

Nordics | Graduate brochure

Grow your career with us



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 Denmark's largest companies. 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 have amazing opportunities to learn, grow, and develop your skills, you'll join a collaborative environment that celebrates and supports our differences.

At NTT DATA Business Solutions, 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.



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.

Our graduate tracks



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.



Customer Experience

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



Planning and Consolidation

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



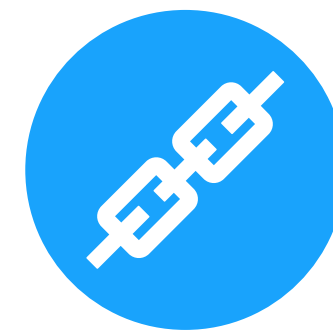
UX

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



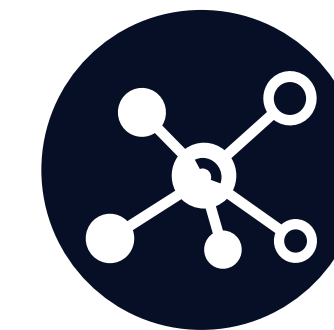
Finance

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



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.



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 business.



Who are we?

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.

Some key facts

8th 

place in Gartner Ranking of TOP 10 global IT service providers

Over 

195,000

IT professionals

Over **25.7**

billion \$ in revenue per year

More than **19,000**

SAP experts within the NTT DATA Group

Service in more than **52**

countries

3.6

billion \$ investment annually in R&D

Core values of NTT DATA



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.



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.





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 the 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 different Lines of Business in the Nordics.

The entire Graduate Program is completed with an exam, where you are examined by senior management on a topic within your business area.

Following your graduation, you will be well trained, prepared, experienced and ready to unleash your talent!

We will give you



Nordic graduate gatherings through-out - Providing competence enhancement and relationship building with other Nordic graduates



