Are you a young graduate engineer interested by public transportation? Do you want to kick start your career in France? Would you like to develop your knowledge about urban mass transit systems? The SNCF Graduate Program is for you!

• WHAT IS IT?

Young graduates represent about 60% of hiring in the SNCF Group. A specific 4-year program has been designed to accelerate their development and challenge them to become future leaders. We are looking for young engineers to specialize in Rail and Urban Mass Transit.

Urban Mass Transit is a growth area, 555 cities in the world have a population greater than one million people. Approximately five billion citizens will live in cities by 2030. Keolis already operates 44 mass transit lines internationally. These include suburban train networks in Boston and Washington in the USA and automated metro systems in London, Lille, Hyderabad and Shanghai. Transilien’s experience in the Greater Paris Region combined with Keolis’ international expertise gives SNCF the clout to win international bids. The Group needs for the coming years expertise in new station design, passenger information, rolling stock traffic management, automated control and driving and network maintenance.

Therefore, the program begins with modules about how to develop and operate mass transit systems in large cities. Subsequently, the graduates join two different networks in the Paris area to gain practical experience and build relationships within the Group. Once the program is completed, they join Keolis as rail experts in one of its railway subsidiaries abroad. (USA, Europe, ...).

5 reasons to join our Graduate Programs:

• Excellent support, through training, coaching and development
• Working with diverse people from different cultural backgrounds
• Modules with recognized railroad experts
• Impactful roles in Europe’s two busiest rail stations: the Gare du Nord and the Gare Saint-Lazare
• The opportunity to be part of exciting projects: Paris 2024 Olympics, the Grand Paris infrastructure project...

• DURATION

4-year program
Recruitment all the year long
• **PROFILE**
- Open to recent graduate with an Engineering or Technical background with successful experiences (internships, personal activities)
- Interest in public transportation and in the railroad.
- 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

• **POST-PROGRAM POSITIONS**
- Operations Manager
- Rail Manager Assistant
- Bid Manager
- Punctuality Improvement Manager
- Chief Train Product Manager
- Service Designer

• **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.

• **THE SNCF GROUP**

A champion of shared mobility in France and around the world

The SNCF, the French national railway company is positioned to meet two strategic goals: delivering safety and satisfaction for all of its customers—passengers and businesses. Its challenge is to carry constantly growing passenger and freight traffic on a renovated network, particularly in dense areas, and to become an integrator of multimodal mobility by offering increasingly customized, door-to-door solutions. With many business lines and complementary areas of expertise, SNCF covers the entire worldwide production chain for mobility services, carrying both passengers and freight. It has five business units:

  - SNCF Réseau
  - SNCF Voyageurs
  - Keolis
  - SNCF Logistics
  - SNCF Immobilier
SNCF makes daily life easier by bringing people and goods together. With its 260,000 employees, it is working to meet the new expectations of today’s clients—in France and worldwide—who want mobility solutions that are convenient, accessible, personalized and socially responsible. Over the next three years, SNCF Group will invest €450 million in digitization to benefit its customers, harnessing technology to make its operations more efficient and to improve working conditions for its employees.

**KEY FIGURES**

€31.4 bn revenue  
33% of revenue comes from outside France*  
€8.2 bn in investments (all funding sources combined)  
260,000 employees  
120 countries  
13.5 million passengers carried daily, in France and around the world

**HOW TO APPLY**

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