

At Atos,  
you can shape  
the future of digital.  
And yours too.

Graduate program 2021

#TheFutureIsOurChoice





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To help design  
the future of the  
information space  
is a great

challenge



opportunity

But an even greater  
responsibility



The future is your choice. Join a digital services leader that will engage your mind, inspire your creativity and develop your career. Discover more about Atos and our opportunities!

In this brochure you'll get to know Atos, our industries, our expertise and meet a few of our talents along the way, all giving their personal views and experiences on work at Atos.

Being a Worldwide digital leader with 105,000 employees in 71 countries as well as Olympic and Paralympic Games Worldwide Partner, there is plenty of room for a large range of diverse talents.

To match our vision and ambition, we run a diverse range of undergraduate and graduate programs and have many partnerships with universities and colleges worldwide. You will find examples and testimonials in this brochure.

Heading Group Campus Management, I'm particularly proud of our values and raison d'être. Across the world, Atos enables its customers and employees, and members of societies at large to live, work and develop sustainably, in a safe and secure information space. We are proud to pioneer in decarbonization, battle against pandemics such as Covid-19 using High Performance Computing and actively fight against climate change.

Our environmental program began in 2008 and we became one of the first digital companies to offset the carbon emissions of our data-centers. Our program has significantly reduced our carbon footprint, meeting the most demanding scientific objectives of the Science-Based Target initiative (SBTi). Atos has reached the #1 position in the Dow Jones Sustainability Index (DJSI) for the IT services industry.

Whether it is our technological innovation, our career perspectives, talent programs, our values or our community, there are many reasons to join us. There are also many options to engage with us: via an internship, write your thesis, join as a graduate or young Professional or do your PhD on our cutting-edge technology.

Now is an exciting time to join as our innovative technology is disrupting the world and we are in the centre. The future is yours.



**Mandy Metten**

Head of Group Campus Management

**#TheFutureIsOurChoice**



# Graduate and Intern Opportunities

At Atos, we hire highly talented graduates and interns and help them to grow into accomplished business professionals by providing practical and versatile business experience. We offer them an opportunity to start a fulfilling career with us.

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

## Graduate Opportunities

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Whatever your degree discipline, our graduate opportunities will give your career the edge. Having a passion for business and technology, you'll hit the ground running. You can expect our dedicated support every step of the way and will be given real responsibility from day one on your journey with Atos. From Cybersecurity, Digital Communications, or Big Data & Analytics, through Account Management & Sales, to Finance and Human Resources, Atos offers you many opportunities for development as you start to launch and shape your career aspirations.

## Internship Opportunities

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Still studying, but searching for the opportunity to develop your skills? If you're in your penultimate year of study, we offer a variety of internships, tailored to aspiring professionals.

## Apprenticeship

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Apprentice hiring means different things in different countries. But one thing is consistent - if you are a school leaver, you are motivated, and you want to join a digital services organisation, we want to hear from YOU!

## Dual Study Programme

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In some countries dual study programmes are popular due to their practical orientation. They combine academic studies with experience in a company and vocational training. You gain two qualifications (an academic degree and a vocational qualification) in a relatively short time, along with valuable experience and many professional skills.

## Thesis

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Are you looking for an interesting and meaningful topic for your degree thesis? Look at our current postings for thesis topics or suggest your own and we will be happy to consider it. You will work on a live project with one of our industries and receive know-how, expertise and valuable experience from our business leaders. We'll provide tailored support while you write your thesis and help you both on a professional and personal level because your work will be making an important contribution, not just to your growth but to ours.

## Doctoral Scholarship

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This new program having started in selected countries is aiming to support the preparation of doctoral dissertations by students conducting research and development activities in two areas: Technology IT or artificial intelligence, the results of which may be used in the activities of entities employing doctoral students. The program is dedicated for everyone who is employed on employment contract (full time job) and would like to write their PhD thesis.



# 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

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.

## 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.

## Human Resources

HR is central to everything Atos does. In a rapidly changing world our HR team is driving people transformation programs, providing guidance on all aspects of HR policy and procedure, using data analytics to inform key strategic employee initiatives, and automating key HR processes to enhance the employee experience.

## 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 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 and help to achieve operational excellence.

## Automation, Analytics & Artificial Intelligence

Intelligent automation brings automation, 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. 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.

## 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, peoplecentric 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.

## 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. 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

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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.

