
Embark on your digital journey

Graduate
and Internship
Program 2020



Trusted partner for your Digital Journey

Atos



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**We spent
100,000 hours
testing critical IT
applications to
prepare for the
2018 PyeongChang
Winter Olympics**

About Atos

We bring people, technology and business together to accelerate digital journeys worldwide. As evolving technologies continue to shift the way industries work, we're ready as a trusted partner to our clients. Our business technologists truly listen, and use their genuine technical understanding and strategic business acumen to produce innovative answers to our clients' biggest challenges.

As IT partner to the Olympic and Paralympic Games, people look to our business technologists to deliver on an extraordinary scale under the scrutiny of the entire world. And it shows in the work we do - Tokyo 2020 Olympics will be the first Summer Games held 100% in the Cloud IT infrastructure. As we have leveraged new Cloud technologies and renewed our Olympic Diffusion System (critical application which diffuses official results to official Tokyo 2020 website and application, the Olympic Broadcasting Services and official press agencies) to be a fully Cloud native application on core as well as leveraging Edge computing techniques to combine data processing in the venues and in the Cloud.

We're trusted to deliver excellence every time, and that takes 110,000 business technologists in 73 countries - each using their expertise to bring business and technology together for clients across the globe. Each year we support graduates and interns worldwide to start their own digital journey.

Our graduate and internship programs cover a diverse range of disciplines. So whether you're working toward your degree or you've already graduated, we're with you all the way - nurturing your talent, developing your potential and helping you achieve your ambitions.

For more information about us visit:

atos.net/careers/graduate-discovery-journey



**Atos
handles over
2000 tweets every
second**

Graduate program

Support and development

Whichever graduate opportunity you choose, you'll have plenty of support on your digital journey. Your graduate buddy will contact you before you even start, and your line manager, mentor and career coach will ensure you have the right training, tools and development plan to grow.

Graduate development program

Your comprehensive graduate induction program will introduce you to Atos, provide you with essential business and personal skills, and build your graduate network. From working on a live Digital Transformation business challenge to supporting a local charity, this structured training program ensures your ongoing personal development.

Professional qualifications

You'll need the right professional qualifications or accreditations to ensure you thrive at Atos. Depending on your role, we could fund your learning to achieve accreditations and qualifications such as CIMA, CIPD, ITIL Foundation or PRINCE2. For digital roles you could gain Oracle, Cisco CCNA, ISEB Foundation or Microsoft accreditations.

Atos University

Atos University provides instant online access to a wide portfolio of learning solutions - straight to your connected devices. Whether it's project management, sales, technology or leadership training, there's no limit to what you can learn.

Graduate community

As part of our graduate community, you'll be with like-minded people from a diverse range of backgrounds - so you can expect plenty of social activities and events.

About you

We're looking for talented graduates leaving university within 3 years, ideally supported by relevant academic achievements or work experience. And, because we work in almost every sector and across most technologies, it's essential you're flexible, adaptable and imaginative, sharing our passion for new approaches.

Graduate opportunities

Whatever your degree discipline, our graduate opportunities will give your career the edge.

As long as you have a passion for business and technology, you'll hit the ground running.

And whichever path suits you, you can expect our support every step of the way, plus real responsibility from day one, when you start your journey with Atos.

See below some of the opportunities available to our graduates at Atos

Account Management & Sales

Tell the world about Atos and help us grow our business. You'll join a dynamic team in a fast-moving environment, gaining valuable experience with exposure to all areas of our organization and some of our most important customers.

Using consumer insights to develop customer solutions and drive new business for existing and prospective clients, you'll discover exciting new technologies and learn what they mean for business. You'll help to run all aspects of client accounts - managing sales activity and launching campaigns, identifying leads, pitching ideas to customers and delivering complex projects - so you can expect new challenges every day.

