



Quarter 1, 2016

Hello!

Welcome to the 1st edition of the Railway Talents eNewsletter. The purpose of this publication is to raise your interest in the project and encourage you to have a closer look on the Railway Talents online platform, where you can find information about railway news and events, inspiring profiles of railway professionals from around the world, links to online resources and... much more!

In this 1st issue we want to focus on achievements of the Railway Talents project, so you can read about the story so far as well as about our next steps. You can also get involved, there is a space for all passionate and enthusiastic people under our Railway Talents umbrella!

Nathalie Amirault, Head of Expertise Development Unit at UIC & the Railway Talents team

The story so far

The UIC Global Network of Railway Talents project has been running since 2014 with the aim of creating a better future for railways. The three main objectives for the Railway Talents are remaining the same and focus on the development of efficient management programme for railway talents, on fostering international cooperation and on the promotion of rail careers.

Objective 1

“Development of an efficient management development programme to prepare a new generation of railway talents working on domestic and international challenges”

- » We delivered 2015 edition of [SIAFI](#) with involvement of European academics mentoring rail-focused group research projects on rail freight, high speed rail and ITS;
- » We set up the [UIC eLearning](#) platform where we will be adding online resources and courses for rail professionals and enthusiasts (www.uic-elearning.org);

- » We initiated a [Freight Transport & Logistics](#) course, organised and delivered by IST (Portugal) in collaboration with TransportNET;
- » We published “tips” developed for young and mid term career professionals (“10 GUIDING PRINCIPLES FOR GOOD PRACTICE” and “TOP 12 TIPS FOR MANAGING YOUR OWN TALENT”).

Objective 2

“Creation of a strong & sustainable foundation for fostering international cooperation amongst talents in the railway sector”

- » We delivered the [1st Railway Talents event](#), which took place at Newcastle University (UK) in July 2015. Over 40 academics and professionals attended the day and benefitted from speed networking sessions, keynote speeches and world café-style workshops investigating rail challenges;
- » We created [RailUniNet](#) - A Global Network of Railway Universities lead by Newcastle University (UK). We had 17 Skype calls so far when we discussed a number of joined research proposals, set up new collaborations, exchanged good practices, etc.;
- » We established the [Railway Talents’ Ambassadors](#) programme. An official launch will take place in June 2016 at WCRR, Milan (Italy).

Objective 3

“Promotion of prospective careers in the railway sector”

- » We collected and published 65 [Rail Career Sheets](#) showcasing diversity of rail careers and prospects worldwide. 17 of the profiles present female rail professionals (<http://railtalent.org/rail-careers>);
 - » We developed a [Rail Careers Matrix](#) where we grouped rail careers into three levels (strategic, tactical and operational) with seven groups each so that people from inside and outside of the industry can see where they sit and fit as rail professionals. Have a look and let us know what you think: <http://railtalent.org/rail-careers-matrix>
- Picture above: cafe-style workshops during the 1st Railway Talents networking & collaborative event, July 2015, Newcastle University, UK*

Next steps

We continue working on projects that are positively evaluated by our contributors and partners as well as starting new initiatives:

- » **SIAFI 2016** – interactive sessions on international railway business delivered at UIC headquarters in Paris (France) in May and November 2016; details: <http://events.uic.org/siafi-2016>
- » **2nd Railway Talents networking & collaborative event** at WCRR, Milan (Italy) on 1-2 June 2016; details: <http://www.wcrr2016.org/railway-talents>
- » **RailNewcastle 2016** – talks on most recent developments in the railway research delivered by European rail academics plus networking sessions at Newcastle University (UK); details: <http://conferences.ncl.ac.uk/railnewcastlesummerschool>
- » Development of **UIC rail careers online platform** listing job offers and career opportunities in the railway sector globally, for updates visit Railway Talents website.

RailUniNet

- » The Network is currently working on a number of proposals related to rail education and training in Europe and beyond.
- » Universities specialising in railway research and education from all countries in the world are invited to join the Network.
- » Please visit our website to see a full list of active partner universities and for updates on our activities: <http://railtalent.org/who-we-are>
- » To discuss how you could be involved in the Network please contact newrail-education@ncl.ac.uk

The website

We have been working on the Railway Talents website since 2014, adding news, articles, events developing new sections, collecting career sheets, etc. We would like **YOU** to help us keep the website live and busy, so please do let us know via contact@railtalent.org when something rail-related and interesting is happening in your company or in your country and help us showcase the railway industry to new railway talents. Thank you!

Railway Talents' Ambassadors

One of our first Railway Talents' Ambassadors is Mr **Zakaryae BOUDI** (pictured below), Railway Safety and Security Analyst at Clearys, based in France. We asked Zakaryae a few questions about why he thinks the Talent project is important... A snapshot of our conversation is below.

Zakaryae, what is a talent in your opinion?

» Being a talent is about bringing your personal strengths to daily jobs and using those to create value for your team and clients.

So why the rail industry should engage with talents?

» In short, without great talents, the rail industry's aspirations and ambition to lead the transportation industry would never be more than pretty words on paper.

What about you, what inspired you to join the railway industry?



Picture: Zakaryae BOUDI

» I have always been inspired and attracted by the impressive complexity of the rail sector as I was born in a rail workers family.

And why do you want to be Railway Talents' Ambassador?

» Being a Railway Talents' Ambassador is being in the heart of an international network of rail junior and senior talents. What makes this programme an exciting

and unique opportunity is the possibility to contribute to the development of a strong physical and virtual community of rail professionals.

How do you see your contribution to the scheme?

» The network needs interfaces and the ambassador's role is to attract, lead and direct rail people within their own contributions and gains in the network. Others will only follow if we give them a real impression of being ourselves completely captivated by the opportunity we are presenting. **What could we do to encourage more people to join 2nd Talent event in Milan?**

» We need to make of the network and talent platform a hugely rewarding experience. Not only it should provide guidance in uniting different members coming from diverse origins, but it has also to provide them many additional opportunities for professional development and push them beyond their usual work practices and patterns.

Why do you think it is important to attend the event in Milan?

» It would be an excellent opportunity to bring together rail professionals and enthusiasts around a topical theme, "Intercultural Communication and Management". Meanwhile, it is a great chance for ambassadors to meet with talents, consolidate their approaches and closely identify the current needs of the talent community.

A full interview with **Zakaryae BOUDI** will be available online at www.railtalent.org in April 2016.