## Big Data & Analytics

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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. 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 graduates



**Sarah Hadjali**  
Marketing Project Manager  
(Global Sales Enablement)

My name is Sarah, I'm 28 years old and I'm a Marketing project manager at Atos for Public Sector and Defense industry. I'm working at Atos for 7 months now in the Sales Enablement team. When I saw this job offer it represented for me a new challenge. To work in a big company such as Atos is great opportunity.

Since I've started, I'm working with great people. My manager in the Sales Enablement team trusted me from the beginning by assigning me a great project. Objective is to provide "ready-to-engage" sales tools to be delivered with the BTIC teams.

I'm driving the project to make it more customer centric and make it as the corner stone of our Digital marketing campaigns working together PS&D Global marketing teams. Launched in December, we already delivered 2 Innovation in a Box in France, both customers and Sales being highly satisfied.

Watch Sarah's full statement:

[https://www.linkedin.com/posts/atos-campus\\_sarah-hadjali-marketing-project-manager-activity-6782676648593522689-WwaA](https://www.linkedin.com/posts/atos-campus_sarah-hadjali-marketing-project-manager-activity-6782676648593522689-WwaA)



**Georgia Shaw**  
Project Manager

My name is Georgia Shaw and I just finished my project management apprenticeship at Atos. I did a level 4 associate project management apprenticeship which is equivalent to a foundation degree or your first year at university.

I learned some really great skills at it to be a project manager. I learned all about risk and issue management, contract management, stakeholder management, effective governance, budgeting and teamwork, ethics - all the skills you need to be a really, really great project manager.

As part of my apprenticeship at Atos I was also given the chance to APM project management qualification which is an international and industry recognized accreditation in this field. That was an amazing opportunity to be able to undertake that.

I would encourage anyone who is thinking about whether they want to do an apprenticeship to absolutely consider it.

Watch Georgia's full statement:

[https://www.linkedin.com/posts/atos-campus\\_nationalapprenticeshipweek-buildthefuture-activity-6764824129368547328-6m48](https://www.linkedin.com/posts/atos-campus_nationalapprenticeshipweek-buildthefuture-activity-6764824129368547328-6m48)



**Sara Alasadi**  
Graduate Account Manager

I'm Sara Alasadi, I am one of the sales graduates at Atos based in the UK.

I first joined Atos in 2018 as a sales intern. I completed a year-long placement as a part of my university degree and following on from that I was offered a place back on the graduate scheme.

The role itself is predominantly focused around managing client relationships and pursuing new business opportunities. It's a very people-oriented role so you do get the chance to work with people from all kinds of backgrounds across the business.

Aside from that you have the wider graduate, intern and apprentice community. This is all of the young people across the business who come together to work collaboratively and put together things like social events, fundraising for charities and numerous schemes that help people progress their development - both personally and professionally.

This for me is one of the key differentiators between Atos and other companies and what you're buying into is not just the role but it's the company culture and the sense of community as well. And that support system that stays with you long past the end of the scheme.

It's an amazing opportunity; you get to work with wonderful people on a daily basis and I'm sure you will end up building some really good relationships from it.



**Nikzad Mahbobi**  
Project Manager & Data Scientist

I am 25 years old and I studied applied mathematics. I have been working as a data scientist at Atos for a couple of months now. As a data scientist, you're basically working on solving problems by analyzing data. What I like about Atos, is that you get a lot of freedom. I work from home a couple of days a week. This is one of the flexibilities Atos offers.

Atos is an awesome company because your personal growth is what matter most here. The atmosphere at Atos is very open and the managers are easy to reach.

Watch Nikzad's full video: <https://youtu.be/qq1zKjdCtEY>



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 07).

## 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 and apprentices





**Jingwen Croft**  
Sales & Marketing Intern

My name is Jingwen Croft and I joined as a marketing intern. What was great about Atos is that they made us feel very settled and welcomed almost immediately.

When I first joined there was a really useful and well planned 3-day induction which gave you a chance to meet your fellow interns and colleagues as well as learn about Atos as a company.

Some of the things I got involved in, in my marketing role include supporting campaigns and projects, creating ads and web pages, bid support, market analysis... just to name a few.

I was given responsibilities and challenges which really help you grow. If you need any support or questions answered your team will always be there to help you as well.

The best thing about Atos - as cliché as this sounds - is probably the people and the culture. Everyone is willing to help which makes settling in that much easier especially working remotely. They welcome new perspectives and ideas and always appreciate whatever you say and do.

There are also a variety of networks, committees and initiatives that you can join, depending on what you are passionate about and enjoy. Not to mention all the socials and events - a nice way to socialize with people.