Human Resources

HR is central to everything Atos does. You'll join our HR team as it continues to evolve in a rapidly-changing working world - driving people transformation programs, providing guidance on all aspects of HR policy and procedure, using data analytics to inform key strategic employee initiatives, and

Cyber Security

Atos provides highly secure, resilient and compliant IT systems to organizations across the globe. Constantly learning and being challenged in the fastest evolving sector within IT, you'll work on touchpoints across all stages of the infrastructure and service provision lifecycle - protecting our customers' data and preserving the security and integrity of their IT estates.

You'll advise on risk mitigation, deploy and configure security solutions, analyze and reduce cyber threats and vulnerabilities, and coordinate responses to cyber incidents. You'll have the opportunity to build expertise in a wide range of tools and techniques, and contribute to some of the most high-impact, critical projects you can imagine.

automating key HR processes to enhance the employee experience.

Working alongside a team of flexible and multiskilled HR professionals, with assignments in different areas of HR, you'll contribute and gain invaluable experience at every level of the business.

Business Consulting

As a business consultant, you'll develop and share your expertise with clients to support some of the world's leading businesses in their digital transformation journeys - providing informed insights to anticipate and manage change, and push their organizations forward in today's rapidly changing world.

You'll operate in a fast-paced new technology environment where digital transformation,

cyber security and complex ERP systems are key components. Our diverse portfolio of clients will give you plenty of scope to contribute fresh ideas and make a measurable difference. You'll be aligned to one of our key digital growth areas: Automation, Analytics & Artificial Intelligence; Cyber Security; Digital Workplace; or Hybrid Cloud Services.

Business Operations Management

You'll help our clients to deliver their day-to-day business services, transforming and improving these services through intelligent operations, digital technologies and deep customer understanding.

You'll get stuck into real-world business challenges - looking for new ways to maintain and enhance our clients' operations.

This could mean analyzing data and spotting trends, mapping out customer experience journeys, examining risk processes or supporting the creation of a new marketing campaign. Whatever your focus, you're there to help our clients achieve operational excellence.

Automation, Analytics & Artificial Intelligence

Intelligent automation brings automatics, analytics and AI together to solve client issues. Amongst other challenges, you'll turn data science work into scalable and stable products, and develop machines and systems that can learn and apply knowledge. You'll also help to safeguard organizations' computer networks and systems, to protect data and systems from infiltration and cyber attacks.

As a consultant in this rapidly evolving area, you'll enjoy unrivalled challenges at the forefront of analytics, robotics and process automation. Learning how to use existing and emerging technologies, you'll unlock the value of business data and deliver complex solutions and real business outcomes for renowned clients.

Digital Communications

In this ever-changing digital landscape, communications management needs to run smoothly and efficiently while keeping pace with business needs and regulatory change. You'll approach this challenge with the thinking, vision, innovation and agile strategy to drive digital communication transformations that always put clients first.

You'll support our goal of transforming customer experience and enhancing our clients' reputations as industry leaders in this digital world. Focusing on defining processes to retain and grow our customer portfolio, you'll ensure a personalized, engaging and context-driven customer experience across multiple channels - allowing businesses to communicate and interact with their customers in different and innovative ways.

Digital Workplace

Atos Digital Workplace works with strategic and innovative partner solutions to empower our customers to build the workplace of the future and redefine employee experience. We help organizations create a new type of environment - one that is mobile, people-centric and cloud-based with a focus on collaboration and flexibility.

This opportunity offers experience across our key focus areas: Desktop Deployment, Assistive Technology, Virtual Workplace Solutions and Modern Management. You could be deploying and testing new technology, troubleshooting issues or analyzing current business processes to explore ways to add value to our clients - all ensuring you'll gain exposure to some of the most cutting-edge technologies out there.

Finance

Our Finance team provides essential support to every division within Atos, so you'll soon get to learn what makes the business tick and keeps us profitable. You'll work closely with experienced accounting and finance professionals on dynamic projects that have a considerable impact on how we operate with clients.

Covering everything from budget reviews, profit/loss assessments and debt analysis to reviewing new business ventures, you'll also provide accounting support as you grow your financial and commercial skills in multiple areas.

