

Affecto



**TALENT
RECRUITMENT
PROGRAMME**

Affecto University presents



TALENT RECRUITMENT PROGRAMME

Competence development in Affecto

People and their competencies are the soul of Affecto and its business. Competence development is one of Affecto's strategic cornerstones. Affecto University, an extensive competence development concept in Affecto, is a concrete outcome of this strategy: Affecto University aims to give Affecto employees a special, ambitious and competitive set of competencies they can benefit from as professionals in IT consulting and service business.

The Talent Recruitment Programme, which is a part of Affecto University, offers an opportunity to become an Affecto professional. The Talent Recruitment Programme is an extensive competence development programme which covers all basic

areas in IT consulting work both through training and learning at work. The programme will focus on competence areas in BI consulting.

Objectives of the Talent Recruitment Programme

The goal of the programme is to develop our employees to be able to work as competent consultants in challenging and demanding customer projects. Graduates from this programme will be provided with up-to-date knowledge and skills for BI consulting work. Graduates also achieve a common competence platform which enables them to work and network in other Affecto countries.

After completing the programme successfully, participants will be

awarded a certificate for completing the Talent Recruitment Programme as a part of Affecto University. During the programme participants will be titled Junior Consultants; after completing the programme they will advance to Consultant positions.

Criteria and qualifications for the Talent Recruitment Programme

The Talent Recruitment Programme is for future Affecto professionals with a degree equivalent to Master's or Bachelor level and with 3-5 years of studies in business, mathematics or computer science. Candidates must also have good communication skills; they have to be solution-oriented problem solvers and prepared to work hard to reach their goals. An ambition to work as a consultant is important.

I Intro	II Basic professional skills	III Project work
<ul style="list-style-type: none"> 1) Affecto's Introduction Programme 2) Local introduction 3) BI Fundamentals 4) Consulting skills, part I 5) Project Management, part I – for team members 6) Databases & SQL 	<ul style="list-style-type: none"> 1) Integration & Architecture 2) Basic vendor product training or 3) Data Analysis & Design 4) Basic vendor product training 	<ul style="list-style-type: none"> 1) Dimensional modelling 2) Consulting skills, part II – Sales, Workshop Management and Presentation Skills.
IV Advanced professional skills	V Project development	VI Soon-to-be consultant
<ul style="list-style-type: none"> 1) Integration & Architecture 2) Advanced product training or 3) Data Analysis & Design 4) Advanced product training 	<ul style="list-style-type: none"> 1) Project Management, part II 2) ASF Reporting, or 3) ASF Data Warehouse & ETL 	<ul style="list-style-type: none"> 1) Solution Seminar 2) Affecto solution certification – Business knowledge <p>Titled Consultant</p>

Outline of the contents

The Talent Recruitment Programme is divided into six modules. The tentative scheme below shows the different issues and technologies you will meet in the programme. After each module, except no. 1, there is a few weeks of on-the-job learning tutored by experienced Affecto professionals.

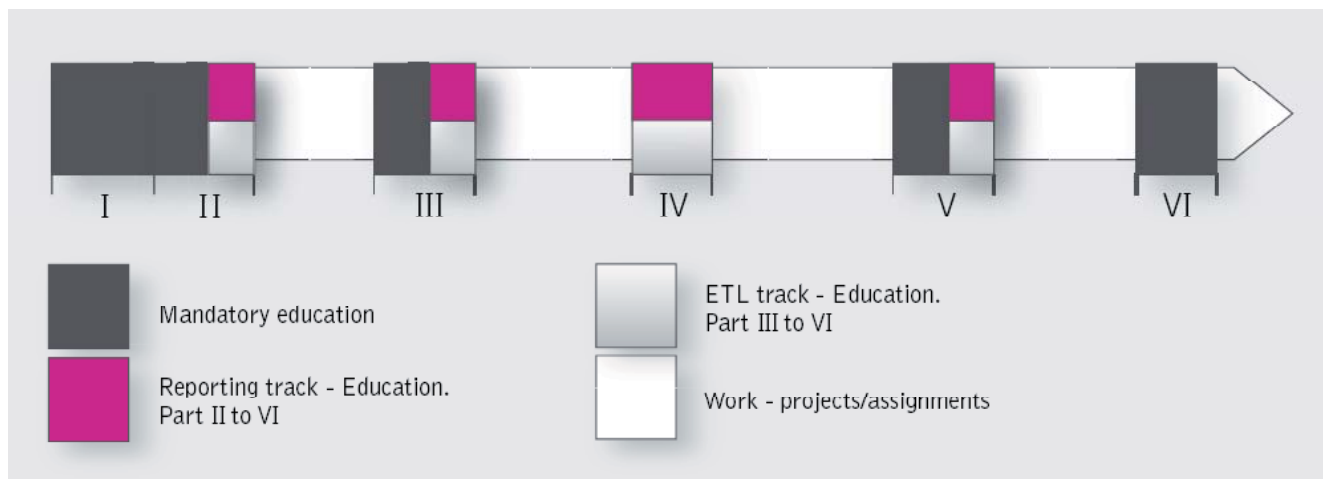
The Talent Recruitment

Programme is a new priority area for Affecto, so there may be changes to the programme.

The programme lasts 12–18 months and is a combination of theoretical training and learning at work – the contents of the programme may be tailored according to individual and business needs. The theoretical training is mainly scheduled at the

beginning of the programme, whereas the end of the programme mainly consists of learning in projects and customer work.

The face-to-face training modules are arranged in local and global Affecto boot camps for all participants. Self-study is an essential element throughout the programme.



When do we start?

The first learning tracks will be launched in autumn 2010; the detailed schedule will be published in August. The programme participants will start their learning process the minute they join Affecto.

How do you get in?

Each Affecto country is responsible for recruiting and/or nominating the Talent Recruitment Programme participants. Participants will be employed by a respective local company.

Please contact the persons below in the country you wish to work in. We are

also happy to answer any questions you may have about the Talent Recruitment Programme.

The Talent Recruitment Programme is a challenging, long-term opportunity to build a professional career with us. We look forward to hearing from you!

Contact info

Finland: HRD Manager, Päivikki Aarni, tel. +358205777477, paivikki.aarni@affecto.com

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ABOUT AFFECTO

Affecto builds IT solutions that enable organizations to integrate strategic targets with their business management. Our Business Intelligence solutions utilize information generated by ERP and other IT systems and process it further. Affecto also delivers operational solutions for improving and simplifying processes at customer organizations and offers geographic information services.

Affecto offers Business Intelligence solutions in its operating areas in the Nordic and Baltic countries. In operational solutions the company has a presence in Finland and in the Baltic region.

Affecto is headquartered in Helsinki, Finland. The company has subsidiaries in Finland, Sweden, Norway, Denmark, Estonia, Lithuania, Latvia and Poland.

In 2009 Affecto's turnover totalled euro 103 million. Affecto employed a staff of approximately 910 at the end of December 2009.

