

Paris, 2 October 2024

2024 European 'Talent in Mobility' awards: six people helping to reinvent public transport

Six people in the world of mobility were honoured at the European 'Talent in Mobility' awards presented on 2 October 2024 at the European Mobility Exhibition in Strasbourg; their initiatives reflect the wide range of approaches being taken across Europe to rethinking public transport. The Awards seek to honour women and men who are playing their part in developing public transport and sustainable mobility.

Five professionals chosen from a total of 44 candidates received awards for their skills, achievements and commitment to sustainable mobility, as recognised by a Jury* of journalists from the European trade press; the winner of a sixth award was chosen on the basis of an online poll. While the winners come from a range of different backgrounds, they all share the same vision: achieving smarter, more sustainable and more inclusive mobility. Their projects have spurred innovations addressing a host of challenges facing the sector: revolutionising rail infrastructure, incorporating AI in passenger traffic management, striving for greener mobility, improving training, and establishing better management practices to encourage inclusiveness and supportive working environments; the winners also bear witness to the spirit of innovation that pervades the mobility industry.

Winners of the 2024 European 'Talent in Mobility' awards:

- **Best young talent: Rémi COULAUD, Head of Datalab' Mass Transit, SNCF Voyageurs – Transilien**
Rémi (28) used his expertise in Data and Artificial Intelligence for Mass Transit mobility to prepare SNCF for the 2024 Olympic and Paralympic Games, with he and his team designing passenger traffic monitoring tools to help with the organisation of this world-class event.
- **Best project manager; joint winner: Fiona GUTHERIE, HR Director & Deputy Managing Director – RATP Dev Transit London**
Fiona ran the 'Garage Life' programme, an innovative training initiative for bus drivers that has significantly reduced dropout rates by creating a greater sense of comradeship in the workplace.
- **Best project manager; joint winner: Xavier GRUZ, Eole Project Director – SNCF Réseau**
Xavier has headed up the Eole project since 2012, rising to the technical and human challenges posed by the express metro RER E line extension, a huge undertaking destined to transform mobility in Île-de-France.
- **Best manager: Jean-Bruno DELRUE, Chairman – MESEA**
Jean-Bruno is head of the Southern Europe Atlantic high-speed rail line (LGV SEA); he has turned MESEA into a European benchmark in rail maintenance, achieving high levels of operational, environmental and human excellence.
- **Special career service award: Claudio PUZZUOLI, Technical Director – SOLEA**
Having worked for SOLEA for over 35 years, Claudio has contributed to progress in transport network maintenance, embodying human values and a spirit of innovation acclaimed throughout the industry.

• **Web users' award: Louis ROMA, Head of Train Renovation & Modernisation – Masteris**

With 20 years' worth of experience, Louis is now heading up the huge renovation programme for France's TER regional train fleet, which aims to extend rolling stock lifespan and reduce its environmental footprint.

Once again, the 2024 edition of the European 'Talent in Mobility' awards demonstrates that the future of public transport is grounded in innovation, cooperation, and commitment on the part of the professionals working on the ground. The winners' ambitious projects and sense of vision contribute to creating more sustainable, inclusive, high-performance mobility for future generations.

*The panel 2024

- Annika EGLOFF-SCHOENEN, *Nahverkehrspraxis*, Germany
- Marie-Hélène POINGT, *Ville rail & Transports*, France
- Luis GOMEZ-LLORENTE, *Viajeros*, Spain
- Robert JACK, *Passenger Transport*, United-Kingdom
- Riccardo SCHIAVO, *Autobus*, Italy
- Marcel SLOFSTRA, *OV magazine*, The Netherlands

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European Mobility Expo est un événement porté par le GIE Objectif transport public pour le Groupement des autorités responsables de transport (GART) et l'Union des transports publics et ferroviaires (UTP).

