

A photograph of five women standing in a modern office environment. From left to right: a woman with blonde hair in a blue and white floral blouse; a woman with dark hair in a red sleeveless dress; a woman with blonde hair in a black and white polka-dot blouse; a woman with blonde hair in a black blazer; and a woman with dark hair in a white turtleneck and a light-colored checkered blazer. They are all smiling. A series of colorful dots (yellow, green, blue, purple, red, white) is overlaid on the image, trailing from the polka-dot blouse towards the right.

We are

intuitive

TALENT SOLUTIONS

**Creating
meaningful
connections
in transport
since 2013**



AN INTRODUCTION FROM CEO, **NINA LOCKWOOD**

Intuitive is a boutique talent consultancy, serving the transport sector and acting as a force for positive change since 2013. Under my leadership and direction, we offer our clients a true partnership model and a talent consultancy experience of uniquely high calibre.

For more than 20 years, following a previous career in financial services and management consultancy, I have specialized in recruiting talented leaders for roles across various industries. Throughout this time, I have been immensely successful in creating an international network of driven, dynamic, and highly experienced individuals.

Intuitive goes above and beyond the call of duty to immerse ourselves in the world of transport, and we have an unmatched track record in supporting clients in achieving their mission-critical goals. That's why, in 2022, we were recognised as Executive Search Agency of the Year at the British Recruitment Awards.

Since 2017, I have chaired the Outstanding Personal Contribution category for the National Rail Awards and have judged the Outstanding Teamwork category. In 2021, I shared the stage with senior industry leaders at the National Rail Recovery Conference, leading discussions on industry talent attraction and diversity and inclusion.

I am an active member of the Women in Rail North West Committee, a mentor for the Women in Transport Mentoring Scheme, and a nominee for Young Rail Professionals Mentor of the Year.

I founded and host the Intuitive Insights podcast series, where UK transport leaders join me to discuss their careers, thoughts on the current state of the industry, and future opportunities. Intuitive has also 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.

Keep reading to get to know our team, hear from clients and candidates, and discover the Intuitive way that sets your experience and our results apart.

Nina is a regular face at industry conferences, both as a speaker and as a delegate:

- Speaker at the launch of Go Ahead Women in June 2023
- Speaker at the launch of Women in Bus and Coach in November 2023
- Host of West Midlands Trains Stakeholder Conference in September 2023, and returning in September 2024 to do it again
- Facilitated Keolis Amey Metrolink International Womens' Day Knowledge Session
- Northern Power Women Awards 2025, Finalist Mentor of the Year





THE INTUITIVE TEAM



GAYNOR HOLT,
HEAD OF TALENT

Gaynor has more than 20 years of experience as a Talent Specialist from both an internal and external perspective. Over the past eight years, she has developed a niche specialism in UK transport, with excellent knowledge and a strong network of candidates covering all the key disciplines.



LISA HEAVEN,
TALENT PARTNER

Lisa's career began in travel, advising customers on luxury destinations around the globe, before honing her skills and passion in travel recruitment. Lisa works hand-in-hand with Gaynor and Faye, nurturing our network to ensure that our UK transport clients have access to amazing candidates.



KELLY PARTINGTON,
BUSINESS SUPPORT MANAGER

A former personal assistant at one of Manchester's biggest law firms, Kelly ensures that we operate seamlessly. Working both rigorously and diligently behind the scenes, Kelly keeps us up to date in matters of compliance, contract and invoice management.



FAYE HARWOOD,
TALENT PARTNER

Faye discovered her passion for building relationships while in office management, which opened the door to a career in recruitment. Loved for her warmth and generosity, Faye works with Gaynor and Lisa to nurture our client network, ensuring our clients can tap into amazing talent.



YOUR JOURNEY TO BECOMING AN INTUITIVE CLIENT

At Intuitive, we understand the importance of the personal touch. Our unique combination of intuition, unwavering attention to detail and commitment to delivering an unsurpassable experience means we can deliver strategic, progressive outcomes for you.



WHAT WE DO

Whether you're looking for a permanent or interim candidate, or have openings for both – Intuitive will work with you in a collaborative partnership at every step of the way. Our aim is to connect your organisation with talented candidates who can make a positive difference.

By getting to know you on a personal level and fostering open conversations, we can use our knowledge to open your world to options you might not have considered.

