



YOUNG RAIL PROFESSIONALS

Young Rail Professionals - Committee Member - Terms of Reference

Primary focus

As a member of the YRP committee you will be part of a team who create and deliver initiatives to promote, inspire and develop the next generation of rail industry talent. This is done through promoting the rail industry to young people in schools, colleges and universities, and by providing professional networking & development opportunities to those who are setting out on their rail industry careers.

Main duties and Responsibilities

- Attendance of committee meetings in person or via conference call including:
 - Quarterly YRP Committee Forum meetings
 - Monthly committee meetings (executive, regional, sub-committees)
 - Working group meetings
- Supporting each other to deliver:
 - Collaborating within the YRP committee sharing your expertise wherever it is required
 - Collaborating and supporting third-parties who share YRP's values and objectives
 - Taking responsibility for actions assigned to you
 - Letting your colleagues know when work-life-committee priorities are becoming a challenge and supporting each other when times become tough
 - Providing commentary on YRP proposals to help shape new YRP initiatives
 - Trusting each other and sharing responsibility - to help individuals share in success for YRP initiatives and developing future committee leaders
 - Promote YRP events and initiatives within your personal network and organisations
- Industry promotion:
 - Actively promote the benefits of rail industry careers
 - Actively promote a positive image of the rail industry
 - Become a YRP Ambassador to promote the rail industry in schools, colleges and universities (*automatic enrolment, with opt-out*)
- Inspiring others:
 - Recommend young professionals who deserve special recognition
 - Recommending inspirational speakers to share the positive messages
- Developing others:
 - Suggesting development opportunities for YRP members
 - Identifying topics and themes on which YRP can deliver events
 - Suggesting experienced people who could become a YRP Mentor
 - Become a YRP Buddy to help young people find their way in rail industry careers (*automatic enrolment, with opt-out*)
- Building a network:
 - Encourage people to become members of YRP, a YRP Ambassador and YRP Representatives
 - Encourage people to become YRP Committee members



Main duties outside of the committee

As a rail industry professional we expect committee members to take responsibility for the future success of the industry. As a YRP committee member we expect you in your daily business to:

- Talk positively about YRP at all times
- Promote collaborative behaviours across the rail industry
- Promote shared-understanding to avoiding conflict within the rail industry
- Promote sustainable workforce planning with succession planning, sufficient recruitment, and to prioritise internal training over aggressive recruitment from competitors
- Provide advice to anyone that seeks it on appropriate opportunities within rail
- Strive to help people find appropriate opportunities to progress their careers within rail
- Challenging negative public perceptions of the rail industry
- Always act in ways that put the rail industry first and foremost, for the benefit of the UK economy, the environment, and for the safety of the public and rail industry employees.

Expected value and behaviours

- **Inclusiveness** - to not discriminate on any grounds whether that is on age, gender, race, religion, sexuality, technical discipline, profession, or transport policy views.
- **Community** – to encourage all people to be part of the rail community, working together for the benefit of the rail industry.
- **Development** – to better oneself and encourage others to do the same for the benefit of the rail industry.
- **Professionalism** – to act as a positive role model and speak with pride and positivity in the work of the rail industry and YRP
- **Integrity** – to do what is right for the rail industry, the UK, and YRP, delivering on promises and trusting each other to deliver on theirs.

Benefits of YRP Committee membership

- Gain early career experience through taking on committee responsibilities with opportunities to develop skills in: financial planning, scheduling, project management, team work, leadership, collaboration with external parties, commercial management, business and organisational management, strategic planning, tax and legal obligations
- Responsibility and recognition for delivering initiatives of benefit to the rail industry, for both yourself and your employer and its investment in young people
- Broaden understanding of the industry through working with others with wide variety of backgrounds
- Develop connections with senior industry leaders
- Provide thought leadership and influence in the rail industry

Person Specification

Should be in their first 10 years of their career in the rail industry, registered on the YRP website and have previously attended YRP events. The person should be willing to commit to a 12 month involvement with the YRP committee.