

There are many definitions and understandings of a word 'talent'. Since a 'talent' can be interpreted in various ways this issue of defining a 'talent' in the railways is even more challenging due to the complexity of the railway sector. Over the last two years 76 railway professionals worldwide have been asked to complete a 9-question career sheet where two of the key questions asked were 'What is a Talent?' and 'Why the rail industry should engage with talents?'. The paper presents analyses of responses given by rail professionals including personal reasons why the professionals decided to join the industry and opinions about challenges the industry currently faces. The expected outcomes of the analyses are to provide guidance for the railway industry in terms of recruiting and retaining new talented workforce.