

Contact

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Top Skills

Program Management Professional
Team Development
Procurement

Paul Brookes

Managing Director

Greater London, England, United Kingdom

Summary

High-performing project delivery professional bringing extensive global experience leading complex programme delivery and business winning.

Demonstrable track-record in senior leadership roles for both consultants and delivery organisations on large-scale rail projects across North America, Europe, Asia and Australasia. Background in spearheading scalable engineering projects and associated programmes from inception through completion, including P&L oversight, risk mitigation, HSE, stakeholder engagement, and strategic governance. Proven success in achieving and exceeding project and corporate deliverables – building, leading and empowering high-performing cross-functional teams. Forward thinking, focused on client satisfaction while ensuring operational excellence by fulfilling all business and client requirements in a collaborative manner. Excels at establishing and strengthening delivery teams' capabilities, providing leadership and strategic direction, mentoring and supporting on-going development towards successful delivery of programme objectives and individual professional growth.

Currently responsible for leading a team of international consultants providing professional services to the California High-Speed Rail Authority, offering technical expertise in rail systems engineering, with particular focus on asset management, Rolling stock delivery, rail system engineering design, programme integration, system safety and security, program compliance, testing, commissioning, and certification support.

Specialties: Delivering proposals and projects in Mass Transit, Light Rail systems, Public Private Partnership contracts, Rollingstock Manufacturing, Asset management & Maintenance, Operations activities and Rail facilities.

Experience

Sebadore Group Ltd

Managing Director

October 2025 - Present (7 months)

London Area, United Kingdom

Managing Director of Sebadore Group — providing specialist consultancy in the delivery of major rail and infrastructure programmes, with a focus on project management, governance, and operational readiness.

Network Rail Consulting

Principal in Charge - Rail Systems Engineering Services - California High Speed Rail Program

September 2024 - Present (1 year 8 months)

Sacramento, California, United States

Hitachi Rail

8 years 10 months

Head of Programme Delivery - High Speed

August 2021 - November 2024 (3 years 4 months)

London, England, United Kingdom

Responsible for ensuring the timely delivery of Hitachi Rail Europe's contractual obligations across all rolling stock Material Supply Agreements (MSA) & Technical Support Agreements (TSA) within the High Speed portfolio – leading and controlling all Project management related activities and the strategic direction of each programme and project to ensure project & business objectives are achieved.

High Speed 2 Rolling Stock – Responsible for leading the Hitachi work stream during the establishment of a Joint Venture between Hitachi Rail and Alstom Transport for the delivery of the £2Bn contract to manufacture the first very high speed train fleet in the UK. The 54 trains will be capable of reaching speeds of up to 360KM/h on the new HS2 infrastructure while being able to operate on the conventional network.

Battery Hybrid Trials – Responsible for leading the design and delivery of an R&D programme, developing a battery system to create a tri mode (electric – diesel – battery) train. The battery system will enable current bi-mode CL

8xxs to be converted to tri mode or for new project to manufacture with this capability. Following the development, proof of concept testing for function and integration will commence trials for Angel Trains, TPE, Eversholt Leasing Group and GWR.

Intercity Express Programme – Responsible for leading the transition of 122 CL 800 high speed trains across both the Great Western Mainline and East Coast Mainline from the delivery phase of the programme to the 27.5 year operation and maintenance phase.

IEP Programme Director
December 2019 - January 2022 (2 years 2 months)
London, United Kingdom

IEP Programme Manager
May 2018 - January 2022 (3 years 9 months)
London, United Kingdom

IEP Project Manager
February 2016 - May 2018 (2 years 4 months)
London, United Kingdom

Bombardier Transportation
6 years 1 month

Bid Project Manager
February 2014 - January 2016 (2 years)
Sydney, Australia

Providing PPP contract for the supply of a 26 km rapid transit system including, 20 stations, 30 x 7 Module Flexity 2 Trams, Maintenance Depot and 15 years of Fleet Maintenance for the client, Transport for NSW;

Leading the LRV maintenance work stream in developing our bid strategy for supplying 15 years of full vehicle maintenance for 42 LRVs, comprising of 30 Bombardier built Flexity 2 LRVs and 12 CAF built Urbos 3000 LRVs;

Developed and agreed a balanced maintenance schedule and vehicle performance regime for both fleets with the operator Keolis Downer as part of the O&M Subcontract negotiations;

Developed Bombardiers approach to pricing, commercial exposure, technical solution, resource planning and management of the bid budget; and

Responsible for the submission and management of the internal Bid governance process including producing governance documents, competitor analysis, bench marking and target pricing As well as managing the review and approval process from business unit to Transportation President.

