GRADUATE
PROGRAM
GUIDE

GROW YOUR CAREER WITH US

NTT DATA Business Solutions

NTT DATA
Trusted Global Innovator

ARE YOU READY TO SHAPE THE FUTURE?

Whether you're a recent graduate or looking to kickstart your consulting career, you can help us drive real impact at some of the largest companies in the Nordics. You'll help solve our clients' most challenging problems using the latest technology and through extraordinary ways of working with data.

Not only will you get the opportunity to learn, grow, and develop your skills, you'll join a collaborative environment that celebrates and supports our differences.

At NTT DATA Business Solutions (NTT DATA), your voice will always be heard, and our community of other graduates and consultants are ready to mentor, coach, and encourage you to be your best so you can build a long and rewarding career. Our Nordic foundation means that we operate with a flat hierarchy and high levels of empowerment for you as a graduate.

OUR GRADUATE TRACKS

Customer Experience
Help our customers engage with their customers more meaningfully and efficiently by improving customer experience across Marketing, Sales and Service.

Finance
Transform and enhance financial processes at our customers, typically in larger ERP implementation projects.

UX
Design and improve the user experience when interacting with our products and services, thus ensuring full value creation for our customers.

Transformation Lab
Explore cutting edge technologies to discover new ways of transforming business and leverage the opportunities of tomorrow.

Innovation & Technology
Work with the smart technologies, AI, IoT, development, integrations - simply everything within intelligent enterprise.

Human Experience Management
Become an expert in SuccessFactors®, and lead projects of our client's HR departments, to help them manage their employees and organization.

Business Analytics
Help our customers win today's digital economy by becoming data driven to make digital transformation a reality – by putting data and intelligence at the center of their future.

Supply Chain
Become a trusted advisor in the digital transformation of business processes within Product Development, Planning, Procurement, Manufacturing, Warehousing and Transportation using the latest new technology and applications from SAP.

Planning and Consolidation
Streamline financial planning processes and align with operational planning or create financial consolidation solutions supporting month-end and year-end closing.

WHO WE ARE

NTT DATA – a part of NTT Group – is a trusted global innovator of IT and business services headquartered in Tokyo. We help clients transform through consulting, industry solutions, business process services, digital & IT modernization and managed services. We are committed to our clients' long-term success and combine global reach with local client attention to serve our customers in over 50 countries around the globe.

KEY FACTS

8TH place in Gartner's ranking of top 10 global IT service providers

Over **130,000** IT professionals

Over **30** years of experience

16,000 SAP experts within NTT DATA

Service in more than **50** countries

30,000+ projects, consultings and trainings per year

CORE VALUES OF NTT DATA

CLIENTS FIRST

First, and above all else, we place the needs of our clients. We continuously work to understand your business and strive to resolve every concern to your satisfaction. We feel a responsibility to ensure your success. We let this obligation set the direction of our work and guide our actions.

FORESIGHT

We never settle for the status quo. Instead, with speed and foresight, we anticipate challenges that lay ahead. We consider the future of IT as well as the future of your business, work to enhance our ability to picture the future, and with our ecosystems, adapt to the changing business environment. In this way, we help you to meet your goals and create a brighter future for society.

TEAMWORK

We put great importance on enabling our employees to achieve their best through their work with each other. We believe that when a diverse group of individuals brings their unique worldviews together, shares their wisdom, and works toward a common goal, the results are extraordinary and far beyond what can be achieved by any one person.

NORDIC VALUES AND GUIDELINES

FREEDOM

...within responsibility, because we attract and develop resourceful people who have the desire, courage and determination to make independent decisions.

TRUST

...because it is through open and honest dialogue that we create the foundation for positive interaction between people.

SIMPLICITY

...because common sense and a minimum of rules ensure intuitive solutions and a focus on value creating processes.

ENTHUSIASM

...because happy, enthusiastic and committed people create success.

TEAM SPIRIT

...because good team players mean effective teams, which achieve synergy, results and work satisfaction through cooperation.

OUR GRADUATE PROGRAM

Joining the Graduate Program at NTT DATA Business Solutions Nordics is a big move towards accelerating your consultant career. As a graduate consultant, you are not just asked to educate yourself further. We believe that you arrive with a comprehensive toolbox from university, which is why you are often engaged in customer projects from day one.