Hybrid Cloud Services

Hybrid IT and Cloud services have become the norm for our customers, and this opportunity will develop your expertise in the entire lifecycle of how they're delivered. You'll have exposure to cutting-edge technologies and innovative ways of working - implementing ideas from new portfolio and technology services as they become available.

Working with client stakeholders, sales teams and technical architects, it's a fantastic opportunity to gain a good overview of the organization's strategy, processes, information and IT assets. You'll support our clients through application portfolio transformation, modernization and cloudification, and use rapidly evolving technology to craft winning solutions for clients in this exciting, fast-paced area.

Big Data & Analytics

You will enjoy unrivalled challenges at the forefront of the next generation in data management, analytics and enterprise content management, working with existing and emerging technologies. You'll work with experienced and talented consultants in the delivery of complex solutions for household name clients to unlock the value of business data. A true Business Technologist, you'll use your combined business and technical skills

to help our clients improve insight, optimise process, and discover new business potential. Enjoying exposure to the whole of the economy of data lifecycle, you could focus on initiatives involving cognitive computing, intelligent processes, knowledge automation, knowledge networks and data analytics. Ultimately you'll be helping our clients maximise the operational and business advantage gained from their digital assets.



Our Advanced Access Control System (AACS), which includes NEC's facial recognition system will ensure safe access at over 350 entry points within 43 venues at the Tokyo 2020 Olympic Games - it will be the most innovative Olympic Games in history!

Our graduates



Humza Moazzam
MI Analyst
United Kingdom

While studying Mathematics at Warwick University, I identified that Atos offered an opportunity to apply all the skills I had learned in a practical way. Working in Data Analytics, I focus on drawing useful conclusions from the vast array of data that a business has, and then visualizing them so that my clients can make informed business decisions. The team is incredibly supportive and since joining I've undertaken training courses in SQL, Python and Power BI. There's a fantastic graduate community at Atos and I'm on the STEM Ambassador committee, visiting schools to encourage young people to study and pursue careers in STEM-related subjects.



Janine Skinner
Data Protection
Officer
North America

My favorite part of working for Atos is getting to work with diverse people from different global locations. I have been given the chance to visit Atos locations in 6 different countries, and interact with people who genuinely care about each other personally and professionally. Atos has offered me the opportunity to have a career that not only challenges me, but also allows for growth and development. I feel that I am working with professionals that I can learn from and that they will push me to take on new and challenging opportunities. Atos also encourages me to participate in other areas of interests in the company through Diversity Programs, Talent Programs, and I am proud to say that I am a member of our Scientific Community. Atos is a great place to work and I am honored to be a part of this diverse organization.



Lisa Ludewig
COO Office, Program
Manager
Munich, Germany

In my current position as a Program Manager I'm able to experience multiple and diverse projects in a demanding yet rewarding environment. Working for the #1 leader in digital transformation brings along exciting customer collaborations, top-notch digital services and offerings as well as boundless local and international career opportunities. I enjoy being part of a global team that constantly reinvents itself to keep up with the rapidly evolving expectations on increasingly digital markets.



Felix Pearson
Strategic Sales
Executive United
Kingdom

Having joined Atos following four years of legal studies, I was not fully aware of the capabilities and opportunities within the organisation. Now just over 5 years later I have had the opportunity to visit Atos facilities in over 10 different cities around the globe including our fantastic facilities in India, all as part of my job! My latest role within Atos sees me leading Strategic Sales opportunities within the UK&I business, to ensure we position Atos as the right partner to support current or prospective clients to work with Atos in delivering their ICT and Transformation services.



Andrea Di Giorgio
Chief of Staff Group
EVP Central Eastern
Europe & Italy CEO
Milan, Italy

Atos is the place where you can pursue any path you imagine for yourself. Thanks to an international development program with people from all over the world, I understood what was the best fit for me overachieving my expectations.



