



IMPACT STATEMENT

We're well on our way to changing the transport industry for the better. For 11 years, Intuitive – a female-owned executive recruitment agency – has been making meaningful connections between leading transport organisations and diverse candidates, matching the right people to the right roles, making positive change across the sector.

Here's how we're shaking up the transport sector through our commitment to equality, diversity and inclusion and giving its future leaders their big opportunities.

PARTNERSHIPS/ ASSOCIATES

Intuitive works closely with a range of leading partners to make the transport industry more diverse, giving people from underrepresented communities their chance to shine.

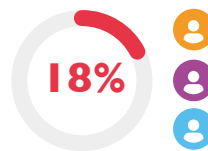
Our partners include:



EQUALITY, DIVERSITY & INCLUSION (ED&I)



of appointments through Intuitive have been **female** (12% higher than industry average), and **17%** of those appointed as **directors were women**.



of candidates appointed through Intuitive were from **ethnically diverse backgrounds**.



were from a background **outside** the transport industry.



Intuitive publishes an annual whitepaper report, '**Diversity in Transport**', which provides practical advice and highlights transport sector organisations **leading the way in ED&I**.



Our emphasis on finding **the right culture fit** means our candidates stay in jobs for longer: Nearly **93% of appointees were still in their role after 24 months**.

THOUGHT LEADERSHIP

Intuitive has held five live knowledge **webinars** – welcoming more than 500 online attendees – featuring leading, diverse voices from the transport industry, including **Network Rail, FirstBus, Scotland's Railway and GBR Transition Team**.



500
online attendees

Our **Intuitive Insights podcast** – now running for more than **50 episodes** – spotlights diverse transport leaders' experiences and success stories. Guests have included Network Rail chief executive officer Andrew Haines and First Bus Chief Commercial Officer Simon Pearson.



over **50** episodes
11,500 listeners

AWARDS AND CHARITY

Intuitive was named as the **Executive Agency of the Year at the British Recruitment Awards 2022**.

To mark our **10th anniversary**, Intuitive has donated £15,000 to support charities and good causes.