



Who we are

Transdev in Yorkshire and Lancashire is one of the UK's most innovative bus companies, with operating centres in Harrogate, Malton, York, Bradford, Keighley, Huddersfield, Halifax, Burnley, Rochdale and Blackburn. Its subsidiary companies provide many of the region's most successful bus services, with branded services recognised as household names in the communities they serve.

StepUp your career with us

We are always looking for ambitious people – people who want to develop their careers and add to their skills. We pride ourselves on being 'people serving people', and that means encouraging and developing our colleagues to be the best.

At all of our depots and departments across the North, we offer opportunities to those who want the training and support they need to progress up the career ladder, we do this with our fast-track career development programme – StepUp.

As part of one of Europe's leading transport operating groups, we are also part of On The Launch Pad – an 18-month Transdev-wide graduate programme for up to 20 of the brightest talents across the complete group of companies to shine on a bigger stage.

StepUp – where real-life success stories happen

No matter where colleagues feel they've reached on their career journey, if they have the ambition and passion, Transdev want to support them and push them further.

The StepUp programme gives people the chance to see life in other departments or locations beyond what they're used to. This allows colleagues to build new skills and exposure to experts and managers, giving them a rounded set of experiences they need to progress up their career ladder.

The programme includes plenty of opportunities to learn practical skills 'on the job', while colleagues can also be enrolled on a Level 3 Management – or relevant role specific – apprenticeship programme to further enhance their skills while gaining a formal qualification.

Throughout the experience, they bring the company and leaders a fresh perspective, and we encourage them to enjoy their new experiences – each of which will ensure they can flourish in a future management role. Given the company's size, we are small enough to ensure we can all be there for each other, yet large enough to ensure new leadership opportunities present themselves.

Some StepUp success stories

Frank Stanisauskis, General Manager

Frank joined Transdev at the same time Rosso became part of their wider company. There he already progressed from driver to senior duty manager. They added to Frank's skills through a managed promotion to service delivery manager at the bigger Keighley



set of operations, before he became general manager at Harrogate and then settled down in a similar role at Burnley.

Dale French, Training Manager

Dale has progressed from driver to duty manager, to trainer and now to training manager at The Academy – all within a five-year career at Transdev. He now leads the recruitment and selection processes, as well as the delivery of their training programmes.

Allan Gilmour, Duty Manager

Allan joined Transdev as a duty manager at their Malton depot, and as part of StepUp he moved to the much-larger and complex Harrogate operation for further experience. He's now undergoing his Level 3 Apprenticeship in Leadership and Management to help develop his career further, which has led to his promotion as Operations Supervisor for the FLYER network at Idle.

Lee Wardle, Service Delivery Manager

Lee Wardle has developed his career from a driver to duty manager, and then to service delivery manager at Rosso – winning the Rising Star category at Transdev's Amazing Awards in 2020 along the way! Lee has been in the hotseat helping the company create significant growth at Rosso, meaning he is well prepared for future opportunities.

Take a place On The Launch Pad!

There are chances to go further too in our international Group. On The Launch Pad is Transdev's 18-month graduate career development programme for rising young talents with high potential across our global Group of companies.

It's an amazing journey through the diverse locations and operations, that encourages all who take part across four key learning pillars – to experiment, discover, grow and transform, and ultimately to become strategic ambassadors within the wider Group.

Each talented young person on the programme has been identified for their commitment and potential. Once selected for On The Launch Pad, each completes a series of Learning Expeditions, designed to take them out of their comfort zone and build confidence through varied experience.

At the conclusion of the programme, each of the talented young graduates will have gained a strategic vision of the Group, equipping them for further progress.