**Kayley Johnson**  
Project Manager Business Development Public Sector & Defense

My name is Kayley Johnson and I am an intern at Atos in the Netherlands. I am also a student at the university of Leiden and pursuing a masters degree.

What I like about my internship is that it's a crossover with what I am doing at the university. My research and thesis has all been inspired by and in conjunction with what I am doing at Atos.

In the PSD [Public Sector & Defense] sector we are working on a concept of hybrid society. I am currently focused on working with an international team. I really love that international aspect, being from the United States myself, having lived in Australia, in China... I like to learn about different cultures and speak different languages. I am also in a language group where I am learning Dutch and I am also helping other Atos employees to practice their English.

Other than that, I can say that I am really having a fun time, because people in the Atos community are incredibly friendly and helpful. People are really willing to help you to learn which is something - that I think - makes Atos a good company to work for. All I can say is welcome to the Atos family!



**Brinda G**  
Trainee, Big Data and Cybersecurity

As a fresher, I was anxious about placements and about placements and companies honoring their offer letters during COVID-19.

Atos' amazing recruitment team showed me the way with their transparent, timely and engaging process that built trust in me and I'm super excited to start my new journey with the Atos family.



**Gurleen Kaur, Intern**  
Marketing & Communications Major Events

I have always wanted to work in a company which is a fair one and which provides me a healthy working environment along with valuing my contributions even as a fresher and encourages me to speak up and share my ideas with everyone.

In these pandemic days where fresher are terrified with the thought that whether they will get the joining letter or not, Atos onboarded us and I fell very fortunate to be part of the Atos family.



At Atos,  
great working  
conditions will  
always come  
without conditions.

join us on [jobs.atos.net](https://jobs.atos.net)

**#TheFutureIsOurChoice**

# Atos is the Worldwide IT Partner of the Olympic and Paralympic Games

It all started in 1989 when Atos became an Information Technology Partner to the Olympic movement!

Atos has contributed to the Olympic movement for around 30 years, providing digital transformation and IT solutions to the Olympic Games since 1992. As lead technology integrator we bring our long-term experience and trusted expertise to ensure the Olympic Games run smoothly and are secure and digitally enabled. As a global partner, after the Olympic Games Tokyo 2020, Atos will continue its support of the Olympic Winter Games Beijing 2022, and the Olympic Games Paris 2024.

Behind the scenes: digital technology is critical to the success of the Olympic Games. Although invisible, digital technology is critical to the successful and sustainable delivery of the Olympic Games, ensuring a unique end-user experience for everyone - from fans and viewers, journalists and commentators, through to athletes, coaches and the whole Olympic Games family.

Together with other Olympic Games technology partners, we believe Tokyo is going to be the most inclusive and innovative Olympic Games ever: delivering real-time results, reinforcing security access through facial recognition and - for the first time at a Summer Games - hosting all critical systems on the cloud, with edge computing capturing data at venues.

Learn more: <https://youtu.be/WJ2uBJEWxTE>



Pushing **digital innovative solutions**, such as **DevOps & cloud native apps**



Contributing to **more sustainable Olympic & Paralympic Games** through our new "build once, use many times" delivery model.



Keep the Games **safe** through **real-time data analytics**



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

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Our ambition is to be the inclusive, diverse and ethical employer of choice. As we move toward *techquity*, we strive to create a culture in which differences are recognized, valued and celebrated - so that our employees can be themselves in the workplace and assist Atos to reach our full potential.

We aim to achieve this by:

- Ensuring equal opportunities for all through immersive learning experiences, coaching, mentoring, and executive sponsorship
- Balancing for better: increasing the percentage of women at Atos at all levels
- Offering world class accessibility as a service to our customers - providing tailored solutions and development opportunities for our employees with differing abilities
- Growing diversity of thought.

Through our affinity groups - supporting a broad range of employees, looking at generational diversity, current and ex-armed forces personnel, those returning to work from 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 and contributing to the Human Rights Conference at Copenhagen 2021.

## Wellbeing

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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 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.

Learn more: <https://youtu.be/QIKejw6dMWI>

## Corporate Social Responsibility

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Our ambition is to act as trusted partner for all stakeholders - now and for the long term.

Atos started its corporate social responsibility journey over ten years ago and is a recognized leader in its industry across environment, social and governance criteria.

We believe we have a responsibility towards society and have been working to make a positive difference, particularly to the fight against climate change, for many years.

