



Appointment of Group Asset Programme Management Director

July 2025 Ref Code SBVEA

Contents

- 1 An introduction
- 2 The Role
- 3 Responsibilities
- 4 Person Specification
- 5 Terms of Appointment
- 6 How to Apply

**Leading multi-modal
transport operator**

Driving positive impact for our stakeholders



Regulators and partners

Enable strong mobility systems together



Employees

Grow alongside the organisation



Drivers

Supported by sustainable fares and income



Investors

Realise sustainable value



Communities and commuters

Always experience safe, reliable journeys



Environment

Advance green energy transition

Our Values



We **collaborate** to succeed.

As one team, and with valued partners.



We are **driven**.

Continuously innovate to drive positive impact.



We invest in **growth**.

Strengthening our businesses and people.

An Introduction

ComfortDelGro UK & Ireland

ComfortDelGro is a leading multi-modal transport operator offering a comprehensive suite of transportation solutions. With operations across 13 countries, we provide public transport including buses and rail, point-to-point transport with taxis and private hire cars as well as business-to-business mobility solutions, providing safe and reliable journeys for millions daily.

Guided by our purpose, '**Mobility for a better future**', we are committed to driving positive impact and shaping a sustainable future in mobility for all our stakeholders.

From our headquarters in Singapore, our extensive network spans across the, UK, Australia, New Zealand, China, Ireland, Sweden, France, Malaysia, Spain, Portugal, Greece and the Netherlands. UK & Ireland is one of our biggest markets, where we have bus, coach and point-to-point mobility services.

At ComfortDelGro, we go beyond transporting people. We are committed to driving positive impact for a better future through:

- Providing innovative mobility solutions for safe and reliable journeys
- Building a more resilient and sustainable organisation.

Our purpose drives our efforts to reimagine mobility as a catalyst for positive impact as we accelerate our growth and navigate new horizons. It reflects our commitment to addressing the changing needs of our stakeholders as a global multi-modal transport leader.



Our businesses in the UK & Ireland



Metroline
a comfortdelgro company

Metroline Manchester
a comfortdelgro company

●●● **Adventure**travel

Scottish
citylink
Connecting Scotland

Irish
citylink


Falcon
COACHWORKS & ENGINEERING SERVICES

megabus
making travel simple

 **westbus**
LONDON



ADDISON LEE

CITY
FLEET
NETWORKS



cmac.



Metroline London

Our operations in the UK and Ireland include Metroline London, the second largest bus operator in London, holding a 17.3% market share and operating 103 routes for Transport for London. One of the most experienced and innovative bus operators, it carries over one million passengers daily with a fleet of 1,405 buses. More than 700 of these are hybrid models featuring the highest available environmental standards, alongside 252 all-electric buses and 20 hydrogen-powered buses that have been in service since 2021. Metroline London employs over 4,700 people, including 3,800 drivers and 180 engineers. We have 14 garages across North and West London and a purpose-built engineering facility: Central Engineering and Logistics Facility (CELF).

Metroline Manchester

In early 2025, we expanded into Manchester by acquiring four depots from other bus operators. Metroline Manchester began operating at that time and now serves over one million passengers each week. The Manchester fleet comprises over 450 Bee Network buses. We also operate Manchester's first fully electric bus depot, which houses 83 electric buses.



Across the UK & Ireland

Our services span an extensive bus and coach network across Wales, Scotland, and Ireland. These include Scottish Citylink, Megabus, and Irish Citylink. In London, our coach operations feature Westbus and Falcon Coachworks, the premier refurbishment centre for the PSV industry.

Point-to-point services are delivered through Addison Lee, a leading provider of taxi and courier services; CityFleet Networks, which offers taxi and private hire cars across England and Scotland; and CMAC, a specialist in time-critical passenger transport solutions for clients such as airlines, train operators, and breakdown services.

For more information about the business, please visit our [website](#)

“As a global mobility service provider, we play an important role in steering the transition to a climate-resilient future”

Our presence in the UK & Ireland



CityFleet Networks owns and operates an ever-growing fleet of vetted and approved taxi, private hire car services throughout the UK. CityFleet brands include ComCab in Liverpool and Aberdeen, KingKab in Chester and Argyle Satellite in the Wirral.



Irish Citylink has been providing luxury inter-city coach travel in Ireland since 2003. They connect Ireland's major towns and cities around the nation by providing reliable travel.



Adventure Travel operates a fleet of 150 buses and coaches across two depots in Cardiff and Swansea.

GALWAY

REPUBLIC OF IRELAND

SCOTLAND

ABERDEEN

GLASGOW

ACCINGTON

MANCHESTER

LIVERPOOL

WALES

CARDIFF

ENGLAND

LONDON



Scottish Citylink Coaches is the leading provider of express coach services with 170 coaches in Scotland under the 'Scottish Citylink' and 'megabus.com' brands. It also operates a network of cross-border services between Scotland and major cities in England.



CMAC provides managed ground transport and accommodation solutions for businesses. The company delivers time-critical passenger transport services to clients, including airlines, train operators, corporations, and breakdown companies.



