



Atos
NextGen
Careers

NextGen careers



Atos

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Whether you're a graduate, a student, or an intern, what matters is your future. Be yourself. Grow, innovate and thrive with us!



Welcome

Are you ready to advance the future of digital? Join a dedicated and passionate team of digital experts working together to make a positive difference. Our expertise, know-how, technologies and solutions serve as the backbone of digital transformation.

In this brochure, you'll get to know us, our innovative technologies and our expertise and meet a few of our talents, all sharing their personal views and experiences on work at Atos. We run various undergraduate and graduate programs and partner with universities and colleges worldwide. You will also find examples and testimonials in this brochure.

As a worldwide digital leader with 82,000 people, we celebrate the vast opportunities available for a wide array of diverse talents to join and grow with us.

Heading Group Campus Management, I'm particularly proud of our values and achievements. We are passionately committed to applying digital technology to advance what matters for our clients, ourselves and society. Every day, we work together and bring our best to build reliable and responsive digital solutions for the world's businesses, institutions and communities. We are committed to fostering a diverse and inclusive environment where everyone can thrive and advance what matters for them and for their future.

Because what matters is your future, here you'll have the chance to shape your career in the direction you want, while contributing to build a thriving digital tomorrow.

Whether you're a graduate or a student or looking for an internship, here you have the opportunity to be yourself, learn and grow and contribute to advance tech for good with us. So bring your creativity, fun and fresh ideas - Become Essential - Join us!



Debbie Meddins
Head of NextGen Careers

Why joining us

At Atos, we unite as a vibrant community, welcoming talented graduates and interns like you. As we journey together, we empower you to grow into accomplished business professionals by providing practical and versatile business experience. With us, you're not just starting a job but embracing a collaborative and promising future.

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 to achieve your ambitions.

Graduate opportunities

Whatever your degree discipline, our graduate opportunities will give your career the edge. You'll hit the ground running with a passion for business and technology. You can expect our dedicated support every step of the way and will be given real responsibility from day one on your journey with us. From cybersecurity, digital communications, or development and analytics, through account management & sales to finance and human resources, we offer you many opportunities for development as you start to launch and shape your career aspirations.

Internship opportunities

Explore and enhance your talents while you study! Our diverse internships, designed for penultimate year students, pave the way for aspiring professionals to thrive.

Thesis

You're 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 professionally and personally because your work will make an important contribution to your growth and ours.

Apprenticeship

Apprenticeships vary globally, yet our message is universal: if you're a recent graduate eager to embark on a digital services career, we're excited to welcome YOU aboard!

Doctoral scholarship

This new program, having started in selected countries, aims 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 to everyone employed on an employment contract (full time job) and would like to write their PhD thesis.

Dual study program

In some countries, dual study programs 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.

Your intern journey

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 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. Moreover, if your performance during the internship program is exceptional, you could return to university with a firm job offer for when you graduate. We're offering internships across many of the same areas as our graduate program.



Benefits

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



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.



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.



The intern community

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



When I joined Atos, I was warmly welcomed by everyone, including top management. Initially, I had a limited understanding of the IT industry, associating it mainly with computer repairs. My time at Atos, however, broadened my horizons. With the unwavering support of my mentors and colleagues, I delved into various tasks, gaining hands-on experience and understanding the dynamic nature of the IT world.

Atos emphasizes personal development and continuous learning. Their training sessions and online portal equipped me with invaluable skills. My mentors were instrumental in my growth, always sharing their expertise and pushing me to excel. Their feedback empowered me to take the initiative and refine my work.

During my internship, I had the privilege of working with Vodacom, a client of Atos. This experience paved the way for my current role as a Project Administrator at Vodacom through Atos. Every day, I'm learning and working towards becoming a project manager.



**Nonkululeko
Masondo**

I joined Atos as a Sales and Marketing intern during Covid in July 2020 for the placement year. After completing my final year at University, I rejoined as a Global Marketing graduate last month in September 2022.

I'm thrilled to rejoin the outstanding marketing team. My current global, cross-sector role offers insights into diverse industries. Marketing is multifaceted, encompassing creativity, strategy, and project management, ensuring it's never monotonous. As a graduate, I appreciate the increased responsibility over projects, boosting my confidence and skills.