Alexandre Migneret
Account Sales Utilities
France

Working with Atos for 8 years I have had the opportunity to work across a number of key strategic roles - Sales, Marketing & our Client Innovation Center. This is down to the great internal mobility schemes we have in place. During my time working with Atos I've had extensive opportunity to work in various different countries and discover multi-cultural relationships with colleagues from our Global Delivery Centres, Poland and India as examples. Providing me the opportunity to increase my understanding of how a global organization works across numerous continents with are various digital workplace tools and capabilities. With major clients in every sector ranging from Utilities to Entertainment Atos is an organization helping businesses to continuous change and evolve.



Andrzej Ledwon
Head of Bid Factory
Switzerland

Roles, responsibilities and career opportunities at Atos are constantly evolving. For myself, starting as Project Coordinator in our Poland Global Delivery Center, throughout Solution Manager and Bid Manager roles, finally gave me taking the opportunity to move to Switzerland, building a new competency for enabling Swiss sales teams to deliver best in class Digital Transformation offerings to Atos clients. There is no doubt that Atos offers real vertical and horizontal career growth path with full international mobility support.



Temitope Dawodu
Bid Manager
United Kingdom

I graduated with a Mechanical Engineering degree; and right from my graduate assessment center, Atos was a place I could see myself working. As soon as I joined, I really liked the positive culture, and the way the company works and supports you to succeed. I didn't have an IT background but Atos offered plenty of training to support me in my role as a Solutions Architect, working on responses to client tenders. I also took part in the Atos X competition, presenting a TEDx style talk on Africa's Digital Opportunity to the executive team, and was thrilled to win the competition!



Benefits

When you join us, you'll be taking on new challenges right from the start, and we'll show our commitment to you by employing you on a permanent contract from day one.

Respecting the local regulation of where you are located, as well as a competitive salary, you will have access to a range of comprehensive and attractive benefits that are designed to help you make the most of your time with us.

Internship program

If you're in your penultimate year of study and want to gain experience before you graduate, our paid internships will give you everything you need to launch your digital journey.

With opportunities across worldwide, you'll enjoy an intensive induction followed by on-the-job training. We'll give you live assignments to build your confidence and capabilities. And if your performance during the internship program is really exceptional, you could return to university with a firm job offer ready for when you graduate.

We're offering internships across many of the same areas as our graduate program (see pages 8-10).

Benefits

You will receive a competitive salary plus access to a range of attractive and flexible benefits with respect to your local regulations. Details of specific benefits will be made available to you from day one.

Induction

Your intensive induction will offer training on a range of key business and personal skills to help you settle into your internship quickly, build a network within the intern community and ensure that you make the most of your time with us.

Support and development

You will receive a buddy who will contact you before you even start, and will be there throughout your internship. Your line manager and mentor will ensure you have the right training, tools and development plans to grow. Work shadowing opportunities will also give you insights into graduate roles that may interest you after your studies.

The intern community

We have a strong graduate and intern community at Atos, where everyone supports and encourages each other both in their work and extracurricular activities, including various charity projects, sports activities and after work meet-ups.



Atos France have been recognized in the Happy Index award as one of the top organisations for interns.

Our interns



Holly Mattinson
Lancaster University

During my Management degree at Lancaster, I undertook a year in industry in the Change Management team at Atos. From day one, everyone was very welcoming and supportive. I had real responsibilities as an intern, contributing to continuous improvement projects and running change control board meetings with senior managers. I'm a completely different person to who I was - I learned a lot about the day-to-day running of a business and challenged myself a lot during my internship, meaning I'm much more confident now.

Having completed my degree, I'm now back at Atos as a Human Resources Graduate, studying for my CIPD qualification. The opportunity to learn about different areas of the business during my internship helped me to identify HR as the area I wanted to focus on for my future career.



Melvin Dekker
Windesheim Flevoland

During my internship at Atos I worked on a range of great projects, one I really enjoyed which created a welcoming environment at the office was to support the hospitality desk and welcome new people to Atos using the first humanoid emotional robot designed to live with humans; Pepper.

