


#TheFutureIsOurChoice

Atos

The Future Is Your Choice

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The Atos logo, featuring the word "Atos" in a bold, white, sans-serif font. The letter "o" is stylized with a white outline and a dark center, giving it a circular appearance.



Welcome to a community
where our choices
impact the world's
digital future.

This is our employer brand manifesto.

At Atos, as a global leader in secure and decarbonized digital business technology, we work together with companies and industries around the world.

AI, IoT, big data & analytics, cybersecurity, cloud, edge computing and sustainability... **shaping the future of the information space with our clients is exciting yet challenging.**

That is the reason why at Atos, together we bring the diversity of our people's backgrounds and skills to make choices that will have positive economic, social and ethical impacts on business and humanity tomorrow.

At Atos, the future is our choice.

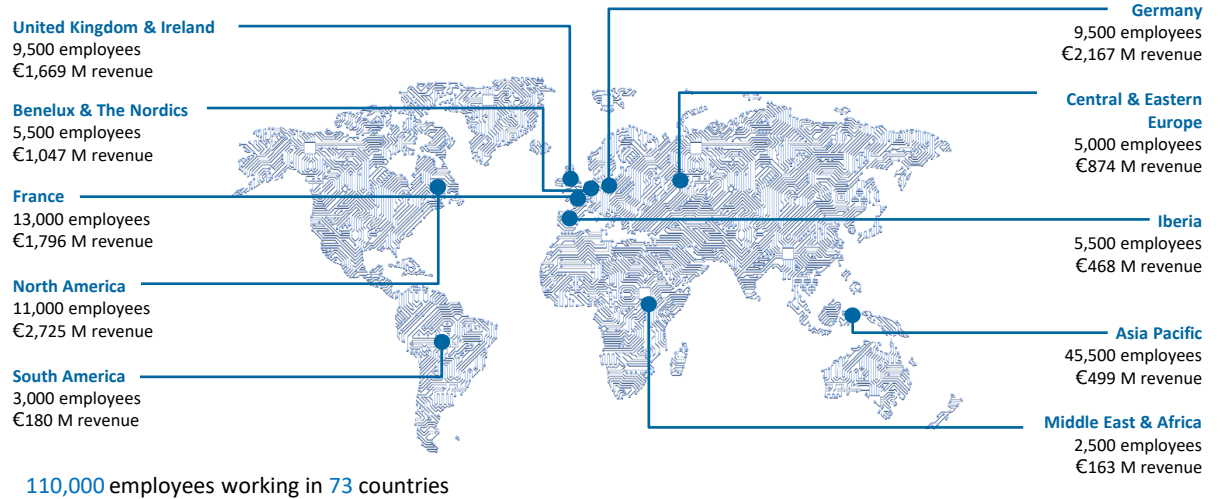
Atos

Let's take you on a journey with Atos

Who are we?

European number one in cloud, cyber security and high-performance computing, provider of end-to-end orchestrated hybrid cloud, Big data, business applications and digital workplace solutions through its **#1 Digital Transformation Factory**

Our International Presence



€ 12

Billion annual revenue

1

European leader in Cloud, Big Data, Cybersecurity

40

years of innovation

Worldwide IT partner for the **Olympic and Paralympic Games**

Atos

Our Go-to-Market Strategy



Manufacturing

Automotive, machinery & plants, services, chemicals, metals & mining, CPG* (food & beverage), aerospace & transport equipment, pulp & paper/wood.



Public Sector & Defense

Public administration, public community, services, defense, extra territorial organizations, education, sports & major events.



Financial Services & Insurance

Retail banking, corporate and investment banking, insurance and other financial services.



Telecom, Media & Technology

Telecommunication, media, high tech and engineering, and technology.



Resources & Services

Energy, utilities, retail, transportation and logistics.



Healthcare & Life Sciences

Healthcare and pharmaceutical.



Non-exhaustive examples of clients

Our Differentiator



Security

- With a global team of over 5,000 security specialists and a worldwide network of Security Operation Centers (SOCs), Atos offers end-to-end security partnership
- Our cybersecurity product qualifications and certifications:



ANSSI
Certification



Common
Criteria
EAL3+
EAL4+



Citrix
Ready



eIDAS
Regulation



GIE CB



EU
RESTRICTED



FIPS
140-2



NATO
SECRET



PCI-DSS



Label France
cyber security



Decarbonization

- Introduction of contractual DLA (Decarbonization Level Agreement)
- Deep knowledge in decarbonization enabling IoT, cloud, AI & analytics and digital twins
- Best-in-class Green HPC servers and data centers
- Open ecosystem of partners
- Undisputed Industry Leader:



MEMBER OF
Dow Jones
Sustainability Indices
In Collaboration with RobecoSAM



FTSE4Good



We believe in growth through our mergers and acquisitions, taking a new dimension to accelerate the digital transformation of our customers worldwide.

2020 Acquisitions



World-class alliances to drive business forward

We work hand-in-hand with selected world-class organizations in software applications, infrastructure and consulting to strengthen our own unique portfolio in consulting, solutions and services.



Moving forward with digital

Atos has been a trusted guide in the Digital transformation for the Olympic and Paralympic games for 25 years now.