At Atos, our people truly make a difference. The supportive GIA community connects peers, and the company cherishes its young talent, actively supporting their growth. Atos emphasizes social value, offering various networks and initiatives to match individual passions, fostering connections and engagement among employees.



**Jingwen
Croft**

I joined the Diversity & Campus Management Team in May 2022.

At first, I was more focused in the Diversity & Inclusion area, helping my manager, Tamara Ayala, with different tasks. Later I started getting more and more involved within Campus Management.

As a young individual, I value learning from diverse experiences and people. I appreciate the varied tasks I undertake, especially as they benefit others. As a Campus Officer, my direct ties with universities enhance my connection with students.

Atos genuinely values its employees. I began as an uncertain intern but, through hard work, earned a full-time position. My manager had a similar journey here 20 years ago. I'm grateful for the opportunities Atos has provided.



**Alvaro Gomez
Hernando**

Atos provides a welcoming and transparent work environment where all employees have a voice. We stand out for our modern, innovative approach, offering numerous career paths and a space to learn and thrive.

I have plenty of opportunities to take part in something fascinating, learn new things, and show my strong devotion and contributions towards Company. Here, there is a great deal of room for professional and personal development in areas like teamwork, professionalism, communication, and collaboration.

I'm currently a DevOps Engineer Apprentice and I work as part of the Operations Tooling team. I applied to Atos in early December and officially joined on March 1 this year.

I appreciate the respect as a 3rd Line Support. People seek my help for account and admin issues, and I often tackle complex problems that are new to me.

I see Atos as a very progressive business. The company always aims to look forward to the future and maintains a strong position in the industry.

I studied Politics and International Relations at Loughborough University and joined Atos as a Public Affairs Communication Intern.

I enjoy my role because it allows me to interact with various stakeholders and work on different campaigns, allowing me to develop various skills.

I would describe Atos culture as extremely friendly, and I've made some wonderful connections with other interns, graduates, and apprentices.



**Megat Abdul Wafiy
Bin Abd Halim**



**Eryk
Grabowski**



**Peace
Tarre**

My name is Sheney Karools. With a BCom in Accounting and ongoing studies in Management Accounting, I joined Atos as a finance intern on January 25, 2022.

In the finance team, I manage procurement for Atos South Africa. This internship blended intense learning with real-world application, enriching my professional journey. Despite challenges, the supportive Atos environment, coupled with my colleagues' expertise, drove my personal and professional growth.

This experience honed my resilience, adaptability, and value of perseverance. I'm thankful to Atos for this invaluable opportunity and am eager to apply these lessons in my future pursuits.

It's been more than a year since I embarked with the curiosity of a child on board the Atos ship.

I spent a year as an Application Developer, learning and growing both personally and professionally. Consulting stimulated my curiosity and I learned a lot from it.

I sincerely thank Atos, Atos Campus Recruitment, my managers, my team and our client Attijariwafa Bank, for their trust and belief in me and my work.

I'm looking forward to seeing what more I will discover and accomplish as a member of Atos.

Hi, I am İrem Elveren. I graduated from the Department of Management Information Systems. Throughout my studies, I had the opportunity to do an internship in data and business analysis. While I was already familiar with SAP, I discovered the Atos WeAreTalent program through a career website. Recognizing the significance of SAP and Atos's global leadership in this field, I decided to join the program.

During my three month training at Atos, I experienced a supportive environment. The mentors provided guidance. The training itself was enriching. Additionally, some activities made my time there even more enjoyable.



**Sheney
Karools**



**Abdelkoudousse
FRINDY**



**İrem
Elveren**

I joined Atos in June after finishing the HR academy. Started in recruitment, and within two months, I was offered a permanent role as a Recruiting Admin. Accepting it was a great decision!

In my current role, I manage post-offer documentation and administrative processes for new hires. I cherish the connections I've made within the company, and together, we work towards greater efficiency and improvement.

Atos is a very chill and nice place to be. You are free to improve and be creative in getting the job done. Our welcoming culture encourages collaboration across all levels, fostering continuous business growth.