A dedicated mentor who will follow you for the first 12 months

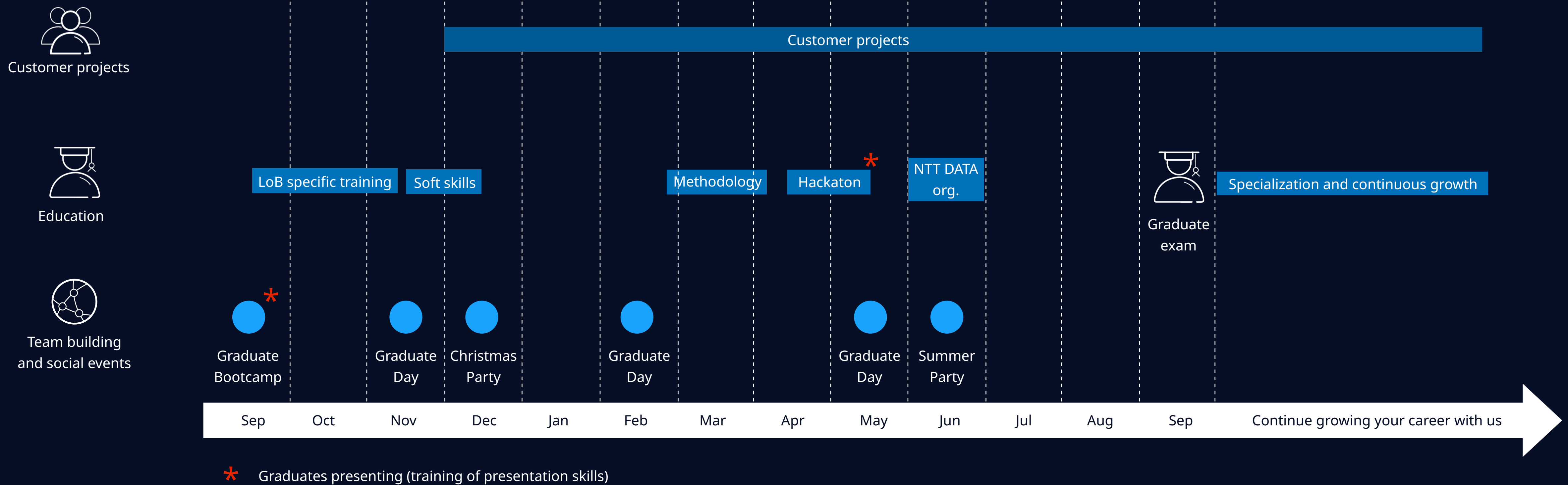


Comprehensive training in the organization and systems during the first month



Quick involvement in customer projects - normally within the first 3 - 6 months

Graduate program timeline



Hear from our graduates



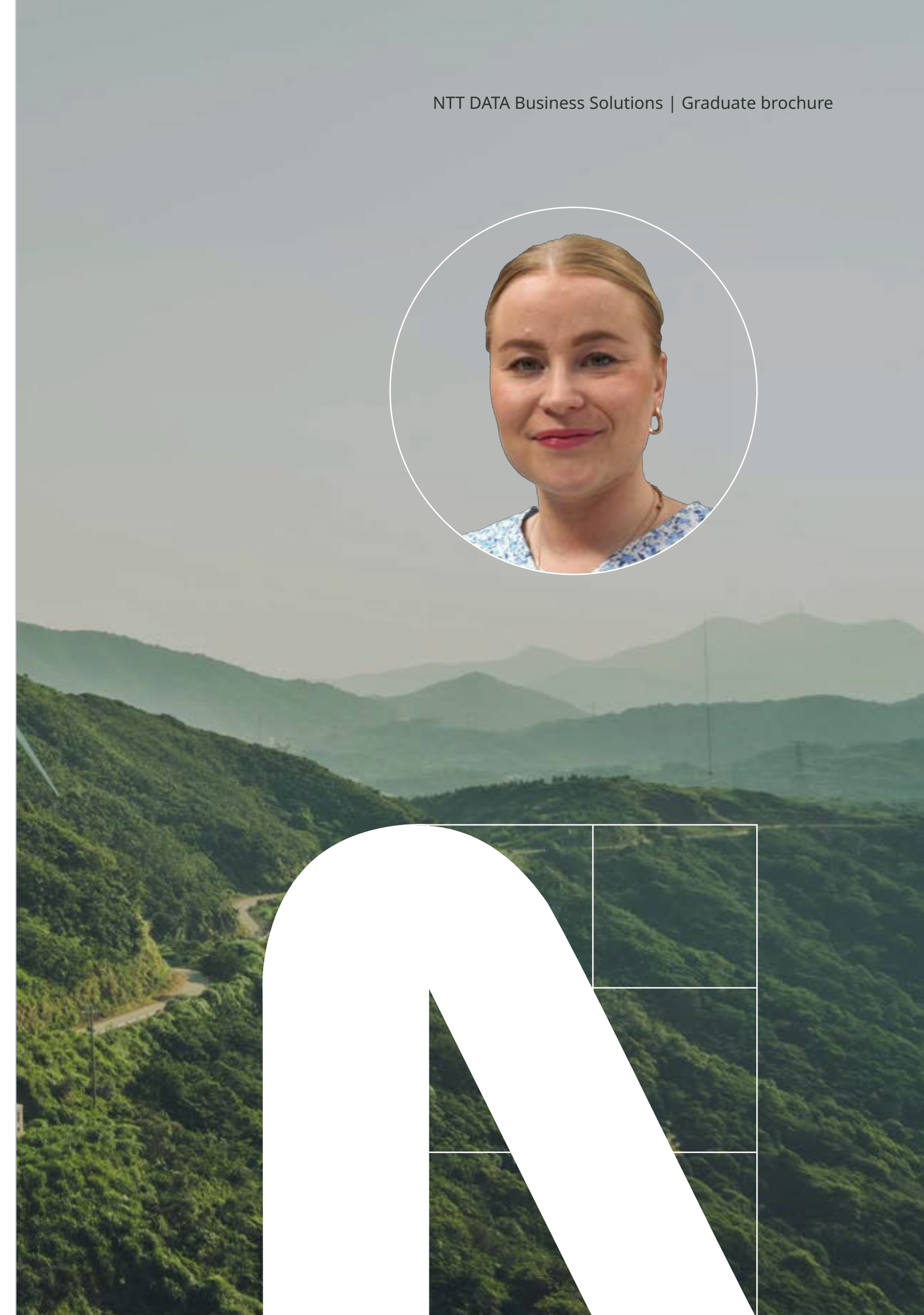
Iida Munck - Human Experience Management - Finland

