GATX Rail Europe is a leading, full-service railcar lessor offering a high quality and diversified fleet to over 20 European countries. With an experienced, service-oriented team, we are focused on making railcar leasing and rail transport simple, efficient, and seamless thus we have strategically located offices across Europe. At GATX we empower, develop, and recognize our people, building a culture of excellence, accountability, and respect. We value diversity and open communication to create a collaborative environment. Together, we achieve more and embrace change by challenging the status quo.

We are looking for an experienced, hands-on leader to take on the key role of

Workshop Management Operations Manager (m/f/d)

This pivotal role involves leading and overseeing the operational execution and coordination of freight wagon maintenance across six European sites. You will ensure that our rail freight assets are maintained to the highest standards of safety, availability and reliability, while leading a multicultural, geographically distributed team. Your passion for performance excellence will drive and lead the entire department.

The position can be located in one of our offices in Hamburg, Vienna or Warsaw.

Your main responsibilities:

- **Operational Management:**
  Take the lead in overseeing the daily operations and performance of all GRE maintenance activities across all locations, ensuring compliance with safety standards, maintenance schedules and quality requirements.

- **Leadership & Team Development:**
  Lead and develop a team of maintenance managers and technicians spanning six European sites. Encourage collaboration, knowledge sharing and high performance throughout the network.
- **Process Optimization:**
  Implement standardized maintenance processes and best practices to increase efficiency, reduce downtime, and ensure asset availability.
- **Budget & Resource Management:**
  Manage operational budgets, control maintenance costs, and allocate resources efficiently across the sites.
- **Supplier & Workshop Coordination:**
  Ensure that service delivery is both timely and high-quality by collaborating with external maintenance and service providers, especially workshops.
- **Compliance & Safety:**
  Ensure all maintenance activities comply with relevant regulations (e.g. ECM), technical standards, and internal safety protocols. This includes Rail Maintenance Policy Management in line with the concept of GRE's Rail Maintenance Policy.
- **Performance Monitoring:**
  Define and track KPIs relating to maintenance effectiveness, fleet availability and cost efficiency. Prepare reports and present insights to senior management.
- **Continuous Improvement:**
  Focus on driving continuous improvement initiatives in maintenance planning, execution and cross-site collaboration.
- **Key interface to Market Operations:**
  Ensure that maintenance requirements are coordinated with customer requirements in Market Operations. Effectively manage requests with a focus on customer satisfaction, driving the operational execution of 'high attention' requests until completion.

We offer:

- A critical leadership role with high operational impact
- International work environment with diverse teams
- Opportunity to shape and standardize maintenance practices across Europe
- Career development opportunities in a growing organization

You are a good fit if you have:

- Degree in Mechanical Engineering, Transportation, or a related technical field
- 7+ years of experience in rail freight, industrial maintenance, or fleet operations

- Proven leadership experience in a multi-site, international environment
- Strong understanding of wagon technology, maintenance standards and ECM requirements
- Excellent organizational and communication skills
- Excellent knowledge of English and at least one other European language, preferably German or Polish, to the same level. Additional languages are a plus.
- High willingness to travel regularly within Europe (>50%) due to the six locations to be managed

This position is subject to the Austrian Collective Bargaining Agreement for Employees in the Spedition & Logistik Industry in occupation group C/I with a minimum salary of € 3.345,10 gross per month. Our salary package is based on current market salaries and starts at 75.000 gross per year (full-time basis).

We are looking forward to receiving your application!

Join our GATX team and let's make railcar leasing easier together.

Apply now

Want to learn more about us? Watch our video here!