As the dedicated IT partner, people look to our business technologists to deliver on an extraordinary scale under the scrutiny of the entire world.

Our Advanced Access Control System (AACS), including NEC's facial recognition system as well as Panasonic's camera equipment, will ensure safe access at over 350 entry points within 43 venues at the 2020 Olympic Games in Tokyo; it will be the most innovative Olympic Games in history!

Check our Olympic games video [here](#).

Atos
Worldwide IT Partner



Employee Experience Program

We are Atos

Join a digital services leader that will engage your mind, inspire your creativity and develop your career.



- Global Accessibility & Awareness Day
- Women who succeed program
- Women in IT Award 2019 USA)
- The Inclusive Leader D&I learning series



- UK&I: Antz Programme – Atos partnering with key customer to enable employees to mentor ex-offenders with target to prevent re-offending



- 600+ activities across the globe during the yearly Wellbeing@Work week
- 54,000+ users of our Revitalized (health) app
- 17,000+ employees recognized and awarded in 2018



- Smart campus; This concept developed within Atos is being deployed in many Atos offices.
- 3,000+ active communities to support knowledge sharing



Employee Experience with our customers

- Techfest program in the US – Atos partnered with client to organize a Tech event at schools – 600 students from the community

Embracing differences with our diversity & inclusion programs

Accessibility: Atos ensures that our employees have the right tools and support to thrive in their roles, and support our clients similarly to provide a safe, inclusive workplace

Generations: Atos has University Recruiting and mentoring programs, as well as upskilling/reskilling programs so that our employees' skills remain up to date

Gender: Atos is at industry par for gender balance and flipped the percentage of women in senior roles from 13% to 31% in < 6 months

Culture: Atos offers bespoke Learning , Talent Management and Career Development/Advancement programs all centered on inclusivity

Talents and Experts Development and Retention

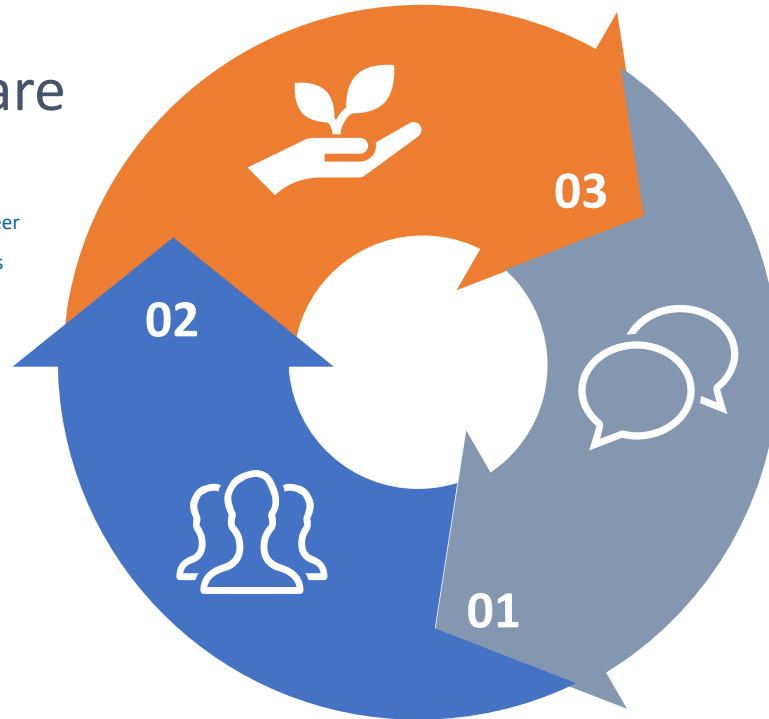
Managers are key to Talents and Experts development and retention

Personal Care

- Show your personal interest
- Treat them as an individual
- Show an interest in their career
- Support them in special cases

General Engagement

- Deliver on commitments that you make
- Dedicate them your time during 1:1 sessions
- Recognize their contribution
- Engage them in the challenges you may face
- Provide regular feedback



Talking Talents

- Introduce Talent/Key person concept
- Have career-planning conversations
- Understand employees' unique characteristics & career ambitions
- Create clear expectations

Talent Management Principles



Having the right people in critical leadership roles is a business responsibility

Our process is designed to enable managers to manage talents and talents themselves to be responsible for managing performance, development and career advancement.

Fairness and Transparency

Our talent management activity is based on transparent processes, communicating expectations, and being fair and consistent, while respecting the primary role of the line manager in all people management processes.

Talking Talent

Beyond all processes and systems in place to support TM activities, a focus on direct conversations with talents or with the relevant TM stakeholders working with talents, are necessary to drive talent identification, talent development and talent mobility.

Digitally-Supported

Digitization of talent processes across the end-to-end process is mandatory to ensure an adequate insight of our talent pool, informed business decisions and efficiently executed talent development and retention activities

Alignment with People Strategy

Talent management process is linked and consistent with all people processes, as well as reflects the Group's values, strategy, and objectives

Integration with HR

Talent management process is fully integrated with HR processes such as performance management, recruitment, learning, training and development, career management and mobility, compensation and benefits, etc.

