

PRESS RELEASE

RATP Group to Recruit Nearly 6,600 People in 2026, Including 3,500 in the Île-de-France Region

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Following historic recruitment levels over the past two years, RATP Group is continuing its development in 2026 with an ambitious hiring plan, aiming to recruit approximately 6,600 people across France and internationally.

In the Île-de-France region, RATP Group once again positions itself as a major employer, offering 3,500 permanent positions in 2026. The plan aims to maintain daily service levels and quality in line with passenger expectations and the requirements of Île-de-France Mobilités.

This significant recruitment campaign also prioritises meeting the challenges associated with the upcoming opening of the first lines of the Grand Paris Express. As manager of the infrastructure for all Grand Paris Express lines, RATP Group will begin managing the infrastructure on metro line 18 this year and will operate metro line 15 South starting in 2027. The recruitment needs cover a wide range of profiles, notably in engineering, maintenance, and security-related roles.

Outside Île-de-France and internationally, significant recruitment supports the growth dynamics of RATP Dev.

RATP Group is recruiting in Île-de-France to maintain the highest level of service for passengers and to support the rollout of the Grand Paris Express

As in previous years, RATP Group once again stands out as a major recruiter in the Paris region, with two key priorities:

- maintaining the highest possible level of service for passengers daily, both within RATP EPIC and RATP Cap Île-de-France; and
- supporting the gradual commissioning of the Grand Paris Express. Accordingly, RATP Group is significantly strengthening its teams, both for the operation and security of metro line 15, which is scheduled to open in early 2027, and for the management of the infrastructure of all future lines, starting with metro line 18 this year.

The Group plans to recruit 3,500 permanent employees in Île-de-France in 2026, including:

- 805 positions in maintenance, covering infrastructure management, rolling stock maintenance, facilities and equipment upkeep, and more;
- 175 positions in engineering, focusing on major projects and infrastructure;

- 85 positions in technology and digital roles, including cloud architects, data scientists, IT project managers, etc.;
- 1,000 bus drivers;
- 470 station staff;
- 220 metro drivers;
- 350 operations managers and staff;
- 130 ticket inspectors;
- 75 security staff, including canine unit officers;
- 190 support function roles.

All of our job openings can be found on [Join us | RATP](#) and [RATP - Group RATP Recruitment](#) as well as on our social media channels: [LinkedIn](#), [Facebook](#) and [TikTok](#).

An ambitious recruitment plan across RATP Group subsidiaries

In 2026, RATP Group subsidiaries plan to recruit over 4,700 permanent employees in France and internationally, representing 71% of the Group's total recruitment needs. Among these subsidiaries, two face the most significant recruitment challenges:

RATP Dev plans to hire over 3,200 permanent employees in 2026, accounting for 45% of the Group's total recruitment needs, primarily in France and the United States, as well as in Egypt, Italy, and Saudi Arabia. This recruitment plan, continuing the momentum from 2025, supports RATP Dev's growth both domestically and internationally, driven by newly awarded networks, increased ridership, and line extensions. These hires will support the ramp-up for the operation and maintenance of metro line 15 South in the Île-de-France region and anticipate future staffing needs linked to the operation of the Étoile de Caen TER network set to begin in July 2027. Nearly 1,800 positions will be dedicated to bus drivers and maintenance staff.

RATP Cap Île-de-France, which has secured 70% of the historic Île-de-France bus network opened to competition as well as the operation of tram-train lines T12 and T13, continues to expand. In 2026, the subsidiary plans to recruit 1,400 permanent employees, including nearly 850 bus drivers and 120 bus mechanics. This recruitment plan will support the launch of six subsidiaries this year across the Paris and Inner Suburban bus network.

In 2025, RATP Group once again reached an unprecedented level of recruitment

In 2025, RATP Group once again achieved a record level of recruitment, hiring over 7,300 employees worldwide, including nearly 3,700 in Île-de-France. The number of applications continues to grow year on year, with over 400,000 CVs submitted last year in Île-de-France alone, making 2025 the most attractive year in RATP's history.

Among these hires in Île-de-France, 1,650 bus drivers, 500 station and train staff, and 435 maintenance operators joined the Group in 2025. These results reflect both the company's increasing attractiveness and the diversity of its 270 professional roles. Proud of its public service mission, RATP Group asserts itself as a key player in urban transformation and the significant development of public transport networks, underpinned by a strong commitment to improving urban quality of life.

RATP Group's commitment to diversity and inclusion

RATP actively promotes diversity within its teams and has developed initiatives such as the “RATP au Féminin” (RATP Women) programme to encourage and facilitate women’s access to all professions. In 2026, the Group continues this ambition, prioritising efforts to attract women to its teams. Each year, a range of targeted initiatives—including forums, job-dating events, immersive job experiences, and partnerships with associations—allow women to discover roles they might not have considered, supported by programmes such as LadiesInTech@RATP and mentoring schemes like “Elles bougent” (They move).

RATP has also concluded its 10th Agreement in support of employment for people with disabilities (2026–2029), reflecting its HR policy focused on equal opportunities, anti-discrimination, and the promotion of diversity. Partnerships with associations such as ARPEJEH (a French non-profit organisation that focuses on supporting young people with disabilities in education and employment) and vocational reintegration services help broaden awareness of RATP careers through initiatives like DuoDay. In 2025, RATP participated in 14 “employment and disability” events in Île-de-France.

Training and Career Development at RATP Group

RATP Group has long established a structured and robust training system to equip new hires with the skills needed for careers in mobility. Most of these courses are qualifying programmes, often open without prerequisites in experience or diplomas, and follow a comprehensive recruitment process that evaluates motivation and aptitude.

The Group leverages its RATP Group University and all its training centres to develop employee skills throughout their professional journey.

RATP also places great importance on supporting young talent, welcoming numerous apprentices and interns each year, including nearly 500 at its own Apprentice Training Centre (CFA), to help them learn one of the Group’s professions.

Finally, the Group prioritises career development and internal mobility, providing opportunities for professional advancement and cross-functional moves for both entry-level and experienced employees.

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