Throughout this experience I felt welcomed, trusted to deliver and was taken seriously by colleagues. There are also lots of development opportunities and space to learn.



Jill Beuk
University of Amsterdam

In 2017 I joined Atos as an intern at the HR department from Atos BTN. I was studying administrative and organizational science at the University of Amsterdam and did a lot of organizational psychology and change management courses. During my internship I felt very welcomed by the team and they supported me to talk to everyone in the organization. I learned that Atos is a very supportive organization: everyone is very accessible, approachable and willing to help. After my internship I applied for the Foundation program of Atos Consulting in the Netherlands. After two years of working in this young professional program, I would definitely see the same organizational culture. We're getting the time to experience a lot of different projects, markets and clients, having the trainings and certificates we need and together we have a great engaged community of young professionals. This program is giving me all the needs to accelerate in every way.



Scan this code for more
atos.net/careers/student-and-university-programs/our-internship-program

We are Atos

At Atos, we recognize how important our people are, acknowledging and supporting what is important to them. **We are Atos** focuses on the full lifecycle of our employee experience through five key areas:

Diversity & Inclusion

Our ambition is to be an inclusive, diverse and ethical employer of choice. We strive to create a culture in which differences are recognized, valued and celebrated – in order to realize our full potential.

We're aiming to achieve this by:

- Ensuring equal opportunities for all
- Increasing the number of women, improving gender diversity across Atos
- Offering world class accessibility as a service to our customers - providing tailored capabilities for our employees with differing abilities
- Growing diversity of thought

Our diversity networks and affinity groups cover a broad range of employees, looking at generational diversity, supporting serving and ex-armed forces personnel, long term illness or disability, gender in the workplace, cultural diversity, and LGBT+ employees - we're a Stonewall Global Diversity Champion and also pledged to support LGBT+ rights at work by signing L'Autre Cercle.

Wellbeing

We're committed to fostering a culture that supports a healthy work-life balance - and attracts and retains our colleagues.

We're aiming to achieve this by:

- Providing a broad range of benefits and initiatives to our employees
- Advocating a healthy lifestyle, protecting

Social Value

We want to make a positive contribution to society by helping disadvantaged and underrepresented communities integrate into society. Our ambition is for Atos to be a great place to work, and recognized as a business that contributes positively towards society and the environment.

We're aiming to achieve this by:

- Leveraging our core capabilities and strengths, as well as those of our clients, to address societal challenges
- Providing learning and volunteering opportunities to our employees, enhancing their experience and offering an additional sense of purpose
- Supporting charities to raise awareness and offer match funding where we can
- In 2018 we offset 100% of our CO2 emissions worldwide, through a dedicated wind farm program

our people's health

- Celebrating success stories and encouraging peer-to-peer recognition
- Fostering a culture of self-development where wellbeing is seen as an essential responsibility for all

Life@Work

Our ambition is to create a positive working environment that supports personal and collective development – where our people can not only grow their skill set and continuously challenge themselves and develop their career path, but also work together better as a team and with our customers.

We're aiming to achieve this by:

- Ensuring a positive working environment for all employees, supportive of flexible working
- Supporting our employees' individual development through implementing growth opportunities and ensuring internal mobility
- Encouraging social collaboration within teams and communities and knowledge sharing

Employee Experience with our Customers

As part of our commitment and responsibility as trusted partners to our customers, our ambition is to share our experiences and best practices in diversity and inclusion, social value, wellbeing and work life initiatives.

We're aiming to achieve this by:

- Strengthening our collaboration to ensure our clients remain at the heart of everything we do
- Engaging our customers in our diversity and inclusion initiatives
- Identifying joint social value initiatives
- Providing a leading digital experience to our customers

"We are a global leader in Diversity and Inclusion, and proud to be recognized through a variety of prestigious awards:



Women in IT 2019: Atos wins Diversity Initiative of the Year Award



The Times TOP 50 employers for Women in UK



European Women in IT Award



Brandon Hall Bronze Award 2019 for "Best Inclusion and Diversity Strategy"



Shortlisted in the 'Diversity Champion' 2019 category of European Diversity Awards



Atos Greece Wins Best Workplace Diversity Strategy

Application and Selection

We know that Graduate and Intern applications need a lot of preparation. Application and assessment processes can differ across locations and some applicants can expect to go through a language check. Please see below some guidance on what can be expected with some hints to help you prepare.