Environment: We commit to achieve our Net Zero ambition as soon as 2028 and our Science Based Targets (SBT) initiative 1.5°C target by 2025. We commit to reduce the emissions under our control and influence by 50% by 2025, and offset all our residual emissions by 2028.

## 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 Corporate Social Responsibility.

## 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

# Our Partners

Group Campus Management partners with organizations for mutual benefits and aims to build strong ties between academia and industry. We are creating a unique ecosystem by providing inputs and expertise within the research for strategic projects.

## Board of European Students of Technology

BEST, Board of European Students of Technology is a constantly growing non-profit and non-political organisation. Since 1989 BEST provides communication, co-operation and exchange possibilities for students all over Europe. 92 Local BEST Groups (LBGs) in 33 countries are creating a growing, well organised, powerful, young and innovative student network.

BEST strives to help European students of technology to become more internationally minded, by reaching a better understanding of European cultures and developing capacities to work on an international basis. Therefore they create opportunities for the students to meet and learn from one another through our academic and non-academic events and educational symposia. "Learning makes the master", but the final goal is a good working place, therefore we offer services like an international career centre to broaden the horizons for the choice on the job market.

<https://www.best.eu.org/>



## German-French Academy for the Industry of the Future

The German-French Academy for the Industry of the Future is a strategic vehicle to promote close collaboration between leading European research institutions and industrial companies. It was founded by the French Institut Mines-Télécom (IMT) and the German Technical University of Munich (TUM). Focused on joint research, education and innovation, the Academy's mission is to master the challenges accompanying the increasing digitalization of industry processes.

The Academy was inspired by IMT and TUM's shared vision of excellence in research, education and innovation across Europe. Reaching beyond IMT and TUM, this European backbone is now looking to network with other academic and industrial partners in both countries. The Academy serves as a platform for high-level science and teaching communities, paving the way for joint research projects focused on Industry 4.0. It also promotes close collaboration with partners in industry, especially with companies that have strong collaborative ties between Germany and France.

<https://www.future-industry.org/>





## GIGA

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GIGA stands for Global Interns , Graduates & Apprentices. If you are a current (or prospective) graduate, intern or apprentice in Atos you can join GIGA!

GIGA is a global community that come together to share knowledge, collaborate on a global scale and drive Atos's strategic vision for the GIGA community. GIGA Is sponsored by Paul Peterson – the Executive Vice President of HR at Atos & was co-founded by Adam Cooklin & Georgia Shaw in the UK&I. As Atos is a global company, operating in over 63 countries.

If you join GIGA, you will:

- Expand your network globally
- Have new opportunities to improve your soft skills (pitching, presenting, communication, networking)
- Be invited to enriching events as GIGA develops, such as sessions with Atos Senior Executives
- Connect with & be able to shape the experiences of Graduates, Interns & Apprentices all across the world.

Watch the GIGA video:

<https://youtu.be/PnfmT9ABsIM>

## IGNITE

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Our IGNITE graduate development program will enable you to hit the ground running, accelerate your career and become a qualified cloud expert within 12 months. You will be using cutting edge technologies, adopting agile principles and pioneering the latest cloud technology at the strategic heart of Atos. We are proud to empower the most dynamic brands in the world with digital disruption of their industries and digital advancement of their companies. During the initiative, you will be given the perfect balance of structured training, project assignments and client engagements to enable you to become a certified cloud professional. As a result, you will waste no time in reaching your potential. Alongside a competitive salary, a comprehensive range of benefits, coaching and mentorship support, you will be able to unlock the potential for upward mobility and ignite your career!

Learn more about IGNITE:

<https://youtu.be/dVdUC1-Tm4U>

# 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.



## 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.

### 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.



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?

Start dates differ per region. Your application is welcome at any time and will be considered for the next hiring cycle.

## 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.

## Where can I find more information?

Join our LinkedIn page for the latest updates on Atos campus recruitment, career events, job openings...

<https://www.linkedin.com/showcase/atos-campus/>



# About Atos

Atos is a global leader in digital transformation with 105,000 employees and annual revenue of over € 11 billion. European number one in cybersecurity, cloud and high performance computing, the Group provides tailored end-to-end solutions for all industries in 71 countries. A pioneer in decarbonization services and products, Atos is committed to a secure and decarbonized digital for its clients. Atos operates under the brands Atos and Atos|Syntel. 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 space. Its expertise and services support the development of knowledge, education and research in a multicultural approach and contribute to the development of scientific and technological excellence. Across the world, the Group enables its customers and employees, and members of societies at large to live, work and develop sustainably, in a safe and secure information space.

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