



The Voice of European Railways

Executive Director

Recognized as the voice of European railways for more than 35 years, CER's role is to represent the interests of its members by actively providing an input to EU policy and to support an improved business and regulatory environment for European railway undertakings and infrastructure managers.

CER was founded in 1988 and is based in Brussels. It is the leading multinational railway association in the European Union, with more than 70 members and partners from EU-28, EU candidate countries, EFTA, and several additional countries. CER is recognized in EU law as a Representative Body and works together with other railway organizations, such as EIM, UIC and UNIFE.

The backbone of environmentally friendly mobility solutions, a promoter of social inclusion, and a large employer, the railway sector has a very important role to play. CER's Team in Brussels consists of 20+ employees who come from across Europe. The association's working language is English.

Ideal Candidate Profile

The Community of European Railways and Infrastructure Companies (CER) in Brussels is hiring a new Executive Director. This is a unique opportunity to lead the most important multinational railway association in the EU and to develop its mission and vision for the future.

The Executive Director is the primary spokesperson of CER and represents the association on behalf of the members and leads the initiatives addressing EU institutions, based on the policy plans adopted by the CER General Assembly. The right candidate will provide an inspiring leadership to the multicultural and multidisciplinary team, develop the association's high-performance culture, establish a great working relationship with the Management Committee and take the helm for the association's strategy and delivery of its goals and targets. Being the spokesperson of the association also implies an ability to position rail strongly vis-à-vis the EU institutions and other stakeholders. The Executive Director will build and maintain a strong network with all important stakeholders and is a bridge-builder inside and outside CER, the wider industry, regulators, and stakeholders.

The ideal candidate will come from the rail sector, with an understanding of the effects of market regulations and the EU Institutions.

The specific tasks and responsibilities include:

- Developing the association's culture and overall vision and mission
- Developing CER's strategic plan and annual policy/business plan which are presented to the General Assembly
- Preparing proposals for action or position papers linked to CER's goals
- Carrying regular revisions and assessments of an effectiveness of CER actions taken against its goals and strategic targets and propose improved or corrective measures if needed
- Reporting to the CER Management Committee
- Representing CER at formal and informal events with the European institutions and relevant stakeholders
- Coordinating the activities carried out within CER, ensuring that the instructions and decisions of the General Assembly and Management Committee are applied
- Taking all administrative measures needed for the day-to-day management of CER
- Overseeing the association's budgeting, reporting, auditing and monitoring its compliance with laws and regulations
- Maintaining and possibly developing the membership base
- Organizing, shaping, and running the CER office
- Building alliances and partnerships with other organizations

Candidates are expected to have the following experience, skills, and qualifications:

- At least five years of professional experience in senior management position in the rail sector
- Master's degree (preferably in economics, management, law, political science or engineering)
- Proven lobbying and policy-development experience with good visibility and recognition at high EU institutional level
- Experience in advising and/or supporting the development and implementation of strategies
- Successful high-level negotiations experience
- Proven leadership experience, working with multidisciplinary teams and project management
- Ability to successfully manage a team, foster cohesion and individual development of team members
- Proven understanding of the business-oriented environment and related driving forces in the transportation sector
- Excellent communication skills
- Excellent command of English and at least one additional official EU language

Qualified candidates for this position will need to demonstrate the following critical competences: Inspiring and successful leadership and team management - Strategic orientation – Political and Business acumen - Collaboration & Influencing skills – Excellent communication and campaigning skills - Results Orientation - and a Capacity to drive Change.

Selection of the candidate against abovementioned criteria will follow gender equality principles.

In case you are interested in the role of Executive Director, please send your CV and Motivation Letter directly to : cer.chairman@pkp.pl

The closing date for applications is 4 March 2026.