

Job title	Principal Economist (Passenger Services)		
Directorate	Economics, Finance & Markets (EFM)	Team	Rail Economics
Reports to	Head of Rail Economics	Direct report(s)	1
Grade	B	Salary FTE	London £71,321 to £74,091 Regional £66,516 to £69,557
Hours	37	Contract type	Permanent
Location	Birmingham, Bristol, Glasgow, London, Manchester and York	Security Vetting	Baseline Personnel Security Standard

Job Description

ORR's function:

The Office of Rail and Road (ORR) is the independent economic and safety regulator for Britain's railways and monitor of performance on England's strategic road network.

This is an exciting time to join ORR. We are delivering a significant transformation programme to create a consistently agile and enabling organisation, with the right capability and a strong, inclusive culture that reflects our talented people. This will ensure we continue to operate as an **independent, expert regulator**, fit for the future and equipped with the capabilities and ways of working required to support sector-wide rail reform, while contributing to the government's broader agenda on regulatory reform and economic growth. Further detail on our future role is set out [here](#).

Our directorate

EFM provides rigorous economic analysis to underpin the development of policy & support decision-making. We work on complex economic problems that combine commercial, public policy and regulatory considerations.

Our team

ORR employs a diverse group of talented economists working alongside industry experts and policy makers. At ORR, your economic analysis can directly influence key decision making and policy development. You will work on complex economic problems that combine commercial, public policy, and regulatory matters. Your work at ORR will see you work closely with senior decision makers and build a valuable skill set, combining technical, commercial, and delivery experience.

Job purpose

To lead key parts of the analysis of income and expenditure of Great British Railway's passenger services. This work will help shape ORR's future roles in advising funders on Great British Railway's (GBR's) integrated business plans and monitoring GBR's ongoing delivery of its functions to promote its financial stability. This will be a new role for ORR and the successful applicant will have the opportunity to develop a wholly new approach for ORR in this area.

In doing so, the successful applicant will need to work effectively with colleagues from across the office, including with experts in regulatory finance, engineering and train operations, as well as be able to credibly communicate ORR's analysis to external stakeholders, including government.

Key responsibilities

Your key responsibilities will include:

- Develop a new analytical approach to assessing the income and expenditure of Great British Railway's passenger services for the future funding period as part of ORR's review of GBR's integrated business plan.
- This will include analysis of train operating costs and reflect key drivers of revenue. It may also include undertaking comparative analysis across GBR's passenger services business units, working closely with GBR and, where appropriate, with consultants.
- Use this analytical approach to develop (with subject matter experts across ORR) tangible and actionable advice for GBR and government to help deliver the government's strategic rail objectives (including financial sustainability and value for money).
- Communicate that advice internally and externally in a way that secures buy-in and influences decision makers.
- The role will include management and leadership of a small team as it develops new expertise and capability in this area.
- This will be a new area of responsibility for ORR and the successful applicant will need to be able to work in an independent and adaptable manner to develop a new approach.

Although this is an overview of your key duties and responsibilities, it's not an exhaustive list. As such, you might be expected to undertake other duties and responsibilities relevant to your role and appropriate for your grade.

As ORR's role in rail reform develops, the responsibilities of the role will likely evolve too, so it's important that you can be flexible and adapt to changing needs.

Essential criteria

We will assess your application against the following essential criteria:

Behaviours	<ol style="list-style-type: none"> 1. Changing and improving 2. Making effective decisions 3. Working together 4. Leadership
*Experience 1	Relevant experience of analysing income and expenditure in transport services.
Technical 1	A good understanding of economic principles, and a proven ability to apply them.
Mandatory Qualifications	Degree in economics or finance or a discipline with a substantial quantitative component, or equivalent professional experience.
Mandatory Licences	None
Memberships	None

***The lead criteria for this role is Experience 1:** Relevant experience of analysing income and expenditure in transport services.

Career development opportunities

Your career progression is important to us. We support this through various vocational courses and development opportunities, alongside regular performance reviews. The successful candidate will have the opportunity to become an associate member of the Government Economic Service.

Why join us?

At ORR, we offer a large range of benefits, including generous annual leave and family friendly policies, time off for volunteering, a generous pension scheme, hybrid working, wellbeing initiatives and free counselling.

Read our job information pack to find out more about the benefits of working at ORR as well as our culture, our values and the impact we have.

How we assess your application

As part of the Civil Service, we are committed to attracting, retaining and investing in talent wherever it is found. To learn more please see the [Civil Service People Plan](#) and the [Civil Service D&I Strategy](#).

Shortlisting

- We'll assess your application against the essential criteria above using the Civil Service's [Success Profiles](#) recruitment framework. It is vital your application provides relevant examples to **evidence how you meet each criterion listed** – drawing from your own personal experience gained within a work, volunteering, training or educational setting.
- Please use the **STAR** method when providing specific examples of what you have done and explain how these demonstrate that you meet all of the essential criteria in this job description.
- (*) If we receive a large number of applications, we might go through a pre-sift stage based on the lead criteria for this role; applications that pass pre-sift will progress to a full shortlisting stage against all criteria
- We will let you know the outcome of your application and whether you've been shortlisted for an interview and email you the relevant details within fourteen days of the closing date (this may take longer if there is a high number of applications.)

Interviews

- Interviews are expected to take place during the week commencing **04/05/2026**, although please note this may be subject to change.
- At interview, we'll again assess you against the essential criteria listed above.
- As part of the interview process, you will be asked to complete a written assessment and/or prepare a short presentation and submit these in advance by a deadline or discuss or present these at your interview. Details of either a test or presentation and how you are expected to complete and deliver these, will be included in your email.
- Note, the selection process may also include a video assessment and/or second interview.

Security vetting

Anyone working with government assets must complete a minimum [baseline personnel security standard \(BPSS\)](#) checks.

Contact Information

If you have a question that is specific to the role that you are applying for, contact the hiring manager at Will.Holman@orr.gov.uk Please note that we are unable to accept applications or CVs by email.

For anything else, including technical support, contact HR at peopleservices@orr.gov.uk

Team organisation chart