Online application

The first step is to fill in our online application form via our website, giving us details of your experience and education and attaching a full CV. We'll ask about your particular motivations for applying to Atos and expect you to show awareness of our industry.

Top tips:

- Research Atos and the role applied for before completing the application form
- Update your CV and include any predicted grades
- Highlight key achievements, whether academic, extra-curricular or from work experience
- Check the form carefully for spelling and grammar



Online test

You'll then be asked to undertake an online test, which includes numerical, verbal and logical reasoning, as well as a personality profile, aligned to the Atos values. The test takes about an hour and you can take it at a time that suits you.

Top tips:

- Practise these types of tests - you can find examples online
- Find a quiet place where you won't be disturbed
- Read the instructions and each question carefully



Video interview/ Technical interview

If you pass the online test, you'll be invited to interview. You can take it at a time that suits you and the interview will cover questions around your motivations, competencies and strengths.

Top tips:

- Find a quiet place where you won't be disturbed if the interview is via phone or video
- Prepare some examples of key achievements and successes
- Contact the recruitment team if you have any issues

Further Support

If there are any adjustments you need at any stage of our application and assessment process due to a disability or health condition, please let us know and we'll do everything we can to accommodate you.

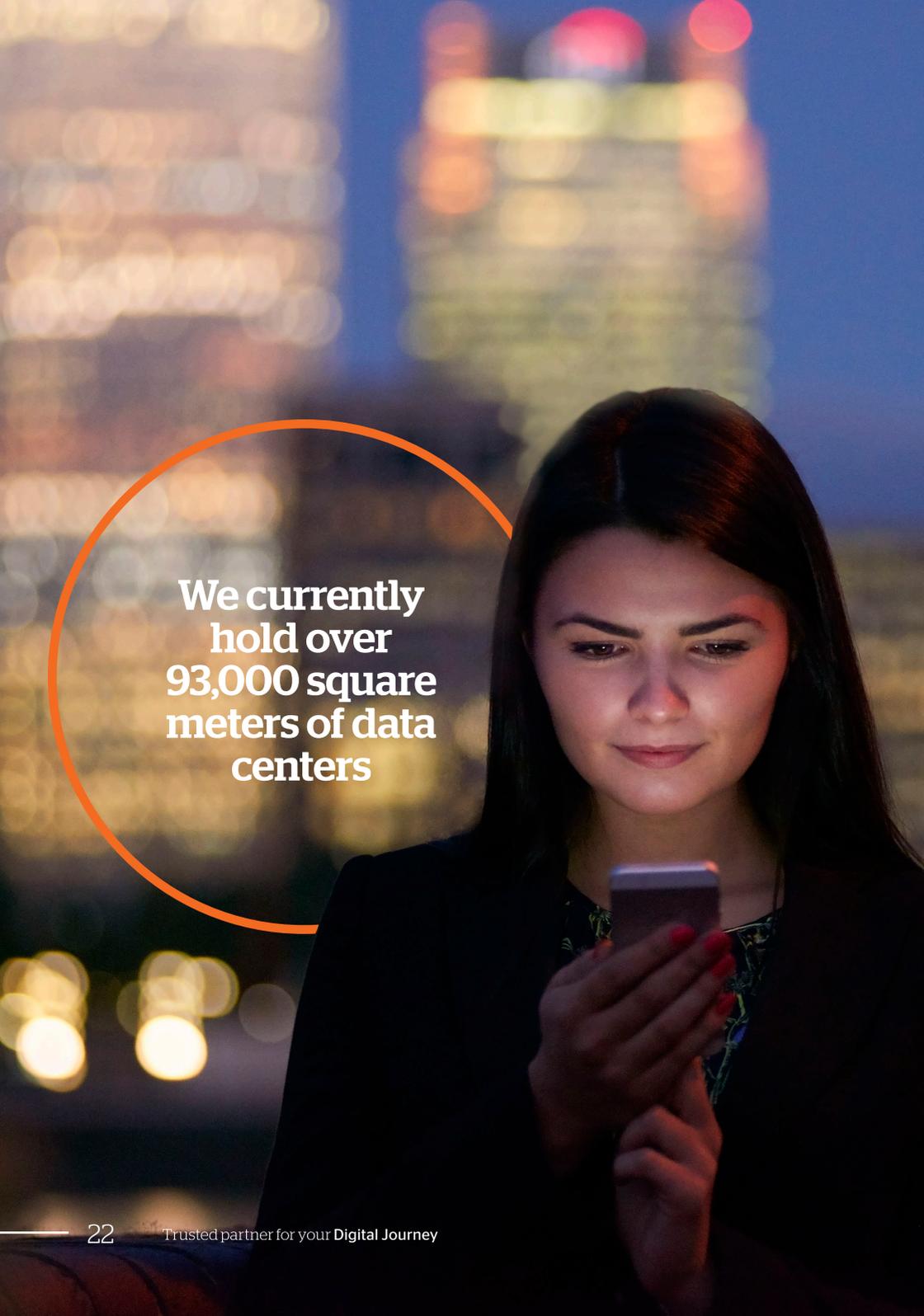


Assessment center

If you're successful in the first three stages, you could be invited to an Assessment Center. During the day you'll complete several exercises, including a group exercise, an individual case study and one-to-one interviews. You'll meet with hiring managers from the area you've applied to, as well as current graduates, to find out more about life at Atos. While the exercises can be challenging, this is a friendly environment to ensure a positive experience for all.

Top tips:

- In a group exercise, it isn't essential to lead the group in order to make a positive impression, but do make sure you contribute to the discussion
- Don't be afraid to ask questions: if you're unsure what's required, just ask - this is your opportunity to find answers to any questions you may have about Atos and your future role
