staff for the first UK domestic high speed train service. In this role, Tim led the L&D team and established two learning and development centres.

Tim currently holds a unique position by working directly for the joint Network Operations Director for both GTR and Network Rail.

### Getting On in Operations

Tim is passionate about continued professional development and would encourage others to keep developing too - whether it be to progress to the next position or to maximize potential in a current role.

His advice to operators who want to progress is to shadow someone in a different role that interests you.

Connect with professional institutions relevant to your role. Develop your non-technical skills as well as your technical skills.

### Creating a Career in Operations

To create a career in Operations, Tim says to take up an opportunity for learning as soon as you can. Attend tours (including virtual) and open days. Look into companies that have good onboarding programmes to give you a foundation of knowledge about the industry and an insight into the opportunities that are available.

Don't worry if you don't have any formal qualifications. Consider an apprenticeship, which allows you to learn as you work and are available at many levels.

***“Working in a Rail Operating Centre is a good place to get a grounding to develop a career in all areas of operations.”***