

Press release

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Inetum announces 7,000 recruitments including 3,000 in France in 2022

The Inetum Group plans to recruit 7,000 people worldwide in 2022. This includes 3,000 job openings throughout France. Driven by continuous growth in its core businesses for more than a decade, Inetum has made recruitment one of the pillars of its growth and strategic plan to address the needs of companies and organisations to adapt to digital flow.

Inetum, leader in IT services and solutions in Europe, continuously seeks to identify digital needs to address organisations' current and future expectations. The Group is pursuing an ambitious recruitment plan that is a match for market needs and in line with its strategic roadmap. With UPSCALE23, Inetum affirms its intention to develop its support for mid-caps and expand its capacities and new-generation solutions particularly in areas like the cloud, cybersecurity, automation, and data analysis.

With already 27,000 employees in 26 countries, Inetum will be running one of the largest recruitment plans in the IT services sector, with 7,000 recruitments worldwide including 3,000 in France. 2,400 of these will be permanent contracts – 76% of them for executives – and the remaining 600 will be temporary positions, work-study contracts, or traineeships. The group's 45 sites in France ensures proximity to its clients, and its new permanent employees will be distributed locally in 5 big regions in the cities and catchment areas of Nantes, Lyon, Lille, Toulouse and Paris. 400 people will be recruited in the Central and Western regions of the country, 300 in Auvergne-Rhône-Alpes, 350 in the North and East, 350 in the South, and 1,200 in the greater Paris area of Ile-de-France.

A new recruitment mindset for IT services companies

In the past few years, and more recently with the health crisis, the IT services sector has experienced an unprecedented increase in recruitment needs, corresponding to the acceleration in digitalisation of companies and everyday digital uses. To offer the best possible support to organisations that want to make digital flow a driver of positive impact and performance, it is necessary to recruit sufficiently and effectively to address the fast and continuous development of clients' needs. This is against a backdrop of ongoing change that demands constant adaptation to ensure the necessary skills in all digital fields and professions, including emerging ones.

Experienced Business Solutions Consultants (Salesforce, Microsoft Dynamics...), Sales Engineers, Data Engineers, DevOps Engineers, Cloud Architects, Product Owners/Proxy Product Owners, Scrum Masters, Java Full Stack Developers, Low-Code Developers, Java Tech Leads... Inetum offers all these profiles a wide range of projects and multiple opportunities thanks to its multi-sector, ultra-local approach that covers the entire IT and digital value chain.

To meet the challenge of this ambitious recruitment plan, Inetum is aiming to recruit fifty people per week in France. To do this, the IT services company is relying on a 18.9% turnover worldwide, and an average seniority of 7 years in France. At the heart of its strategy, Inetum encourages co-optation among employees – a practice that is behind 27% of all new hires.

A redesigned employee experience to attract candidates

To overcome the shortage in available skills that can meet the growing need for recruitment and the specificity of profiles that it is seeking, Inetum is promoting the employee experience to attract and retain workers and expand its numbers.

The group has developed a specific approach for everyone, putting the focus on employee experience right from the recruitment phase and continuing through onboarding. "We believe that good onboarding reduces turnover in the first two years," says Bruno Da Sola, Head of Global Human Resources at Inetum. "The challenge is to bring them a quality employee experience thanks to that proximity which is such an integral part of the Inetum culture. We are able to offer interesting projects in all business sectors, as well as training, skill-building, and certification opportunities," Bruno Da Sola adds. 10,000 employees benefited from training or certification in 2021. And there will be even more of them in 2022, thanks to a reinforced career-monitoring policy. This means that everyone can shape their own career plan, whether they are recent graduates, in the process of retraining, or confirmed experts.

Inetum will open new career prospects for recruits to live their digital flow within the group, whatever their field or expertise, from one assignment to the next, and in the technologies and sectors they prefer.

About Inetum, Positive digital flow:

Inetum is an agile IT services company that provides digital services and solutions, and a global group that helps companies and institutions to get the most out of digital flow. In a context of perpetual movement, where needs and usages are constantly being reinvented, the Inetum group is committed towards all these players to innovate, continue to adapt, and stay ahead. With its multi-expert profile, Inetum offers its clients a unique combination of proximity, a sectorial organisation, and solutions of industrial quality. Operating in more than 26 countries, the Group has nearly 27,000 employees and in 2020 generated revenues of €1.966 billion.

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