Hey there, I am Melek, from the WeAreTalents program at Atos Turkey. As an undergraduate, I became interested in the SAP field. I have always been aware of Atos's reputation thanks to its partnerships with events like the Olympic Games and UEFA. Three months into the program, we have already had an experience combining theoretical training with practical, hands-on practice. This program focuses on developing our skills and encouraging growth. It's truly the opportunity for any recent graduate aiming to thrive in the SAP industry!



**Mohammad
Hachem**



**Melek
Kipcak**

Your graduate journey

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.

Professional qualifications

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

Graduate community

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

Graduate development program

Your comprehensive graduate induction program will introduce you to who we are, 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.

Atos Corporate University

Atos Corporate University provides instant online access to a broad 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.

About you

We're looking for talented graduates leaving university within three years, ideally supported by relevant academic achievements or work experience. Since our expertise spans nearly every industry and encompasses a broad range of technologies, it's essential you're flexible, adaptable and imaginative, sharing our passion for new approaches.



Graduate opportunities

No matter your academic background, we will forge a path that sharpens your career and celebrates your passion for business and technology. Every step you take with us is ingrained with genuine responsibility and unwavering support from the first day of your journey.



Account management and 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 run all aspects of client accounts – managing sales activity and launching campaigns, identifying leads, pitching ideas to customers and delivering complex projects.



Cybersecurity

We provide 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 we do. 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.



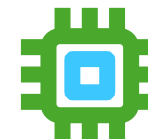
Finance

Our Finance team provides essential support to every division, so you'll soon 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.



Business operations management

You'll help our clients deliver their day to day business services, transforming and improving them 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 and 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. Learning to use existing and emerging technologies will unlock the value of business data and deliver complex solutions and tangible business outcomes for renowned clients.



Digital communications

In this ever-changing digital landscape, communications management must run smoothly and efficiently while keeping pace with business needs and regulatory changes. 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 – mobile, people centric and cloud-based- focusing on collaboration and flexibility. This opportunity offers experience across our key focus areas: desktop deployment, assistive technology, virtual workplace solutions and modern management.



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 and artificial intelligence, cybersecurity, digital workplace, or hybrid cloud services.



Hear from our graduates (Testimonials)

When you join us, you dive into meaningful challenges from day one, supported by our unwavering commitment, as evidenced by your permanent contract. Honoring local regulations and beyond a competitive salary, we ensure you enjoy comprehensive benefits. These are crafted as perks and a testament to our shared journey, making your time with us as enriching as possible.

Join us at atos.net/join-us

#BecomeEssential

Who we are

We are a team driven by the same passion: technology. We bring together expertise, confidence, enthusiasm and a collaborative spirit.

Here you'll join a dedicated and passionate team of digital experts, rich in diverse backgrounds and cultures, working together to create a positive difference.

Strategic partnership with WWF

Since 2023 we have partnered with the World Wide Fund for Nature (WWF) to focus on wildlife conservation around the world. Our joint efforts include using AI and satellite imagery for biodiversity monitoring in East Africa, creating new algorithms to predict disease outbreaks in Southeast Asia and supporting the SMART partnership by developing software to assist rangers working in protected areas across more than 90 countries.

This collaboration reflects our dedication to reducing carbon emissions, promoting biodiversity, and helping build a sustainable future.

By joining Atos as an intern or apprentice, you'll be part of a company that values environmental responsibility and actively contributes to creating a better tomorrow.

UEFA National Team Football

We are the Official Technology Partner for UEFA National Team Football (UNTF) until 2030. As football competitions become more connected and more widely viewed across Europe and beyond, we will help UEFA manage, improve, and optimize its complex technology landscape and operations with the overall aim of organizing and supporting national team football events over the coming years, including UEFA EURO, UEFA Nations League Finals, European Qualifiers, U-21 Championships, and Futsal EURO.

We are the only international IT services company with a sports and major events division ("Major Events")



The Power of We

We truly believe in the Power of We. We understand and cherish what matters to each team member and highlight our shared journey through five defining areas.

Diversity and inclusion

We are committed to fostering a diverse and inclusive environment where everyone can thrive and advance what matters for them and for their future. 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 us 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 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.

Corporate Social Responsibility

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

We started our corporate social responsibility journey ten years ago and are a recognized leader in the industry across environmental, social and governance criteria.