Because we have an immersive understanding of the transport industry, strategic context comes as second nature to Intuitive. We get to know individual transport organisations in fine detail, so we instinctively know if a candidate is a good fit for your values, ethos, challenges and way of working.

HOW WE DO IT

From the outset, we develop a close working relationship with key decision-makers. This helps us get to know your organisation on a deep level, which gives us the information we need to go out and find the perfect candidate.

It also means we get to know your key objectives, as well as understanding which kind of candidate would make a good culture fit. We also connect clients to a diverse talent network, helping to develop a more inclusive workforce and promote fresh, innovative thinking.

WHAT IT'S LIKE TO WORK WITH US

At Intuitive, we're dedicated to diversity and inclusion. We take great pride in delivering exceptional results for diverse placements, and you can always trust us to put forward the best person for the job.

We understand that executives are high-value, high-impact additions, vital to any organisation. Our incredible retention rate speaks volumes about our ability to match the right candidates to the right roles – 94% of our candidates are still in their role after two years (figures correct as of December 24).

For candidates, too, we recognise that a new executive-level role is a life changer. This is why we strive for authentic, professional conversations from day one, and provide extra support through our 90-Day Accelerator initiative for executives during the crucial early months of their new role.



JOINING THE INTUITIVE CANDIDATE NETWORK

Intuitive candidates are highly sought after in the transport industry for their exceptional skills, highly relevant experience and can-do leadership style. Here's what you can expect when you join our elite candidate network.



1

GETTING TO KNOW THE REAL YOU

Your CV can only ever tell part of the story. We take the time to get to know you personally, including where your passions lie and what really makes you tick. Once you're part of the Intuitive network, we'll keep in touch and take a genuine interest in what's going on with you.

2

REGULAR CHECK INS AND CHATS

Even before we've hand-picked an opportunity for you, we start building a relationship with you. We'll check in with you to discuss everything from your career aspirations to life in general.

3

MATCHING YOU WITH THE DREAM EXECUTIVE ROLE

We get to know our candidates so well that when we find the ideal role for you, the connection is instant. You can trust that any role we put forward will be relevant to you, and we'll begin planning your application swiftly and carefully.

4

PREPARING FOR SUCCESS AT EVERY STAGE

We go above and beyond to prepare you for success. We'll give you insight on your potential new employer as well as providing interview preparation and coaching, to give you that extra advantage.

5

SUPPORTING YOU IN YOUR NEW CHAPTER

We love to see our candidates achieve success – and this goes far beyond just signing on the dotted line. We'll be in touch to see how you're doing in your new role, and our 90-Day Accelerator programme with Metisblue, for Executive placements, provides additional support to help you hit the ground running.



OUR CLIENT STORIES

You're in good company with Intuitive.

FIRST GROUP

What made our product or service stand out from other options?

That we are seen as people and customers. Whenever I have a request, I know that Intuitive will listen and come back with someone fantastic! This is a great contrast with other agencies. I always get a quick and friendly response. I am inspired how Nina and her great team have built Intuitive from scratch and they are now sector leaders.

What has exceeded your expectations since working with us?

It's the personal touch and how they treat us as their customers. They always listen and respond to my requests quickly, honestly and strategically.

What's the main reason you recommend our product or service?

The number of times they have come to my rescue! A great example is the Avanti West Coast mobilisation, when they found the best Events Manager in the business to run our launch events. It's because of Intuitive finding this person that the day was a success.



TRANSPORT UK

What made our product or service stand out from other options?

An exceptional network of candidates that suit my needs. Intuitive's knowledge of the sector and their ability to offer a personalised service based on listening to our needs really works for me.

What has exceeded your expectations since working with us?

Their constant ability to deliver diverse candidates offers me a real choice – not just the usual suspects! Plus, their communication skills are outstanding and they are always on hand with sound advice.

What's the main reason you recommend our product or service?

I'm so delighted with their results. Intuitive listen, challenge me and ultimately the candidates they have discovered are outstanding. I know these candidates wouldn't have found me without Intuitive and vice versa.





OUR CANDIDATE STORIES

More reasons why we love what we do.

Candidate, Business Change Lead

“

I can't speak more highly about the Intuitive team, but Gaynor in particular is next-level. When I was starting a new career chapter, she cared and really got to know me – what I'm about and what matters to me as a person. She matched me with an amazing challenge, and continually supported me with preparation advice and check-ins. Huge thanks, Gaynor!

