



intuitive

TALENT SOLUTIONS

Feb 2024



Our Core **FOCUS**...

Intuitive exists to create meaningful connections between our clients in the UK Transport Sector and exceptionally talented senior level executives, for business-critical roles

What makes us different is relentless service delivery to meet and exceed the expectations of our clients and candidates, repositioning their recruitment experience above and beyond what they have experienced before ...

mtr Elizabeth line | ✖



c2c



Go-Ahead



29%

of appointments are female (12% above the average for Transport)



18%

of appointments are Black, Asian and Minority Ethnic (double the industry average)



36%

of appointments are candidates from a non-Transport background offering diversity of thought



94%

of leadership appointments stayed in their role for at least 12 months



93%

of leadership appointments stayed in their role for at least 24 months







Bus Driver Recruitment - Some Of The Challenges...

- Shifts & flexible working
 - Environment
 - Perception of the bus driver role
 - Retention levels during training 🤔 🤔
 - The needs of the candidate have shifted
- ✓ Values lead, long-term, sustainable approach to bus driver recruitment





Be **BOLD**

- ✓ Create a place your daughter would like to work at – all play a part
- ✓ Fix the system not the person
- ✓ Continually review & test your hiring processes – Employee Value Proposition
- ✓ Set brave targets
- ✓ Be bold in your approach e.g. Stagecoach Bussing it, Bossing It & Elite Drivers, Go Ahead





Thank you!