



Train Driver Opportunities

Working for Translink

Translink

Better.
Connected







Your first choice for travel, today, for tomorrow.

Translink Vision

Translink

TRAIN DRIVING OPPORTUNITIES | WORKING FOR TRANSLINK

Welcome to Translink

Foreword

Thank you for your interest in becoming a Train Driver with Translink. This is an exciting time to join a dynamic and growing company with significant opportunity to fast track your career within one of Northern Ireland's largest organisations.

Translink provides award-winning bus, coach and rail services and is recognised as an Industry leader who has continued to deliver strong performance despite challenging economic times. At present, we have over 4000 employees and are currently working on our Better Connected Strategy aimed at increasing the numbers of people choosing to travel on Public Transport in Northern Ireland.

Translink has a number of exciting projects underway that won't only change the NI landscape but ensure we meet the Climate Action Pledge to reach net zero carbon by 2040. Grand Central Station, our landmark Belfast Transport Hub, a multi-million-pound project is transforming public transport, delivering a modern, high quality, integrated transport hub for bus and train services across Northern Ireland and beyond. Furthermore, we have a new ticketing system delivering contactless transactions and new trains are planned for purchase which will play a major part in providing additional, attractive public transport that will reduce Northern Ireland's carbon footprint and improve air quality.

Translink is inviting passionate, safety-focused individuals to apply for the role of Train Driver. This is more than just a job — it's an opportunity to be part of a team that keeps Northern Ireland moving, delivering a vital public service with pride and professionalism.

As a Train Driver, you'll play a key role in ensuring our passengers enjoy safe, reliable, and comfortable journeys every day. Whether you're looking for a fresh challenge or a meaningful career change, we offer comprehensive training, excellent benefits, and the chance to make a real impact in connecting our communities.

If you're calm under pressure, committed to safety, and thrive in a structured environment, we'd love to hear from you.

May I take this opportunity to wish you all the best with your application.



Ian Campbell
Director of Service Operations

Background

History of Translink

The Northern Ireland Transport Holding Company (NITHC) is a public corporation established under the Transport Act (NI) 1967 to oversee the provision of public transport in Northern Ireland.

In 1973 Citybus (now Metro) was incorporated to take over the bus services of the Belfast Corporation Transport Department. Translink is a brand name which incorporates Citybus (branded Metro), NI Railways, and Ulsterbus, which operate scheduled bus and rail services and effectively communicates the co-ordinated nature of these services in Northern Ireland, including cross-border and cross-channel links.

The Board of the Northern Ireland Transport Holding Company is responsible to the Department for Infrastructure for the operation of its subsidiary companies, Metro, NI Railways and Ulsterbus, which deliver public transport services.

The Board is responsible for the strategic direction of the Group in accordance with the strategy set by the Department for Infrastructure. It is responsible for good corporate governance throughout the Group.

Translink provides award-winning bus, coach and rail services and is recognised as an Industry leader who has continued to deliver strong performance despite challenging economic times. At present, we have over 4500 employees and have a number of exciting projects underway that will positively contribute to the NI economy and ensure we meet our Climate Action Pledge to reach net zero carbon by 2040.



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Our Vision and Our Values

Our people make the difference and the success of Translink relies on their skills, knowledge and behaviours. All this contributes towards providing the best possible service for our customers.

The Translink Spirit is a positive expression of the way that we do things - the teamwork, the fresh ideas, the sense of responsibility, the quality, the commitment to safety, the integrity - everything that makes us a fundamental part of the Northern Ireland economy and everything that makes Translink a great place to work.

Our Translink Spirit is vital to our business and is central to who we are. We take pride in the amazing Spirit that employees show, both in their job roles and the work that people do above and beyond that, all supporting our vision of ensuring that Translink is **'Your first choice for Travel today, for tomorrow.'**

The wellbeing of our employees has always been important and over the years our wellbeing activities have grown and developed. We have a wide range of initiatives and support available to employees across all areas of the business including local Mental Health First Aiders and Wellbeing Champions. We also continue to innovate how we communicate and engage with staff, developing our employee Spirit app and online Learning Platform. As we move forward, our people and the Translink Spirit will continue to be vital to our success.

