



THE KEOLIS GRADUATE PROGRAM

Are you a recent graduate interested by public transportation and innovation? Do you want to jump start your career in France? Would you like to work in a company that contributes to the community life? The Keolis Graduate Program is for you!

- **WHAT IS IT?**

The Keolis Graduate Program has been created in 2008. Its goal is to **train and develop our future management** in different business areas (operations, maintenance, marketing) and transportation modes (bus and coach, light rail and rail). It takes place in **France** and lasts **one year**. Through structured learning, hands-on experiences and continuous support, the program will give you the chance **to grow and take your first steps in the transportation industry**.

Right from the start, you'll embark on a comprehensive onboarding program that will expose you to all areas of the organization. Depending on your chosen path, you'll have tailored courses and specific assignments in our French networks to build your skillset. After the program, you are ready to take on an impactful role. **The positions identified by the North American platform will be presented to you as a preference, but you will also be made aware of opportunities in other regions.**

- **3 MAIN CAREER PATHS**

Operations

Ensure that every day the service we provide is safe, punctual and delivered with the highest standards of customer service.

Maintenance

Lead the management of rolling stock and infrastructure assets and maintain standards of procurement, maintenance, repair of assets in a cost-effective manner to ensure safe and reliable operations.

Marketing

Help retain existing customers and attract new ones, in accordance with our "Thinking like a passenger" philosophy.

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- **DURATION**

1-year program

Each year, we have two program starts, one in January (around 25 graduates) and one in October (around 10 graduates)

- **PROFILE**

- Open to recent graduate with a Bachelor or Master's Degree in Engineering, Management, Economics, Humanities with successful experiences (internships, academic projects)
- Interest in Public Transportation
- Possess excellent communication and interpersonal skills
- Ability to identify and solve complex problems in a structured and analytical way
- Team spirited, customer and results focused
- Good level of French
- Prepared to geographical mobility in France and abroad

4 reasons to join our Graduate Programs:

- Excellent support, through training, coaching and development
- Skills development, knowledge sharing, geographical and functional mobility.
- Working with diverse people from different cultural backgrounds
- Entrepreneurial spirit and initiative drive the Group's development, and are encouraged amongst employees, allowing you to propose new ideas.

- **POST-PROGRAM POSITIONS**

- Operations Manager
- Rail Manager Assistant
- Bid Manager
- Service Designer
- Safety Officer
- Maintenance Manager
- Lean Manager
- Marketing Manager
- Customer Experience Expert

- **THE LEGAL FRAMEWORK**

- No program fees
- Right from the program's start, you have a permanent contract with competitive starting salary and benefits
- Annual days off in accordance with French standards
- Travel expenses are paid by the company
- Once the program is completed, the graduates join one of the Keolis subsidiaries.

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- **OUR GROUP**

Prioritizing the wellbeing of each passenger by making shared mobility a more pleasant experience — that's the ambition that drives us every day at Keolis. To achieve this, we're applying our rigorous standards as a pioneer of shared mobility and our expertise as **an operator and integrator of all modes of transport**. We're working hard with local decision makers and other stakeholders to **develop tailored mobility solutions that meet the needs and expectations of citizens** and provide an attractive alternative to personal cars. Our vision is to deliver the kind of shared mobility that **energizes development** in each region and addresses the major economic, social and environmental challenges both for today and tomorrow, to benefit the three billion passengers that we carry each year — and for all other citizens. Close to **60,000 employees**, and contracts that transport billions of passengers in **16 countries**, we are the world's largest light rail operator and the largest driverless metro operator.

In North America, Keolis is the largest private commuter rail operator. It is a leading provider of passenger transportation services throughout the U.S. and Canada, carrying millions of people via train, bus and taxi, each year through public contracts held coast to coast.

- **OUR VALUES**

Across the globe, three core values drive our people and our business: "**We imagine, we care, we commit**"



- **WE IMAGINE**

Developing attractive mobility solutions that put passenger comfort and well-being first

- **WE CARE**

Listening carefully to our passengers, customers and employees and never compromising on safety **WE COMMIT**

- **WE COMMIT**

Delivering on our commitments to public transport authorities and providing the best sustainable mobility service to the communities we serve

For the last ten years, **professional equality between men and women has been a priority of Keolis' HR policy**. Our objective is to **achieve gender diversity across all business lines and improve women's access to management positions**. This commitment has been officially recognized in 2016 when the Arborus Endowment Fund — the first fund to support professional gender equality in Europe and throughout the world — and Bureau Veritas awarded the GEEIS label (Gender Equality European and International Standard) to the Group in recognition of its policy and actions in favor of gender equality.

- **HOW TO APPLY**

Message Anna Barraud through LinkedIn or email: buildyourfuture@keolisna.com