

Investing in ideas and doing the right thing



Giulia Strologo: Junior Legal Counsel

RTR is a business that is known for developing innovative technology, yet it also understands that this reputation is founded on its ability to attract and develop innovative people.

The company has always been committed to investing heavily in its team. From those starting out on their careers through to engineers who have been working for a number of years and are looking to develop next-generation skills.

For the graduates competing in today's tough jobs market, RTR is a rare chance to make their mark in an ambitious, growing business. The company is giving graduates professional roles in the company, empowering them and offering the chance to learn quickly and make a real contribution.

Dario de Francesco has seen that commitment first hand, starting out as a maintenance technician and working his way up within three years to the role of Regional Manager for South Italy.

"I think RTR is an example for other companies," he says. "It gives young people a chance if they're prepared to give their all and it rewards them for their efforts. Even though I had a degree in engineering, I got my hands dirty, covering a lot of miles and doing whatever was needed, like emptying rainwater from station tanks. It's all experience that's helped me as I've progressed into a management role – understanding the demands on your team and setting a good example are key."

The right talent and the ideas it brings are clearly driving RTR's success, but the company is also proud of the foundation of ethics which underpin everything it does. Its Code of Ethics goes beyond what is required of the company and sets out the rights and duties that apply to all those who work for and with RTR. It governs

the way the business operates, ensuring that it is doing so with fairness, transparency, impartiality and honesty.

To make sure all staff are aware of their responsibilities under the Code, RTR holds regular training courses. The courses are well-received and the results are being felt across the business. According to Giulia Strologo of the Legal Department, "What makes us different is the active involvement of the management and entire staff in understanding and sharing the principles set out in the Code of Ethics. There is a real commitment to making sure they are applied in everything the business does."

RTR offers graduates the opportunity to learn quickly and add value to the business



Dario de Francesco: Regional Manager