S	P	I	R	I	T
Safety	**People**	**Innovation**	**Responsibility**	**Integrity**	**Teamwork**
We put safety first by taking care of the people around us.	Our people make the difference in the service customers receive. We respect one another and have a culture based on Equality, Diversity and Inclusion.	We seek out new ideas and creative solutions to business challenges and are agile and responsive to the changing needs of our stakeholders.	We are responsible for our actions. We are good neighbours and corporate citizens in the communities where we operate.	Our actions are fair, ethical and trustworthy, underpinned by an inclusive culture.	We work together to deliver the best results. We encourage collaboration to build and nurture valuable partnerships.



About the job

As a Train Driver you will deliver a professional transport service to the general public in accordance with the company rules, regulations and manuals ensuring an excellent customer service is delivered at all times so that customers enjoy a safe, pleasant and comfortable journey.

We operate 7 days per week including public holidays therefore you can expect to work a variety of shifts.

We will provide full paid training to attain your Train Driver licence, setting you on the right track for a promising and fulfilling career with Translink.

If you:

- Are aged 20 or over (as per railway regulations)
- Possess a minimum of 9 years full time education which may include primary, secondary and further education.
- Have the right to work in the UK
- Are able to satisfy company medical standards including hearing and vision (includes normal colour vision)
- Live within 1 hour travel of depot in line with Rail Industry guidance for fatigue management. Depot will be allocated upon appointment.

We would love to hear from you!



A Role with Responsibility

Train drivers play a vital role in keeping the country moving. Every day, our customers rely on focus, judgement, and professionalism to get them to their destination safely and on time.

This is a career that offers more than just a job — it offers purpose, stability, and opportunity.

What We Look For

To thrive as a Train Driver, you'll need to demonstrate:

Attention to Detail
Maintain focus for long periods, monitor signals and instructions without error.

Safety-First Mindset
Commitment to safety and responsibility.

Calm Under Pressure
Unexpected situations may arise. You'll need to stay composed and respond effectively.

Clear Communication and Problem-solving Skills
Work closely with control centres and station staff to ensure a smooth operation.

Punctuality & Reliability
Train services depend on you. Being on time and dependable is essential.

Customer Focused
Provide a first rate service to all passengers.

Independent Working

You'll be working alone in the cab, self-motivation and discipline are key.



About the job

How to Apply and the Recruitment Process

Stage 1: How to Apply
To register your interest visit
www.translinkcareers.com

You will then be issued a link to complete an online application form.

You should keep an eye on your email inbox including spam/junk folder for updates on your application.

We are an equal opportunities employer and committed to diversity and inclusion within the workplace.

If candidates believe they may be disadvantaged at any stage of the recruitment process due to a disability, including hidden disabilities such as neurodivergent conditions, they are asked to declare this on the application form.

Reasonable adjustments will be supported throughout the recruitment process. Candidates should refer to Translink's Train Driver Recruitment Guide 2025 for further information (appendix 2).

Stage 2: Online Assessment
Shortlisted candidates will be issued a Safe Concentration and Attention test.

Stage 3: Recruitment Event
If successful with the online assessment you will be invited to attend an **in-person** recruitment event which will include a face-to-face interview.

Stage 4: Psychometric Assessment
If successful at interview you will be invited to complete a face to face psychometric assessment.

Stage 5: Waiting Lists
If successful, you will be placed on a waiting list and will be offered a position when a suitable vacancy arises, dependent on location choices.

**For further information on the recruitment process please refer to Train Driver Recruitment Guide 2025. In anticipation of a high volume of applications, Translink reserves the right to implement a random selection policy.*

Before Starting

Prior to commencing in the training academy, you will be required to complete a company medical and a number of pre-employment checks. On completion of these checks a start date will be confirmed in line with your current notice period. We will contact your referees prior to confirming your start date.

We will issue you with a trainee Train Driver contract which will outline the terms and conditions of your employment with a link to our online induction portal to complete onboarding documentation.

You should discuss any holidays you have planned with the recruitment team as holidays may not be granted during your training period.



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The Training Programme to Obtain your Train Driving Licence and Certificate

Below is a breakdown of the Train Driver Training programme with Translink. This takes approximately 10 months to complete.

