



## PRESS RELEASE

# RATP Cap Île-de-France, RATP Dev, and the French Gendarmerie Nationale join forces to promote the employment of gendarmes moving into new careers

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**On July 12, Xavier Léty, President of RATP Cap Île-de-France, Serge Reynaud, Executive Director France/Switzerland of RATP Dev, and Lieutenant General Bruno Arviset, Director of Military Personnel of the Gendarmerie Nationale, signed an agreement to facilitate the professional transition and access to employment within those two RATP group subsidiaries for gendarmes and their spouses.**

The Gendarmerie Nationale is committed to a policy of helping its personnel transition into their second career, given the specific nature of employment in the military. The aim of that policy is to enable its personnel to leave the military in good conditions when the time comes, by giving them the means to retrain and take up a new professional activity. This approach also makes it possible to support the spouses of gendarmes when they are transferred, thus combating the risk of a break with the job. Through this partnership, RATP Cap Île-de-France and RATP Dev are helping retrain talented military personnel and their spouses so they can move into new careers.

The RATP group is already involved in employing former gendarmes, especially in security roles with RATP Sûreté, and now all the more so with this agreement.

## **A new talent pool**

Each year, nearly 2,000 gendarmes under fixed-term contracts or career personnel, including officers, non-commissioned officers, or volunteers, leave active military service and transition to a new professional environment.

Over the course of their time in the military, they have developed recognized expertise and learned how to pursue their career development in organized structures. They are a pool of motivated and talented people; trained in both interpersonal and technical skills and ready to embark on a new career.

The collaboration between RATP Cap Ile de France, RATP Dev, and the Gendarmerie Nationale will make it easier to identify recruitment opportunities with a pool of talent ready to join our workforce, particularly in fields where there is difficulty recruiting.

## **A second career in the transportation sector**

Thanks to this agreement, gendarmes transitioning out of the military will be able to start their second career in professions such as driving, management, supervision, as well as roles in administration. The positions are as varied as the profiles and skills acquired by the personnel during their career in the Gendarmerie Nationale. At RATP Dev alone, for example, 500 positions are open in 2022 in France.

Furthermore, the possibility for spouses of gendarmes to have access to positions offered by RATP Cap Île-de-France and RATP Dev makes it possible to prevent the separation of families in the event of a transfer, thus responding to a major challenge for the Gendarmerie Nationale in a new employment context.

Lastly, the RATP Group's training policy is a priority and a strategic and vital matter. It aims to:

- enhance the employability of former military personnel
- constantly update skills that can quickly become obsolete
- respond operationally to the challenges faced by the company
- attract talent
- help the company successfully manage its transformations, strategic orientations, and respond to its needs in terms of skills development

“We are honored to sign this agreement with the Gendarmerie Nationale, alongside RATP Dev, and thus become a special partner of the institution for the employment of former career military personnel and their spouses.”

**Xavier Léty**  
President of RATP Cap Île-de-France

“Helping our injured comrades move into a new job, facilitating the mobility of gendarmes’ spouses during transfers, and accompanying those who choose to take their career path in a new direction are important components of the HR policy of the Gendarmerie Nationale. We are honored to sign this special partnership with RATP Cap Ile-de-France and RATP Dev, which opens up great prospects with two major transport operators.

**Lieutenant General Bruno Arviset**  
Director of Military Personnel of the Gendarmerie Nationale

“We are proud to work with the Gendarmerie Nationale, whose excellent personnel and values of service to the public match our own and give this partnership its full meaning.”

**Serge Reynaud**  
Executive Director France/Switzerland of RATP Dev

#### **Press contact**

**Maria Mellouli**

+33 (0)1 58 78 37 37

[maria.mellouli@ratp.fr](mailto:maria.mellouli@ratp.fr)

[servicedepresse@ratp.fr](mailto:servicedepresse@ratp.fr)