- Be yourself and let us see the real you



**We currently
hold over
93,000 square
meters of data
centers**

Visit our graduate and intern website for more information, but here are a few things to consider before you apply.

What's the closing date for applications?

We encourage you to apply early as our popular opportunities fill up fast and where assessment centers occur, they can take place as early as the previous year to start dates. Which may also be before the closing date. Please check our website for our current closing date.

What do I need to join you?

We're looking for talented individuals who have graduated within the last 3 years, ideally supported by relevant academic achievements or work experience. For our internships, you'll need to be on track with your studies.

When will I start?

Our 2020 intake dates are likely to be June - September, although earlier and later start dates are possible.

Can I choose my location?

We recruit for locations worldwide and will discuss your preference with you. Some roles are based at a fixed location, while others require periods of time away from home at client sites.

About Atos

Atos is a global leader in digital transformation with over 110,000 employees in 73 countries and annual revenue of over € 11 billion. European number one in Cloud, Cybersecurity and High-Performance Computing, the Group provides end-to-end Orchestrated Hybrid Cloud, Big Data, Business Applications and Digital Workplace solutions. The group is the Worldwide Information Technology Partner for the Olympic & Paralympic Games and operates under the brands Atos, Atos Syntel, and Unify. Atos is a SE (Societas Europaea), listed on the CAC40 Paris stock index.

The purpose of Atos is to help design the future of the information technology space. Its expertise and services support the development of knowledge, education as well as multicultural and pluralistic approaches to research that contribute to scientific and technological excellence. Across the world, the group enables its customers, employees and collaborators, and members of societies at large to live, work and develop sustainably and confidently in the information technology space.

Find out more about us

atos.net

atos.net/careers

atos.net/careers/graduate-discovery-journey

Let's start a discussion together



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