Phase 1: Classroom Training
Location: Translink Training Academy, Belfast

Training begins in the classroom and includes General Professional Knowledge training, human and lifestyle factors, mental health awareness and risk mitigation techniques. Through a blend of theoretical learning and Train cab simulation you will learn the basic principles and driving techniques for safe railway operations.

Phase 2: Network Familiarisation
Phase 2 involves exploring the NI Railways network to observe railway functions and gain an understanding of station facilities, train types, and staff roles. During this stage you will also drive a passenger train in service under the close supervision of our team of Instructor Drivers.

Phase 3: Emergency & Fault-Finding Training and Theory Examinations
This stage will provide you with in-depth training on how to deal with emergency situations and how to safely operate the railway during faults and failures. You will also complete your general professional knowledge and theory exams.

Phase 4: Practical Driving Experience
During the practical driving stage you will drive a range of Trains under the supervison of our instructors to develop your train handling skills and knowledge of routes and services. Trainees must complete a minimum of 250 hours practical driving.

Phase 5: Certificate of Competence
After successfully completing the practical driving stage you will complete an initial certificate of competence. This is commonly referred to as 'passing out' and takes place over a 5 day period. You will be assessed by one of our examiners on driving, routes, rules and procedures and instructions that apply to driving.

When you have successfully obtained your certification of competence you will be allocated to a depot and will commence full driving duties.





About the job

The Training Programme to Obtain your Train Driving Licence and Certificate

Post Qualification:

On completion of the training and examination programme you will be allocated to your depot and will drive unsupervised in accordance with the depots roster pattern.

Newly qualified Drivers are assessed under the Post Qualifying Assessment (PQA). This provides additional monitoring and coaching to help increase your confidence as you encounter more infrequent events.

On successful completion of the PQA competence cycle (normally 3 years) you will be a fully experienced Train Driver.

You will become an integral member of the Railway Operations team, ensuring safe, punctual, and reliable rail travel for our passengers. As a qualified Driver, you will also play a vital role in delivering important rail projects scheduled for completion in the coming years.





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Full Time Driver Information

Duty Hours:

Average working week of 37 hours (Monday to Sunday) including Public & Bank Holidays.

Fixed rest day and roster template (subject to timetable changes).

Weekly Roster issued on a Thursday of preceding week.

Range of early, middle, or late shifts across the operational day. (Nightshift working may occasionally be required).

Annual Leave

Annual Leave entitlement is 34 days, inclusive of public holidays. Holiday year runs from 1st January to 31st December.

Holidays are allocated in 3 seasonal periods: -

January to April - 1 week

May to September – 2 consecutive weeks

October to December – 1 week

Additional days to be taken upon request and subject to coverage.



About the job

Train Drivers are located throughout Northern Ireland

Belfast Area

Bangor

Portadown

Larne Harbour

Coleraine

Derry~Londonderry

Drivers based in Belfast Depots will be required to book on and off duty at any Belfast based location, these include Adelaide, York Road, Fortwilliam, Lanyon Place, and Belfast Grand Central.

For the purposes of spare working and annual leave the rosters of Derry~Londonderry and Coleraine are linked.

Drivers may be required to cover shifts in other train driver depots as part of their rostered duty. Travelling time to / from these locations is included within the maximum working day and travelling expenses are paid or alternative transport arrangements are made where no suitable bus or rail services are available.

Pay Rates

These rates are effective from 1st April 2025.

Type	No. Weekly Hours	Timeframe	Salary
Training school	40	3 months approx.	£41,411
Route/Traction Training	40	6 months approx.	£44,172
Year 1 - 2	37	24 months	£49,694
Full time Year 3 post competence	37	24 calendar months post certificate of competence	£55,215



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Benefits when working for Translink

- Receive practical on-the-job training by our qualified Driving Instructors at our Translink Training Academy in Belfast, whilst gaining your Train Driver licence.
- Gain Driver Certificate of Professional Competence (CPC) upon completion of training
- Attractive salary
- Excellent opportunities for career progression and personal development
- Membership of an excellent NILGOSC Pension Scheme, and death in service benefits
- 34 days annual leave including statutory holidays
- Company Sick pay scheme
- Wellbeing Support, including free and confidential Employee Assistance Programme
- Cycle to Work Scheme
- Optional Company Welfare fund



Trainee Train Driver Profile

Caomhan

What attracted you to the role of a Train Driver?