Bid Project Manager
2011 - 2015 (4 years)

Bid Project Manager - Queensland New Generation Rolling Stock
February 2013 - February 2014 (1 year 1 month)

Project Queensland New Generation Rollingstock - Availability PPP contract for the supply of 75 x 6 car Electrical Multiple Units, design and construction of a fully functional maintenance depot and 30 years of maintenance for both the rolling stock and depot. Contract value total project +\$4 billion AUD - Depot portion +\$225 million AUD.

Customer:- Queensland State Government (Department of Transport Main Roads Australia).

Led the new depot work stream during tender submission, workshop clarifications, agreement of the technical scope, contract award and financial close. Interfacing with all internal departments across Bombardier, State of Queensland Government (TMR), the SPV consortium, financial providers, Projects Queensland's, Laing O'Rourke, the depot designers;

Negotiated and let the New Depot sub contract between Bombardier and Laing O'Rourke, this involved the management and development of the technical scope and the commercial negotiations of a stepped down project deed;

Initiated a revised depot bid strategy following the conversion to an availability PPP contract, to enable a competitive depot solution to submitted at each level of the consortium;

Responsible for developing and leading a procurement strategy to introduce competition for the supply of the Depot. Involving detailed reviews of the present incumbent's proposals and embarking on an RFP process with a second construction company nine weeks prior to bid submission. Resulting in over a 25% reduction in cost for the depot;

Managed the transition between D&C Contractors, ensuring that the change had no impact on the bid submission or financing requirements;

Established, negotiated and managed an early works package with the constructor to complete concept design activities, site surveys and investigations including the engagement of 3rd party referral and approval agencies;

Project Manager :- Gold Coast Light Rail
June 2012 - February 2013 (9 months)
Gold Coast

Project: Gold Coast Light Rail, a joint venture project with McConnell Dowell for the Supply of a 13 km rapid transit system including, 16 stations, 14 x 7 Module Flexity 2 Trams, Maintenance Depot and 15 years of Fleet Maintenance.

Customer Queensland State Government Australia

Responsible for the full RFP process including the commercial negotiations and the project management of the design, construction and connection of Traction Power Supplies into the local utility network.

Project Management and Procurement with the identification and evaluation of proposals for depot equipment to ensure that the equipment purchased met the technical & contractual obligations. Agreed the final depot equipment list with the SPV (Goldlinc), System Operator (KDR) and the Maintenance provider (Bombardier);

Commercial Manager
April 2011 - June 2012 (1 year 3 months)

Led the new depot work stream during tender submission, workshop clarification phase and compilation of the technical proposal. This involved interfacing with Queensland Rails depot management team, Bombardier's depot construction contractor, depot designers, architects and internal maintenance functions.

During the Concept design phase managed the external contractors and our internal maintenance team so that the depot design submitted met the performance specification as well as being able to meet all the maintenance and operational objectives for the 30 year contract duration.

Liaised with the construction contractor in producing and submitting a proposal to Queensland Rail to investigate Geotechnical and Environmental conditions, in order to mitigate risks.

Project Manager:- Shanghai Metro

January 2010 - April 2011 (1 year 4 months)

Shanghai - China

Project Establish an overhaul facility to conduct a 5 Year Overhaul of 10 x 6 car metro trains plus associated equipment (bogies, gangways and doors) train the local management team and workforce to execute the overhauls in a systematic approach improving on current overhaul durations.

Customer Shanghai Metro - China

Member of the senior management team responsible for negotiating and setting up of a 15 year Joint Venture between Bombardier and Shanghai Metro. Personally responsible for all Operational, Engineering and HR aspects related to the set up of the Joint Venture.

Bombardier Transportation

Project Manager:- Beijing Airport Link

January 2008 - June 2009 (1 year 6 months)

Canada & Beijing

A partnership between Bombardier and the Chinese Railway Company (CRC) for the supply of 10 x 4-car Advanced Rapid Transit (ART) Trainsets. Bombardier was responsible for the supply of 40 car sets of major vehicle systems including the engineering integration and performance of the vehicles for both Bombardier and CRC, ensuring the Beijing Airport Link was operational for the Beijing 2008 Olympic Games.

Customer Beijing Dongzhimen Airport Express Rail Company (BDAER) - China

Managed a multi-located project team consisting of engineering, production, product introduction, procurement, legal and quality departments based throughout North America and China involving different time zones and cultures.

Administered a complex legal structure with eight separate contracts between Bombardier, CRC and BDAER including a transfer of technology agreement with CRC

Responsible for the project's financial performance, reviewing of yearly budgets, cash flow management, contingency management, Risk and Opportunities management and the project's final profitability

Education

The Manchester Metropolitan University

Bachelor of Business Administration (B.B.A.), Business Administration and Management, General · (1999 - 2002)

Activity

04/07/2026, Peter Anderson added candidate to Rail Systems - HSR

04/21/2026, Viewed by Peter Anderson