”

Candidate, Chief Transformation Officer

“

Caroline and I have kept in touch since we met. When I returned from overseas, she went above and beyond to learn about my background and me as a person. We checked in regularly, sometimes just to chat about how I was settling, and I always find her fun and genuine. When Caroline messaged me with an opportunity, I jumped on it because I trust her. This became my amazing role today. Thank you, Caroline!

”

Candidate, Independent Consultant

“

Lisa supported me to find a placement within a Train Operating Company, a hybrid, remote short term contract. Lisa is incredibly friendly, supportive and honest in her approach and relationship throughout the contract. I would highly recommend her as a professional recruiter and fellow Woman in Transport.

”

Candidate, Interim HR Director

“

Faye reached out to me about a role which matched my profile on LinkedIn, from the first initial contact though to starting in the role, Faye has been by my side providing guidance and support, ensuring I was set up for success. Her sunny disposition and positive attitude has made the process easy to navigate. Her warm approach and style ensured that I felt at ease throughout. I would certainly recommend Faye from a personal and professional perspective.

”

Candidate, Chief Finance Officer

“

This is what recruitment should look like - very well informed and engaged at every step of the process. Nina and the team always kept me updated, ensured I was well-briefed for meetings, and followed up promptly and helpfully every time. From my experience, I can't recommend Intuitive enough!

”





CAREER CONVERSATIONS

Career Conversations with Intuitive help candidates find their dream leadership role and unleash their full potential. We'll dig deep to understand what kind of executive-level job you're looking for and what motivates you.

We'll talk through your previous experience and future aspirations. Then, we'll use this information to help you find a senior role that's perfect for you, along with giving you the expert advice you need to take that next step on the career ladder with confidence.

Career Conversations also help us to ensure that candidates are a good culture fit for organisations, standing them in good stead for the longer term. So, if you think you'd be great for an executive-level position in the transport sector, we can help – and we want to hear from you.



90-DAY ACCELERATOR

Developed and delivered by Metisblue, the 90-Day Accelerator programme provides new Executive Level placements with a bespoke, one-to-one coaching plan to support them in new roles. It enhances the onboarding experience and facilitates faster results during the first three months of starting a new job.

While most recruiters leave candidates to their own devices once they're in a new role, 90-Day Accelerator means we continue to offer a value-adding service well beyond day one, keeping us connected with candidates as they find their feet in those important early months.





OUR EXPERIENCE IN UK TRANSPORT

Since 2013, Intuitive has been a trailblazer in the UK public transport industry, helping to promote greater diversity and giving top candidates – whatever their background – the support they need to prove their worth. We work with leading employers in UK public transport to help them find the forward-thinking, innovative leadership talent who are able and willing to lead positive change in the industry.

Everything we do at Intuitive is driven by our core values: Integrity, Fairness and Transparency. We forge meaningful connections between leading UK transport organisations and talented leadership candidates, for both interim and permanent executive roles.

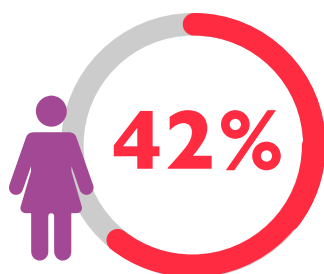
Our team of recruiters use their intuition and their years of experience to ensure that employers and candidates make a successful match, taking into account both skills and culture fit. At Intuitive, we take pride in forging lasting, mutually beneficial partnerships.



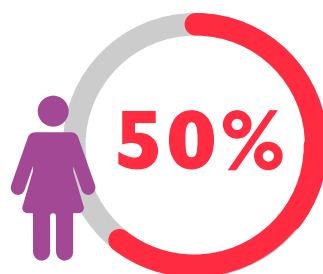


INTUITIVE'S **IMPACT**

At Intuitive, we don't just talk a good game – we deliver concrete results. Here's how we're delivering for our clients, and changing the transport sector for the better.



of appointments made
were female



of appointments in Director
role have been female



were still in their role
after 24 months

Figures as of December 2025





FRIENDS OF INTUITIVE

Intuitive is proud to work closely with a range of leading partners to make the transport industry a more diverse and dynamic place to work. Our friends include the following organisations:





**Ready to experience a Talent Consultancy
that truly understands you?**

Start your journey as an Intuitive client or candidate today and
email to say-hello@intuitiverecruitment.com

We'd love to hear from you, and be part of transforming
your future in transport.

intuitive
TALENT SOLUTIONS