

Vision IT Group celebrates reaching the 1,000 employee mark and diversifies its recruitment

In 6 months, Vision IT Group has hired nearly 300 persons: half came through organic growth, principally in France, and the rest was due to external growth with the purchase of Drago Solutions in Spain. This European IT expertise and consulting group has just recruited its 1,000th employee in Belgium. Thanks to initiatives such as secondment campaigns and to its participation at school forums, Vision IT Group is diversifying its methods of recruitment. The Group has a convincing message of high quality in-house training and its human approach to management, in keeping with its corporate image.

Varied methods of recruitment such as secondment campaigns

The direct hiring has mainly been carried out in France. Other recruitment efforts worthy of mention have taken place in Belgium, Spain and Luxembourg, all of which corresponds to the Group's European strategy of the Grid Company.

The professional profile most actively sought by the Group these days is that of experienced senior engineer with an excellent technical level (development, infrastructure...).

Due to demand, the greatest increase in head count this year has been concentrated in the domain of Business Solutions & Applications, followed by Production and Infrastructures, Consulting and Training, and, finally, Software Qualification.

Vision IT Group has developed a **variety of recruitment approaches**. Apart from the traditional methods, the Group takes part in the jobs fairs (e.g. Plein Emploi) and school forums (e.g. ISEP) though it also makes heavy use of cooptation.

As Eric Denoun, President of Vision IT Group France and Benelux, explains: ***“Cooptation represents 20% of the hirings in France. Our employees are our best ambassadors, and those candidates we recruit by cooptation are among the most successful. Vision IT Group is a company on a human scale and that is what motivates the employees.”***

Essential advantages of the Group: management based nearby and high-grade in-house training programmes

Within each team, the most senior member becomes **the Mission Manager**, whom we call the 'M&Ms'. Their role is to coach and support the other members of a project with respect to all issues and changes.

This nearby management is an important reality within the Vision IT Group that broadly unites its employees around this mode of managerial operation. The M&Ms are seriously dedicated to this mission which represents a shift in management.

In-house training programmes are undisputed motivators for new hires to choose Vision IT Group. Indeed, they regularly enjoy a wide selection of training modules which, for many of them, leads to their obtaining certifications.

“We place special importance on in-house training. It enables us to train real experts and to offer consultants who are highly varied in the assignments they can undertake,” says Marc Urbany co-

President of Vision IT Group. *'By 1 October 2008, we already provided 575 training sessions just on the Boulogne-Billancourt site.'*

A brief overview of VISION IT GROUP:

A Belgian company founded in 2001, VISION IT GROUP is a European IT expertise and consulting group, specialized in infrastructures, software qualification, business applications and mobile solutions, high level consulting and training. VISION IT GROUP is present in 7 European countries (Belgium, France, Luxembourg, Italy, Spain, Switzerland and Great Britain) and employs nearly 1,000 experts.

Its rapid development rests principally on the quality of its experts (90% of whom are engineers having an average experience of 9 to 10 years) and on its operating model of the **Grid Company**. This particularly effective model consists of making common use of the expertise of the Group's units. Each of the subsidiaries is specialized in one or two technologies and is committed to work on behalf of all the business units of the Group, wherever their geographic location, without duplicating R&D. VISION IT GROUP offers its clients critical competences at the best price, thereby winning over some of the largest European companies as references.

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