Metroline Manchester operates in Greater Manchester as part of the Bee Network. They operate more than 200 services with a fleet of over 400 buses.



Westbus Coach services provides executive coach services across the United Kingdom and mainland Europe, catering to a wide range of school, commuter, tourist, and corporate coach passengers. Westbus operates around 50 coaches out of Hounslow.



Metroline is one of London's biggest Bus companies, operating around 17% of London's scheduled bus mileage, with a fleet of nearly 1,300 buses, servicing routes in North, West and Central London.



Addison Lee is a leading London-based sustainable, quality ground transport, taxi, and courier provider, with a fleet of over 7,500 vehicles ready to meet growing demand for reliable and professional transport across the city.

The Role

ComfortDelGro is now looking to appoint a strategic leader as Group Asset Programme Management Director.

Reporting to the CEO, UK&I Bus and Coach, this is a board-facing leadership role and is responsible for safeguarding and optimising a £1 billion-plus engineering asset portfolio across the UK and Ireland Bus and Coach division.

This includes lifecycle ownership of all engineering assets, from strategic planning and acquisition through to performance optimisation, electrification, and disposal.

As a key driver of transformation, the Group Asset Programme Management Director will lead the shift towards zero-emission operations, playing a pivotal role in the electrification of depots and deployment of electric vehicles and infrastructure. Leading and influencing future business direction, lending expert technical advice to the executive team, and shaping asset strategies that align with growth, efficiency, sustainability, and long-term value creation.

The Group Asset Programme Management Director will support and drive major tenders with a focus on technical assurance and innovation.

This role demands a visionary engineering leader capable of balancing operational excellence with long term strategic foresight.



Main Responsibilities

Innovation and Sustainability

- Act as the strategic owner and guardian of the UK Bus and Coach £1b plus ZEB (Zero Emission Bus) transition investment, ensuring its long-term protection, optimisation and sustainability.
- Lead the end-to-end electrification and hydrogen transformation across the Group, including covering infrastructure upgrades, garage conversion, and full deployment of the zero emission fleet for both existing operations (including London, Manchester) and future growth.
- Direct the design, delivery, and execution of all EV related programmes, including vehicle integration, site readiness, and supporting systems across all current and tendered operations.
- Champion innovation and long-term asset sustainability, identifying opportunities to integrate smart, digital, and green technologies into our operations.
- Research Best Practice, identifying opportunities to optimise EV scheduling, power consumption, EV Battery life, EV maintenance and EV operations.

Asset Management and Engineering Excellence

- Standardise asset strategy, performance, and lifecycle planning, including engineering standards, safety, compliance and continuous improvement across the Bus & Coach division.
- Standardise robust engineering governance and regulatory compliance in line with operator licensing obligations, safety

frameworks, and industry best practice.

- Lead and inspire a high-performing engineering team across the CDG UK' Bus and Coach business instilling technical excellence, forward-thinking capability, and a strong safety culture.

Strategic Leadership

- Represent the business at a Senior level with regulators, manufacturers, infrastructure partners, and key external stakeholders.
- Play a central role in bid development and future tenders, contributing technical leadership and robust planning for electrified and decarbonised fleet solutions.
- Lead the Zero Emission Transformation team providing direction, expert guidance, and programme governance to ensure the smooth and coordinated rollout of electric bus operations across all business units.

The duties listed above are not exhaustive.



Person Specification

The ideal candidate will bring extensive and proven experience in senior strategic engineering and asset leadership roles, with a deep understanding of managing complex, high-value portfolios in operationally demanding environments. They will be strategic, commercially astute, and possess a pragmatic yet innovative mindset. This role demands a visionary engineering leader who thrives on transformation and sustainability, with the ability to shape and execute long term strategies across a diverse transport network. A strong grasp of the technical, regulatory, and commercial nuances of zero emission vehicle operations, particularly in customer-focused and brand-led transport organisations, is essential.

Key skills and competencies

- Strategic thinking: able to translate long term business goals into asset strategies that drive performance.
- Credible and confident advisor to the CEO and Board, with excellent judgement and insight into capital investment and risk.
- Proven ability to drive cultural and operational change with a focus on modernisation, net zero outcomes and continuous improvement.
- Able to work cross-functionally and collaboratively, influencing commercial, operational, and engineering leaders across the organisation.

- Exceptional verbal and written communicator, with presence, confidence, and the ability to represent the business externally.
- Strong focus on delivery, accountability, and performance measurement. Committed to achieving operational excellence and value for money.

Essential criteria

- Bachelor's degree in Engineering (Mechanical, Electric, Civil, Automotive or similar relevant discipline) and ideally a relevant post-graduate qualification.
- Chartered Engineer status (CEng) or equivalent is strongly preferred.
- Proven experience in managing high-value complex asset portfolios in transport, infrastructure or heavy industry.
- Experience in Program Management of Design, Construct, Operate & Maintain.
- Experience leading the transition to electric vehicles and depot electrification.
- Strong track record of delivering transformational change, including digital asset strategies and innovation in lifecycle management.
- Commercially astute with sound understanding of budgetary control and cost management.