The 1-year Graduate Program is loaded with a mix of consultant tasks, training sessions and social activities. The program is kicked off with a bootcamp where all new graduates gather for an entire week comprising of team building, strategy introductions and hands-on training in the new world of SAP. All unfolding in a cozy summerhouse, in an exciting professional and social atmosphere.

The Graduate Program offers a range of deep dive training sessions covering 20% of your time. Here, you are trained in everything from developing IT strategies over workshop facilitation to customer care – every tool needed to become a skilled consultant.

Every quarter, all graduates gather for team building and social activities, building the best network across all the different Lines of Business.
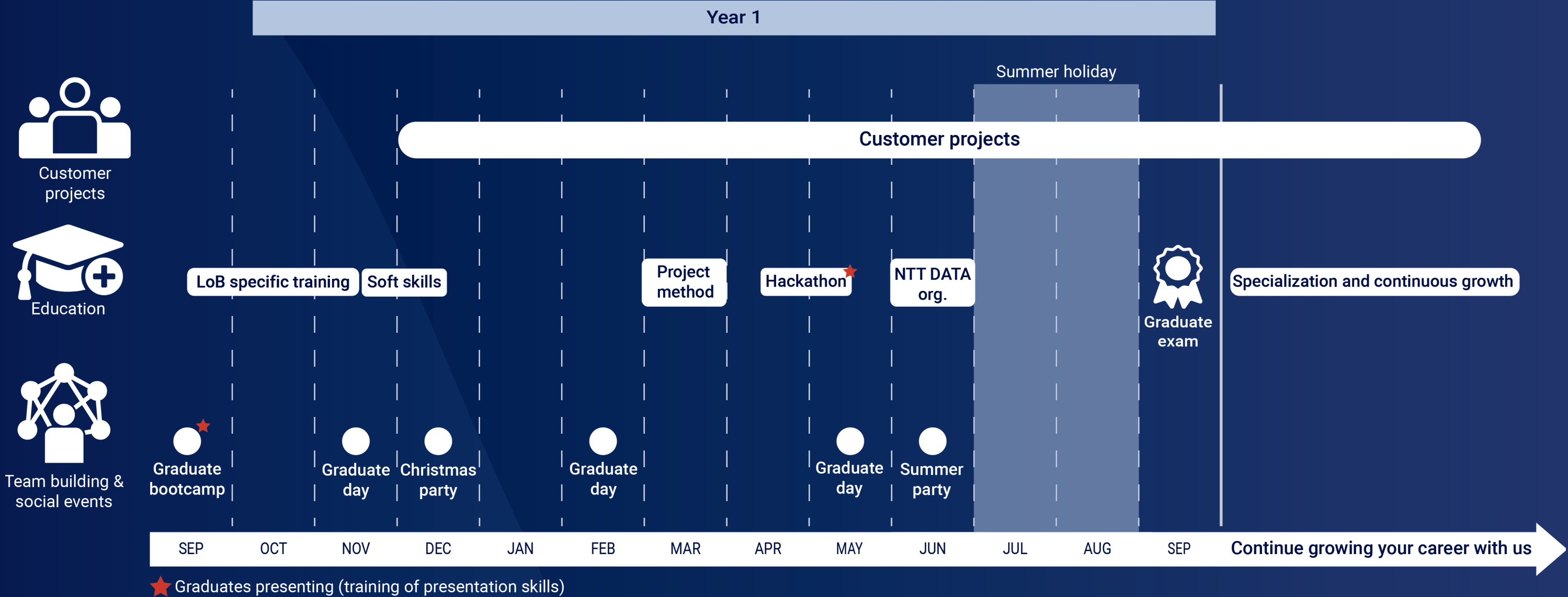
The entire Graduate Program is completed with an exam, where you are examined by senior management in a topic within your business area.

Now you are well educated, well trained, experienced and ready to unleash your talent.

" From day one I felt the NTT DATA spirit. During the first month, I learned a lot about being a consultant. It's all about being open-minded and eager to get things done.

GRADUATE PROGRAM TIMELINE

Year 1

Summer holiday

Customer projects

Customer projects

Education

LoB specific training | Soft skills

Project method

Hackathon ★

NTT DATA org.

Specialization and continuous growth

Graduate exam

Team building & social events

Graduate bootcamp ★

Graduate day

Christmas party

Graduate day

Graduate day

Summer party

| SEP | OCT | NOV | DEC | JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP | **Continue growing your career with us** |

★ Graduates presenting (training of presentation skills)

HEAR FROM OUR GRADUATES

CHRISTOFFER, FINANCE

What was it like starting as a graduate at NTT DATA Business Solutions?