Internal First Programme

launched in 2015 with focus on filling as many of our open vacancies as possible, with existing Atos employees



Your career, our priority

- We make our opportunities visible to all employees and we have proactive recruiters who are focused on filling their open positions with Atos employees
- We run job cafés, internal careers fairs
- We encourage employees to put their “Hands Up” if they are interested in changing positions

Internal hires

- In 2017 we filled 55% of our positions with internal candidates
- In 2018 we achieved 80%
- In 2019 we achieved 81%
- 2020 - 3213 hires made so far

Experts Development Program

Unleash the power of technology and explore
its future in business

The Atos **Scientific Community** aims at crafting the Group's vision for the future of technology in business and anticipating the upcoming trends and technologies that will reshape businesses and society in the years ahead.

The Atos **Expert Community** is our driving force for technical collaboration, ideation, innovative research and development. Our experts help to steer our business strategy; building our technology roadmap by anticipating the products and services that will be needed by the market.

160 top scientists

anticipating the future of business technology challenges

+2,200 experts across the globe

developing the strategic technologies of tomorrow

13 technology domains

in Automation, AI, Data Intelligence, Digital Workplace, etc.

Internal Employee Training Programs

We have partnered with world class organizations such as Skillsoft and Harvard to provide the most advanced learning content to all our employees – anytime and anywhere.

175 +

Technology

- IoT Academy
- ML using Python
- DevOps with Ansible
- Mindsphere Application Development
- Artificial Intelligence
- Deep Learning using Python

100 +

Digital Technology

- Gold for Business leaders
- FUEL
- LAUNCH
- Digital Mindset
- Evidence Based Leadership Development

100 +

Behavioral & Leadership

- Transformational Leadership
- Wellbeing & Psycap
- Emotional Intelligence
- Know your Strengths
- Achievement Motivation
- Personal Effectiveness
- Developing Positive Organizations

200 +

eLearning's

200 +

Mobile Nuggets/Infographics

2

GSSC Sofia

Atos Bulgaria – Great Place to Work

Atos Bulgaria main offices:

Atos Bulgaria Competency Center, Garitage Park

- **450+** employees
- The center provides **end-to-end** consulting and planning, implementation and ongoing support.
- Value Added Services - Infrastructure Management, Educational Services, Testing & Test Automation, Master Data Management User & Identity Management

Atos IT Solutions & Services, TZUM & Business Park

- TZUM office **500+** employees
- Business Park office **250+** employees
- Supporting **15+** Business Functions and **1000+** processes by providing end to end service to group companies: Accounting, Controlling, Treasury & Credit Management, HR Shared Services, Supply Chain etc.



Check our [Great Place to Work](#) video!

HR Global Shared Services Centre, Sofia

HR GSSC has been established in September 2019 in our modern office in the heart of Sofia – TZUM and built on ten streams:

- Change and Transformation Management
- Compensation and Benefits
- HR Advisory
- HR Partnering
- Learning and Development
- Payroll and Personnel Administration
- Performance Management
- Recruitment
- Talent Management
- Workforce management



GSSC Sofia Roles



Recruitment

- Recruitment branding
- Quality and training
- Campus Management
- Recruitment admin
- Sourcing specialist
- Recruitment analytics

Stakeholders' engagement, consulting, sourcing, screening candidates, analyzing, administrating, Campus engagement and strategies.



Learning & Development

- L&D infrastructure manager
- Learning services manager

Administration and management of Atos training Platform and defining training plans.



Payroll

- Subject matter expert
- Payroll Support associate

Coordination of the end-to-end Payroll cycle in more than 20 countries, acting as a middleman between the Local HR teams and Payroll provider.



Talent Management

- Talent Support

Process of enabling employees to create their career goals, establish where they are fully aligned with those goals and develop their skills for the advancement of their career.



Compensation & Benefits

- Compensation and benefits Operations Analyst – Bonus or Salary processes

Pricings, budget simulations, campaign preparation in a tool, monitoring of the campaign and relevant reporting and analytics, monthly salary increase reports.



Additional HR roles

- HR Business Partner

Interfacing with managers and other stakeholders, partner with HR to understand compensation structure and develop offer, partner with L&D and WFM to support hiring initiatives.

Great
Place
To
Work®

Certified
May 2020 - May 2021
BULGARIA

Curious about joining?

Connect with us!

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Atos

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Thank you

Atos HR Team

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The Atos logo is displayed in a bold, white, sans-serif font. The letters 'A', 't', 'o', and 'S' are connected, with the 't' and 'o' sharing a vertical stem. The 'S' is slightly larger and more prominent than the other letters.

Atos Useful Links

Atos Bulgaria : <https://atos.net/bg/bulgaria>

Atos YouTube channel: www.youtube.com/Atos

Atos Facebook: www.facebook.com/Atos

Atos Instagram : <https://www.instagram.com/atosglobal>

Atos and the Olympic Games: <https://atos.net/en/olympic-games>

Atos Graduate and Intern programme : <https://atos.net/en/careers/student-and-university-programs>

Atos careers : <https://atos.net/en/careers>