We believe we are responsible for society and have worked for many years to make a positive difference, particularly in the fight against climate change.

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

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 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 grow their skill set, continuously challenge themselves, develop their career path and 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

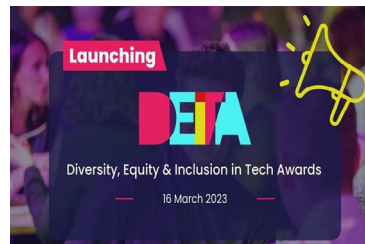
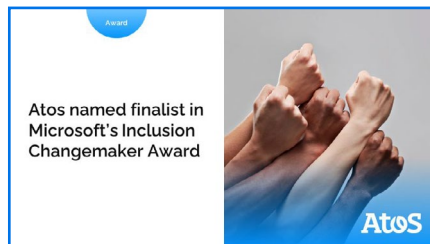
Employee experience with customers

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 are proud to be recognized through various prestigious awards.



Our Partners

We strongly believe in the power of collaboration. By nurturing connections between academia and industry, we aim to create an environment where both sectors can thrive. With our partners, we infuse our collective wisdom and passion into research, shaping the future of strategic projects.

Board of European Students of Technology

BEST, the Board of European Students of Technology, is a constantly growing non-profit and non-political organization. Since 1989, BEST has provided communication, cooperation and exchange possibilities for European students. Across 33 countries, 92 Local BEST Groups (LBGs) are creating a growing, well organised, powerful, young and innovative student network.

BEST strives to help European technology students become more internationally minded by reaching a better understanding of European cultures and developing capacities to work globally. 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 center to broaden the horizons for job choice.

Security DIVE

Are you a recent graduate majoring in IT? Passionate about security and tech? Want to learn everything there is to know about forensics, investigation and SOC? Our training program, SECURITY DIVE, is the right fit for you! Experience a total immersion at the heart of cybersecurity that will allow you to acquire the key competencies of digital security.

Our practical and concrete learning method combines with immersion within our security labs for a better understanding of different tasks, local or international.

You can obtain globally recognized cybersecurity certifications at the end of this intensive training. Joining this ambitious program will provide you with a fascinating job, privileged mentorship and a career among the best experts in their domain.

GIGA

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

GIGA is a global community that comes together to share knowledge, collaborate on a global scale and drive Atos's strategic vision for the GIGA community. GIGA is sponsored by Nasir Usman Shaikh- Global Head of HR GDCs & Service Delivery at Atos & was co-founded by Adam Cooklin & Georgia Shaw in the UK&I.

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: youtu.be/PnfMt9ABsIM

Last mile before embarking with us

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 for some guidance on what can be expected and some hints to help you prepare.



Online application

First, fill out our online application form, give us details of your experience and education and attach a full CV. We'll ask about your motivations to join us 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 work experience
- Check the form carefully for spelling and grammar.



Online test

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

Top tips:

- Practice 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 about 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

You could be invited to an Assessment Center if you are successful in the first three stages. 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, leading the group to make a positive impression isn't essential, but do make sure you contribute to the discussion.
- Don't be afraid to ask questions: if you're unsure what's required, ask - this is your opportunity to find answers to any questions 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.



FAQ

We harness the ‘power of we’ to create reliable and responsive digital foundations for diverse businesses, institutions and communities, working together to advance what matters.

What’s the closing date for applications?

We encourage you to apply early as our popular opportunities fill up fast. 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 three 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 anytime 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 away from home at client sites.

Where can I find more information?

Join our LinkedIn page for the latest updates on Next-Gen Careers recruitment, career events, job openings...

Learn more about us here:
[Advancing what matters \(atos.net\)](https://atos.net)

About Atos

Atos is a global leader in digital transformation with c. 82,000 employees and annual revenue of c. € 10 billion. European number one in cybersecurity, cloud and high-performance computing, the Group provides tailored end-to-end solutions for all industries in 69 countries. A pioneer in decarbonization services and products, Atos is committed to a secure and decarbonized digital for its clients. Atos is a SE (Societas Europaea) and listed on Euronext Paris.

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.

Find out more about us

atos.net

atos.net/career

Let's start a discussion together



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