The graduate program helps you to really hit the ground running and you get to meet many fellow graduates and colleagues from all the locations in Scandinavia. There is a high degree of trust from day one in terms of the tasks and projects you are handed and towards how you want to structure the mode of delivery. Coming straight from the university was not too challenging as NTT DATA grants you the environment, tools and methodologies to undertake the demands of being an IT consultant. Your work-life at NTT DATA is flexible and highly interactive from the beginning, which inspires independence and ownership of your area of responsibility, but also for the project as a whole.

How would you describe a day at work?

It varies regarding the projects and the work intensity, but you always have time to socialize with colleagues. We all work in an open office, so the barrier to knowledge exchange and cooperation is non-existent. A good thing is also that we have embraced a remote way of working. You can set up your 'office' wherever it might suit your day-to-day situation.

What are the typical tasks and responsibilities of a graduate?

I was granted the opportunity to own the development of a specific SAP module fairly early on. That translates into close interactions with clients, where you may have to challenge old processes to then align the system with an optimized set of processes.

You will always be working in the middle of people, processes and technology which gives you technical and socio-technical competencies. You gain holistic knowledge across integrated business processes, and you start to understand how SAP as an ERP system can connect an entire enterprise together.

RAGNHILD, SUPPLY CHAIN EXECUTION

What was it like starting as a graduate at NTT DATA Business Solutions?

NTT DATA Business Solution is a great place to be for a graduate or a junior professional in the early stages of their career. I already had a few years of work experience, but I was all new to the SAP world.

As a graduate you are expected to take responsibility for you own learning and in the beginning you will spend time on self-studies, with the opportunity to get certified in a SAP solution relevant for you. It did not take long until I was assigned to a project. To me, learning by doing is really the best way to build knowledge. Surrounded by experienced colleagues willing to share their knowledge made it a great experience, although the learning curve was steep at times.

How would you describe a day at work?

A day at the office usually starts with a cup of coffee or a bite to eat. The day is filled with a variety of tasks, like meetings, remote workshops with the customer, or configuration and testing in the system. Lunch is always a nice break from work, and we are always a group of colleagues eating together. Depending on the project, quite some time is also spent on-site with the customer.

What are the typical tasks and responsibilities of a graduate?

During my time as a graduate I have been involved in several projects where I have been given a variety of tasks and responsibilities. Tasks include system testing, development of user guides and test scripts, and on-site workshops and training sessions with the customer. I was also given the responsibility to facilitate the development of a development object on the first project I was assigned to.

Parallel to working on projects, I have also spent time on various online courses provided by SAP. The combination of gaining experience from real projects and enrolling in courses have given me a kick-start to my career as a SAP consultant.

EIVIND, SUPPLY CHAIN EXECUTION

What was it like starting as a graduate at NTT DATA Business Solutions?

My graduate period started with a week filled with learning and social activities. Being surrounded by both new and old employees made me feel secure. I was also able to sort out a lot of the questions I had coming straight from university. During the first month, I learned a lot about being a consultant. It's all about being open-minded and eager to get things done. The employees I met at NTT DATA wanted me to succeed and I guess that's why I was allowed to join my first customer meeting after just one month. To me, this is quite special and shows how open-minded NTT DATA is as an organization.

How would you describe a day at work?

The last year has been all about my first project. After 2 months, I became part of an end-to-end implementation project that was going to last for 9 months. My workdays have varied a lot. 50% of the time I have been in the office at Lysaker. I start at 8, grab a coffee and discuss work-related topics with my colleagues. After lunch I continue my work, until the daily project status meeting. As a graduate, you can learn a lot listening to the tasks the project team have solved during the day. The rest of my time has been on-site at the client. This is fun and makes you feel like a consultant. Working closely with the customer is challenging, but fun and it makes you eager to learn and become an expert.

What are typical tasks for a graduate?

As an NTT DATA graduate, becoming part of a project early on is fairly common. As a graduate, it's typically just for you to learn how things are done and projects give you the perfect opportunity for a steep learning curve. Being part of a project includes doing tasks such as being part of validation sessions, configuration in SAP, testing, pre-go-live preparations such as superuser training, and go-live activities.

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