ANNEX TO FIND OUT MORE ABOUT THE WINNERS

Best Young Talent: Rémi COULAUD, Equipment Department Manager, SNCF Voyageurs - Transilien

For the past two years, Rémi (28) has been using his expertise in Data and Artificial Intelligence for Mass Transit mobility to serve the 2024 Olympic and Paralympic Games. Rémi and his team pioneered a data-driven approach to prepare Transilien for the 2024 Paris Olympics. As early as 2022, Datalab' Mass Transit put forward CARTOJOP, a data visualisation solution that uses traffic forecasting data from Île-de-France Mobilités, the Transilien SNCF Voyageurs transport plan and the Olympics Organising Committee events schedule. Today, CARTOJOP and its data are at the heart of SNCF's system to monitor passenger traffic during the Games. CARTOJOP is used in roadbooks to manage peak traffic levels in stations, in the Olympics control room to manage traffic, and at rail line management to organise passenger journeys to the 800 Olympic events served by the Transilien network. Rémi has also worked in other ways to ensure the success of the Games. Together with his team, he provided support for the design of INFOlympics, destined for the 5,000 Transilien staff deployed to the 36 Olympic stations. Since April 2024, most of his team has been working on the Games, in particular by helping to design FouloJOP to monitor passenger traffic in real time. Rémi has succeeded in mobilising a team of between five and nine people to address the key challenges of tomorrow's mobility. As an expert, innovator and manager committed to the success of the 2024 Paris Olympics, Rémi is a remarkable and remarked-upon Talent.

2 prizes ex aequo « Best Project Manager»

Fiona Guthrie, HR Director & Deputy Managing Director, RATP Dev Transit London

Fiona Guthrie successfully managed a large number of projects during her three years with RATP Dev Transit London, the most significant of which was the Garage Life Programme (GLP). The aim of this innovative project managed by Fiona was to encourage people who had never had a bus driver's licence to train as bus drivers. Garage Life is a four-week programme with 23 modules that includes classroom learning, observation courses and Q&A sessions with an experienced driver; recruits are also immersed in the garage they will be working out of once their training is complete. Trainees meet their future supervisors and the many other staff members working in the garage. Previously, new drivers had no idea of who their colleagues would be once they had completed their training. After passing their driving test, new recruits would arrive at the garage, receive driver training and quickly start work. This approach left drivers feeling unsupported, isolated, and excluded from the general camaraderie, making it more likely that they would quit having barely started their new career. It took guts for Fiona to take on this project; nothing like it had ever been tried before by RATP Dev Transit London or any other London bus operator, and doubts about its effectiveness had been voiced. After three months, GLP improved retention rates considerably, bringing the number of drivers leaving the company down to 6% compared to 15.5% for those not benefiting from the programme. New drivers also feel more welcome and supported from the outset, which boosts morale.

Xavier GRUZ, Eole Project Director, SNCF réseau

As Eole Project Director for SNCF Réseau since 2012, serving 650,000 passengers per day, Xavier has transformed mobility in Ile-de-France for 3 million passengers daily with faster journey times, less network congestion, and better coverage and accessibility. Phase 1 was completed on 6 May 2024 with the commissioning of the RER E line to the new station at Nanterre la Folie serving new underground stations at Porte Maillot and La Défense. Xavier has acted as the 'captain' of this unprecedented project in the Paris region, one of the densest urban environments in the world. Right from the first phase, this has involved exceptional technical challenges ([installing a structure the size of a skyscraper beneath the Centre of New Industries and Technologies building at La Défense](#)

capable of bearing the latter's 100.000- tonne weight), weather-related challenges (two exceptional floods) and geological and urban challenges (multiple aboveground projects at Porte Maillot) against the backdrop of a global health crisis. All these challenges were addressed thanks to the mindset and coordination ethos developed by the Client and the latter's boss, Xavier Gruz. He is especially proficient in co-building, enlisting all the stakeholders (Client, Project Management, Contractors), coordinating with related projects and engaging in co-activity (whereby civil engineering, rail engineering and finishings & fittings are all carried out simultaneously to keep to schedule), all underpinned by collective intelligence.

