We want Arriva to be a place where people enjoy working, in an environment in which they can grow and develop a successful career.

Together we are One Arriva; a team that delivers value and the best solutions.

Building for the future
Developing talent

We aim to attract, retain and develop high potential within Arriva to enable our future success. This year, we’ve designed and developed our programmes towards this ambition.

International Graduate Programme
This 18-month programme – in Operations, Engineering and Support Functions – provides graduates with learning and support to become future Arriva leaders. As an international organisation, we offer unrivalled opportunities to develop skills across our businesses and borders.

We’ve created new goals, guidance and targets to track the progress of graduate talent.

Lift-Off For Leadership
We’ve developed a Lift-Off For Leadership programme for 2019. It’s for those at the early stages of their careers who demonstrate strong performance and high potential.

People who have been nominated will be given opportunities to build their leadership capabilities and broaden their exposure to the Arriva Group. Participants will shadow senior managers across the business, get involved in business decision making and fast track towards becoming our future leaders.

27 graduates completed in 2018
38 new graduate trainees joined
14 new graduates are women

Onwards and upwards

“I joined the graduate scheme because I wanted to be involved in exciting new public transport trends. It gave me the chance to work in different countries, such as Italy, and understand how other Arriva businesses and departments operate and fit together. I’m currently in London as technical lead on a fuel efficiency project.

Being nominated for Lift-Off For Leadership provides a great opportunity to learn from senior Arriva managers and grow my skill set to become a successful leader.”

Murtaza Abbas-Shamsi, Product Manager for Driving Arriva Telematics (DAT)
The commitment made by our people during the Beast from the East was incredible, as witnessed by direct feedback from customers.

Chris Burchell, Managing Director, UK Trains

The Beast from the East brought us freezing temperatures and thick snow. It disrupted road and rail networks, affecting many of our businesses and passengers.

And yet, we worked together to keep people safe, on the move and up to date.

Chiltern Railways staff at Leamington and Warwick Parkway stayed overnight to keep stations open, clear snow with spades, and dispense grit to provide a near normal service.

Going the extra mile
There were many ways in which Arriva faced down the Beast from the East, with our employees often struggling to get to work themselves.

Bright Sparks
Apprentice success, UK

Our apprenticeship schemes continue to build a strong pipeline of talent for Arriva, with notable successes this year.

Kelsie Dugmore, a mechanical apprentice at our Cannock depot, achieved top prizes at the 2018 Institute of Road Transport Engineers (IRTE) Skills Challenge in which 32 teams from 15 operators competed in mechanical, electrical and coachbuilder tasks. She came first in the Inspection Technician award and was also in the winning Outstanding Apprentice Team.

Arriva apprentices receive the chance to earn and learn at college or in-house, with mentoring and support. There are opportunities to move into management or join the graduate management programme and open up career pathways.

We’ve had a winner at the IRTE every year since it started.

“This is an amazing job – it’s not every day you find yourself under a 12 tonne bus or working on an engineering rebuild.”

Kelsie Dugmore, apprentice, Arriva Midlands

#snowheroes

No chance of a snowy day with @chilternrailway. Beast from the East can’t stop them... #commute

Thanks for getting me to Stansted airport this morning when the taxi let me down 👏👏👏 #beastfromtheeast

You’ve done extremely well to keep buses running and with exact updates. I’m very impressed #snowheroes

To track your bus, download the Arriva journey planner app
-
- In the meantime we are off to try and tame the beast!

Arriva Kent
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Arriva in focus

You in focus