

Q. How do I apply for this role?

A. Click apply now button at the end of the advert

Q. What age do I have to be to apply?

A. Minimum age is 21 to be able to drive a train

Q. I have vision/health problem – will I be considered?

A. If you are successful in your application and made a conditional offer, you will be sent for a medical examination which includes eye -sight testing and Ishihara colour testing.

Q. Can I apply again if I have applied before?

A. You are able to apply again, if you have applied previously. However, if this was with GWR and your application was unsuccessful, you will not be permitted to re-apply for at least six months.

Q. I live outside of the 60 minutes of the depot but am willing to locate?

As the advert states, to be eligible to apply for this vacancy you must live within 60 minutes of the depot without using public transport to apply.

GWR takes safety standards very seriously. This criteria, is necessary due to the potential of fatigue affecting train drivers in the role.

We receive a very high number of applications for these vacancies. Therefore, applicants that do not meet this criteria will not be progressed.

Q. I have completed assessments with another TOC, do I need to resit?

A. We will always check your previous assessment history through a national database if you are successful in your application. So this will vary for each individual, depending on the tests you have previously attempted and the results.

Q. What happens after I submit an application?

A. After you apply, you will be sent a Situational Judgement assessment. Should you be successful in the first online assessment you will be sent the Error Checking online assessment. The Error Checking assessment is a timed online assessment. All applications will be reviewed after the vacancy closes.

If successful after short-listing; you will be invited to attend a psychometric assessment face to face (ability testing) at our Assessment Centre in Swindon, which includes paper and computer based tests, followed by a multi modal interview on a second assessment centre day. If successful, this will be followed by a selection interview at the depot applied for. Successful candidates will be placed in a talent pool awaiting vacancies at that depot in 2024/25 and later.

Q. When I will hear about my application?

A. Depending on the number of applications, it may take a couple of weeks. Please be assured we will get in touch with you either way regarding the outcome of your application.

Q. Can I get feedback if I failed the online assessments or shortlisting?

A. As we receive a very high volume of applications, we are unable to provide feedback.

Q. My application was rejected as I didn't receive an email to complete the online assessment within 48 hours, could I have another chance?

A. I'm afraid we are unable to re-instate your application if you haven't completed the assessment within 48 hours.

Q. How long is the training?

A. The Trainee Driver training takes approx 12 - 18 months to be able to drive a train, however this is followed by further monitoring and assessment.

Q. What are the salary stages?

A.
Trainee - £28,268
Year 1 - £48,099
Year 2 - £54,111
Year 3 - £60,124

******Mainline Trainee Drivers once passed out will go onto the Year 1 mainline driver salary, which is 80% of the full mainline driver rate.

After 12 months (could be up to 18 months depending on ability and progression) productivity (*), they will move to the Year 2 salary which is 90% of the full mainline driver rate.

After a further 12 months productivity (*), they will go onto the full MLD rate.

(*) Any periods of sickness, restriction, paid leave (excluding annual leave) and suspension must be removed when calculating the period of productivity.

"However, any periods of maternity, paternity or family friendly leave must be included in this calculation."

Q. When are the jobs available?

A. The roles are predicted to be available throughout 2024 and 2025, so successful candidates will be added to a talent pool pending roles being confirmed for specific courses at later dates.

Therefore, processing the application through the recruitment stages is likely to take some time.