



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 and strategic leader to join our team as

## Workshop Management Service & Cost Improvement Manager (m/f/d)

You will be responsible for planning, controlling and providing decision support for all freight wagon maintenance activities. This will ensure cost efficiency and high service quality standards. You will have a direct influence on the continuous improvement of services and maintenance processes. You will also be responsible for cost management, resource allocation and the optimization of maintenance processes.

### Your main responsibilities:

- **Maintenance Planning & Coordination:**  
Develop and oversee the strategic and operational planning of freight wagon maintenance activities across the company's network. Ensure maintenance plans align with business objectives and asset management strategies.
- **Cost Management & Budgeting:**  
Oversee the budgeting and financial control of all maintenance activities. Optimize maintenance costs

through efficient planning, resource allocation and strategic cost control measures. Achieve cost excellence across GRE maintenance operations.

- **Performance Monitoring & Reporting:**

Define key performance indicators (KPIs) for maintenance activities (integrated in TO Dashboard). Regularly monitor, analyze and report on performance data, focusing on cost efficiency, service quality and maintenance turnaround times. Establish an effective fleet/workshop cost monitoring system.

- **Service Improvement & Innovation:**

Take the lead in improving the quality and efficiency of maintenance services. Implement continuous improvement processes to identify opportunities for innovation and cost reduction, all the while maintaining high-quality standards.

- **Collaboration with Stakeholders:**

Work closely with internal teams, such as Workshop Management and Network Development, to ensure that maintenance efforts are aligned with broader operational goals. Effectively communicate with external suppliers and maintenance service providers.

- **Finance & Controlling:**

Ensure that all cost-relevant maintenance activities comply with the relevant financial and controlling standards, as well as the respective reporting requirements. Budget planning for GRE maintenance operations and budget performance monitoring.

- **Leadership & Development:**

Lead and supervise a team of planners and improvement specialists, fostering a culture of collaboration and performance. Offer technical and systems guidance and ensure the team's ongoing professional development.

- **Process Optimization & Standardization:**

Boost productivity and minimize operational risks by identifying and implementing best practices, process improvements and standardization across workshops and maintenance activities. Proactively engage with other departments within Workshop Management to identify opportunities for improvement and strive for cross-functional excellence.

## **We offer:**

- A leadership role with significant impact on operational efficiency and service quality
- An opportunity to work in a dynamic environment within the transport and logistics sector
- Collaborative and supportive team culture

## **You are a good fit if you have:**

- Bachelor's or master's degree in business administration, industrial engineering, business engineering, or a related field
- 3+ years of experience in freight wagon maintenance, fleet management, or workshop controlling, with a strong focus on cost control and process improvement

- Proven leadership experience in managing a team and coordinating multi-site operations
- An in-depth understanding of maintenance cost management, budgeting and financial controls, coupled with high-level technical expertise, is essential.
- Proven ability to analyze and solve problems, and the capacity to implement practical solutions
- Knowledge of railway standards and regulations (e.g. ECM)
- Excellent communication and stakeholder management skills
- Excellent knowledge of English and at least one other European language, preferably German or Polish, to the same level.
- Willingness to travel occasionally

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!**