Best Manager: Jean-Bruno DELRUE, Chairman, MESEA

Having worked for SNCF from 1998 to 2016 (in particular as Head of International Commercial Development and High-Speed Rail and as director of the Paris Rive-Gauche infrastructure centre with a staff of 850), in 2016 Jean-Bruno then took over MESEA, a maintenance company responsible for the Southern Europe/Atlantic high-speed line. Having recruited the entire workforce of 220 and seen the line enter service successfully in 2017, he took the company to outstanding levels, achieving an excellent operational availability rate of 99.7% and triple ISO 9001, 14001 and 45001 certification. Jean-Bruno has established a strong culture of health and safety at work (with no lost time injuries since March 2023) and has demonstrated remarkable environmental commitment (with a 28% decrease in greenhouse gas emissions between 2018 and 2023 and a target of 90% by 2030), as well completely halting the use of phytosanitary products since 2021. He has inspired a culture of innovation in terms of organisation, processes, equipment, data mining and artificial intelligence for predictive maintenance, making MESEA one of Europe's leading rail maintenance companies. He successfully coordinated all stakeholders to create the MESEA Académie (accredited by rail safety organisation EPSF), providing training in HS maintenance and rail safety since 2018. Jean-Bruno has also committed to societal issues, setting up an SEA Fund to preserve biodiversity, cut greenhouse gas emissions and encourage social and professional insertion, as well as entering into an agreement with the French National Guard to facilitate the commitment and availability of reservists. He has engaged a large number of actions in favour of diversity and improving the gender balance.

Special career service Award: Claudio PUZZUOLI, Technical Director, SOLEA

Claudio joined SOLEA in 1986 as an electrician in the bus workshop. After being promoted to team leader, he helped develop versatile teams of mechanics. 2006, Claudio contributed to the successful inauguration of a tramway in his capacity as head of the tramway maintenance team, and defined and detailed maintenance processes. He then took over the Tramway maintenance unit and became a manager. Sharing his knowledge and helping his people grow are his constant concerns. In 2010 for the inauguration of the tram-train in the Mulhouse district he was involved in setting up the maintenance contract with SNCF and adapting the workshop to comply with SNCF standards. After becoming technical manager in charge of maintenance of all rolling stock, he streamlined the practices of different workshops. In 2020, Claudio became Technical Director. One figure serves to summarise the operational excellence that Claudio has established: 0.3, the failure ratio per 10,000 km involving disruption for customers. Claudio also embodies human values, participatory management, and natural empathy and supportiveness. He has made himself available to the Transdev Group, who have drawn on his expertise to solve technical problems and respond to calls for tender from Melbourne to Dublin via Reims. As a devotee of innovation, he is a member of the 'Vehicles of the Future' centre set up by Haute-Alsace University, where he informs thinking on topics such as self-driving cars. As the driving force behind a joint project undertaken by Transdev Group, SOLEA, Tallano and Iveco on recovering brake dust, he has achieved a world first in retrofitting.

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Internet Users' Award: Louis ROMA, Head of Train Renovation & Modernisation, Masteris

Louis has over 20 years' experience in the rail industry. In 2011, he managed the project to allow high-speed trains to travel between France and Spain, facilitating interactions and the transport of thousands of passengers. From 2014 to 2017, he supervised the start of commercial operation of Régio2N trains in every region of France, thus modernising and optimising regional transport. In 2017, Louis took over the RERNG project for part of RER line E. In October 2020 he joined Masteris (a subsidiary of SNCF Voyageurs) to lead an unprecedented mid-life programme known as [OPTER](#), which will see 40% of the TER regional train fleet renovated over the next eight years in a huge project totalling 9 million hours of work during which up to 55 trainsets will be out of service at the same time in SNCF Voyageurs' Rolling Stock Department industrial maintenance facilities. The aim is to dismantle, overhaul and modernise these trains after some twenty years in service, restoring them to virtually new condition for an additional 15-20 years of service life. The renovation also includes significant improvements in energy use, putting the project in step with environmental and sustainability concerns.