Becoming a Train Driver has been my dream since childhood. I love the idea of a constantly changing view from my “office” and the variety each day brings. The role offers a great salary, strong benefits, generous leave, and long-term career satisfaction. Knowing I play a key role in safely transporting passengers makes it a career I’m proud to pursue.

What did the recruitment process involve?

After submitting my application, I completed an online concentration test (mini SCAAT). I was invited to an assessment centre where I undertook several tests on paper and computer. I also completed an interview with the company’s Traction Manager. After successfully completing the process, I was placed on a reserve list before being offered a start date, pending medical clearance. Once I passed the medical, I received my contract and officially began my dream career.

What has been the most challenging part of training?

Learning all the rules and procedures has been the toughest part. Driving a Train involves far more than moving levers—it requires deep concentration and understanding of complex systems.

What is your favourite aspect of training?

I really enjoy using the Train simulator. It blends classroom theory with real-world application. Operating complex equipment, understanding signalling, and practicing emergency procedures has made training both exciting and rewarding.



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What are some of the key safety procedures you have learned?

I’ve learned the importance of obeying signals and speed limits, constant communication with control, and performing thorough checks before service. This includes brake tests, lighting checks, ensuring PPE is on board, and inspecting the Train’s exterior.

What does a typical training day look like?

Training takes place at Translink Training Academy.. Our day starts at 9:30 a.m. There are four of us in the class, and we go through the rule book with our experienced Trainer. We also get out on cab rides, meeting different Drivers and gaining first-hand experience of what’s ahead.

> ***A career I’m proud to pursue.***
>
> **Caomhan**



Train Driver Profile

Rachael

How did you begin this career?

I began my journey as a Train Driver in May 2017, after spending 10 years as a Bus Driver, which included working for Translink during the London 2012 Olympics. Prior to that, I worked in the ambulance service. My background in driving and public service naturally led me to this fulfilling career.

What is your favourite aspect of your role?

I truly enjoy being part of a large team that delivers a vital public transport service. The opportunity to be outdoors and experience nature is something I appreciate every day. And of course, driving has always been a passion of mine.

What advice would you give to someone considering this career?

It's important to understand the safety-critical nature of the job. There is significant training involved, but every minute is worthwhile, and the rewards make it all worth it.

How do you stay focused during long shifts?

I maintain focus by ensuring I take regular comfort breaks, stay well-fed and hydrated. Eliminating distractions is key, and I also rely on risk trigger commentary to reinforce my route knowledge throughout the day.



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What is the most challenging part of being a Train Driver?

The biggest challenge for me is the early wake-up calls, as I've always been more of a night owl. To overcome this, I make sure to prioritise a good night's sleep and stick to a solid bedtime routine.

What do you find most rewarding about the job?

I find great satisfaction in being part of a public transport service that makes a difference. Additionally, it's rewarding to break barriers in a male-dominated field. One of the sweetest moments is when young kids wave at the train as I pass by. Above all, I love being a train driver.

> *I truly enjoy being part of a team that delivers a vital public service.*
>
> **Rachael**



Equality, Diversity & Inclusion

Translink are leading the way with an established Equality, Diversity & Inclusion strategy. We are committed to having a diverse workforce that reflects the Northern Ireland population and developing an inclusive culture where everyone feels welcome.

We have three employee led networks that create an opportunity to connect with other colleagues and influence change. They are:

- Women In Translink (WIT) Network
- LGBT+ Network
- Cultural Network

Our EDI programme of events includes Pride, International Women's Day, International Women in Engineering Day and Global Diversity Month

To demonstrate our commitment to making progress we are proud members of Stonewall's Diversity Champions Programme and obtained the prestigous Silver Charter Mark through Diversity Mark.

Silver Diversity Mark

Stonewall GLOBAL DIVERSITY CHAMPION

INVESTORS IN PEOPLE®





How to apply

Register your interest:

www.translinkcareers.com

Contact us:

Traindriver.recruitment@translink.co.uk



THAT'S THE TRANSLINK Spirit YOUR FIRST CHOICE FOR TRAVEL

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