

Occupational Health Nurse Practitioner

Location: Fenchurch Avenue, London

Directorate: System Safety and Health

Reports to: Professional Head of Health & Wellbeing

Date: July 2026

About the team

The Rail Safety and Standards Board is the independent safety, standards and research body for Great Britain's rail network. We help to make an evolving railway safer, more efficient and more sustainable. We manage a research programme; collect, collate and analyse data; and develop standards for the railway across Great Britain. We deliver standards, information and guidance for all aspects of railway operations, as well as health and wellbeing, sustainability, infrastructure and rolling stock asset integrity, customer satisfaction, performance, and safety. Through our Affiliation programme we also make some of that information and guidance available to overseas organisations and other industries.

The role

The Occupational Health Nurse Practitioner is a key member of the System Safety and Health Directorate, supporting the delivery of Occupational Health and Wellbeing activities across the rail industry. Working as part of the wider health and wellbeing team, the role provides clinical and professional expertise to support the development, implementation and continuous improvement of occupational health management.

Working collaboratively with colleagues and industry partners, the role will support the development and delivery of initiatives that promote both physical and psychological health, helping to create healthier, safer and more resilient working environments.

The postholder will focus on delivering an evidence-based, occupational health service that supports workforce health, applies robust medical standards, and strengthens industry efficiency and capability. This includes contributing to the development and application of medical standards, supporting occupational health training, and driving improvements in how occupational health is delivered across the rail system.

Key responsibilities

- Provide professional occupational health expertise to support the development, interpretation and application of rail industry medical standards, ensuring they are evidence-based, proportionate and support safe workforce deployment.
- Support the delivery and continuous improvement of occupational health practice across the industry, promoting consistent, high-quality approaches to assessing fitness for work and managing health risk.
- Support the development and maintenance of guidance and tools on mental health and to help industry respond effectively to potentially traumatic incidents, including fatalities, trespass events and work-related violence, from immediate post-incident response through to rehabilitation and return to work.
- Contribute to the design and delivery of occupational health training for rail organisations, building capability and understanding of occupational health principles, medical standards and good practice.
- Support the development and maintenance of guidance and tools to help industry respond effectively to key priority health issues through practical guidance, tools and interventions informed by industry data.
- Provide clinical input to industry projects, working groups and research activities, ensuring occupational health considerations are embedded in wider safety and health initiatives.
- Contribute to the development of guidance, tools and standards that help organisations comply with relevant legislation and improve their approach to occupational health management.
- To ensure value and benefit of interventions can be quantified and evaluated.
- Work collaboratively with colleagues across the health and wellbeing team and wider directorate to integrate occupational health into broader safety, health and wellbeing programmes.
- Use data, insight and industry intelligence to identify emerging health risks and opportunities for improvement, supporting a more preventative and system-wide approach to workforce health.
- Engage with industry stakeholders, including occupational health providers, employers and regulators, to promote good practice and drive continuous improvement in occupational health delivery.
- Develop and deliver commercial training and consultancy support as required in relation to occupational health.

Requirements

Essential:

- Registered Nurse (RN) with a valid NMC registration.
- Specialist qualification in Occupational Health (e.g. SCPHN (OH) or Occupational Health Nursing degree/diploma) or equivalent demonstrable experience.
- Proven experience delivering occupational health services, including fitness for work assessments, case management and health surveillance.
- Strong understanding of occupational health legislation, standards and best practice (e.g. Health and Safety at Work Act, Equality Act, COSHH principles).
- Experience applying and interpreting medical standards to support safe workforce deployment, particularly in safety-critical environments.
- Ability to contribute to development of guidance, standards or processes that improve occupational health practice.
- Experience working collaboratively with a range of stakeholders, including operational teams, HR, safety professionals and external providers.
- Effective communication skills, with the ability to explain clinical and occupational health concepts clearly to non-specialist audiences.
- Experience using data and insight to inform occupational health practice and identify trends or risks.
- Understanding of risk management principles and the role of occupational health within a wider safety and wellbeing system.
- Experience contributing to training, coaching or raising awareness of occupational health topics within an organisation. Communicate effectively and share thoughts and ideas through methods appropriate to the audience.
- Adapt and respond effectively when embracing new opportunities, change and in navigating uncertainty.
- Actively contribute as part of a team and work towards achieving team goals and outcomes.
- Take responsibility and demonstrate accountability in completing tasks and achieving objectives, actively seeking to resolve problems and identify opportunities.
- Committed to customer service and placing customer satisfaction at the heart of our success to ensure we deliver against our shared goals.

- Build effective professional relationships with stakeholders, understanding their unique goals and motivations, gaining credibility and effectively influencing to achieve desired outcomes.
- Can work collaboratively within an evolving industry, gaining stakeholder confidence through understanding their goals and motivations and demonstrating credibility as an expert.
- Make timely, informed decisions taking account of the benefits and constraints involved.

Desirable

- Experience working within the rail industry or another safety-critical, regulated sector (e.g. transport, construction, utilities, emergency services).
- Knowledge of rail industry medical standards and occupational health requirements.
- Experience supporting or delivering occupational health training at organisational or industry level.
- Practical experience and working knowledge of industry health risks such as fatigue, trauma, mental health, musculoskeletal disorders and exposure-related illness.
- Experience contributing to research, innovation or continuous improvement programmes in occupational health.
- Experience working with, or influencing, external occupational health providers and service delivery models.
- Understanding of system-wide approaches to health and wellbeing, including integration with safety and human factors.
- Experience supporting development of national or industry guidance, standards or frameworks.
- Membership of a relevant professional body (e.g. Faculty of Occupational Medicine, Association of Occupational Health and Wellbeing Professionals).
- Teaching, training or presentation qualifications/experience.