Terms of Appointment

The Group Asset Programme Management Director reports to the CEO, UK&I Bus and Coach.

Location: London based, with travel across other sites in England, Wales, Ireland and Scotland.

Hours: 38 hours per week, Monday to Friday but must be flexible to work over and above these hours if deemed necessary.

Salary: Remuneration will be negotiated with the preferred candidate.

Benefits: private health care (family), generous non-contractual bonus and free travel on London bus and underground (individual).

Annual leave: 25 days.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

ComfortDelGro is an equal opportunity employer and all qualified applicants will receive consideration for employment with due regard to legal obligations for protected characteristics i.e. age, disability, marriage and civil partnership, gender reassignment, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to ComfortDelGro on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **SBVEA**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

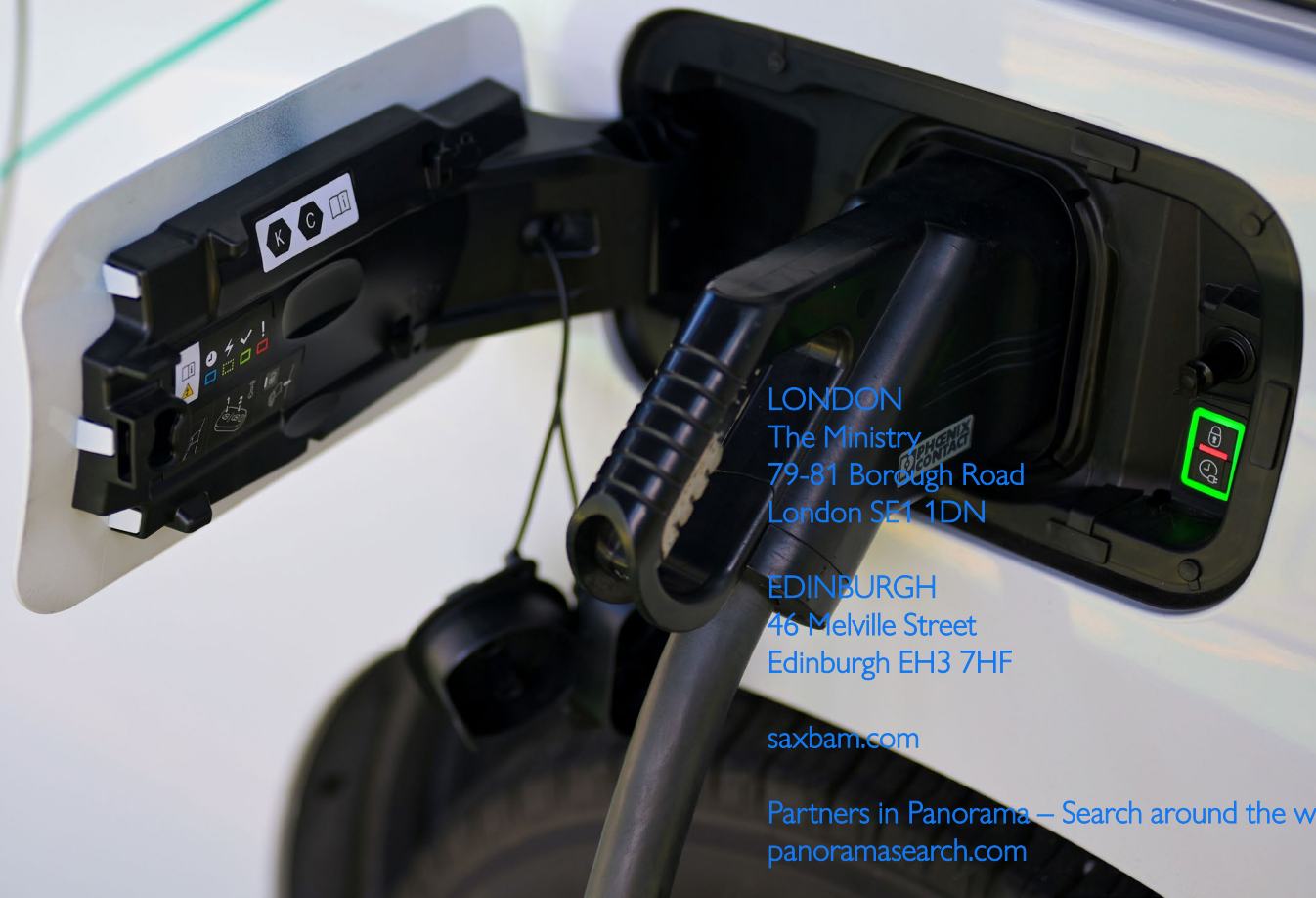
The closing date for applications is **Thursday 7 August**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

100%
ELECTRIC



LONDON
The Ministry
79-81 Borough Road
London SE1 1DN

EDINBURGH
46 Melville Street
Edinburgh EH3 7HF

saxbam.com

Partners in Panorama – Search around the world
panoramasearch.com