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

I graduated a few years ago, which meant I already had a few years' experience from full-time work, so the step to working life itself was not that big. Thus, the decision to become a consultant was something new and exciting as well as a little nerve-wracking, considering what consultant life can be like.

The graduate program really encourages hands-on learning and skill development. Colleagues were readily available to share insights and provide guidance, helping me adapt to the role of a consultant. This involved not only acquiring role-specific technical skills but also applying soft skills that help you become a good consultant.

The effort and time the company, people in management, and other colleagues put into the graduate program and graduates made me feel like I am genuinely appreciated, and they want me to succeed. Also, the other graduates provide a big network of people who are in the exact same position as you. It's a friend-like group with a bunch of people that share the same joys, wins, and struggles as you on the journey to becoming a consultant.



How would you describe a day at work?

A typical day at work involves a dynamic mix of activities. As a consultant, I engage in client meetings to understand their needs and challenges. I spend time analyzing and learning about the systems I work with, and a good amount of time is also used for technical work.

Collaboration is key, whether working closely with clients or my colleagues across the Nordics. Also, staying updated on trends and the “next big things” is crucial to staying on top, so especially as a graduate, I use a lot of time for learning, and I appreciate that the company allows and encourages me to do that.

What are the typical tasks and responsibilities of a graduate?

The typical tasks and responsibilities of a graduate at NTT DATA Business Solutions involve a blend of hands-on experience and continuous learning. My tasks vary from ticket solving and coordination to full on customer projects. The HXM graduates get to help work on system configurations, data analysis, and client support very early in their careers. This includes assisting in the implementation of HRIS systems and customizing solutions to meet client requirements. What I like is that we are encouraged to take on progressively challenging tasks, allowing for skill growth and a broader understanding of the consulting landscape.



Josefine Sildeman - Project Management - Sweden

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

Starting NTT's graduate program was for me the best bridge between university and working life I could have had. The graduate program consists of both practical work in projects but also theoretical training and certifications which makes it a very pleasant transition from your university studies.

I also enjoy working in an organization that is locally based but with a global reach. It makes you feel this family atmosphere in the office, but at the same time you can work in projects with colleagues located in NTT offices almost all over the world. For example, we have a very close collaboration with the other Nordic offices and have several occasions during the graduate year where we meet up with the Danish, Finnish, and Norwegian graduates to do teambuilding activities and learn together. I also work in projects where I collaborate with NTT colleagues located in for example Bulgaria, Germany, and India. I think it is very exciting as well as educational to be part of an organization where you can collaborate with different colleagues and competencies even though we are located in countries almost everywhere around the globe.

How would you describe a day at work?

A typical day at work can look very different from one day to the next. In the graduate program, training and certifications are balanced with actually being involved in real projects early on - so I would not say one day is like the other. For example, I was representing NTT at an SAP fair and on customer visits onsite all last week, while this week consists of some customer meetings via Teams and digital training.

I love that we get the opportunity to take part in both a practical and theoretical learning process of our chosen field. This is for me the best way to learn something, and in connection with having a mentor as a sounding board and many helpful colleagues, it feels like all the conditions are in place to successfully learn about your working area and thrive in your role.

What are the typical tasks and responsibilities of a graduate?

The typical tasks and responsibilities of a graduate depend on the area in which you work. I work in Project Management and there I would say that there is a lot of customer contact and meetings with different people. My mentor works as a project manager and I both participate in meetings with her, as well as I have a team in the project she is in where I participate myself and help them with their different project tasks.

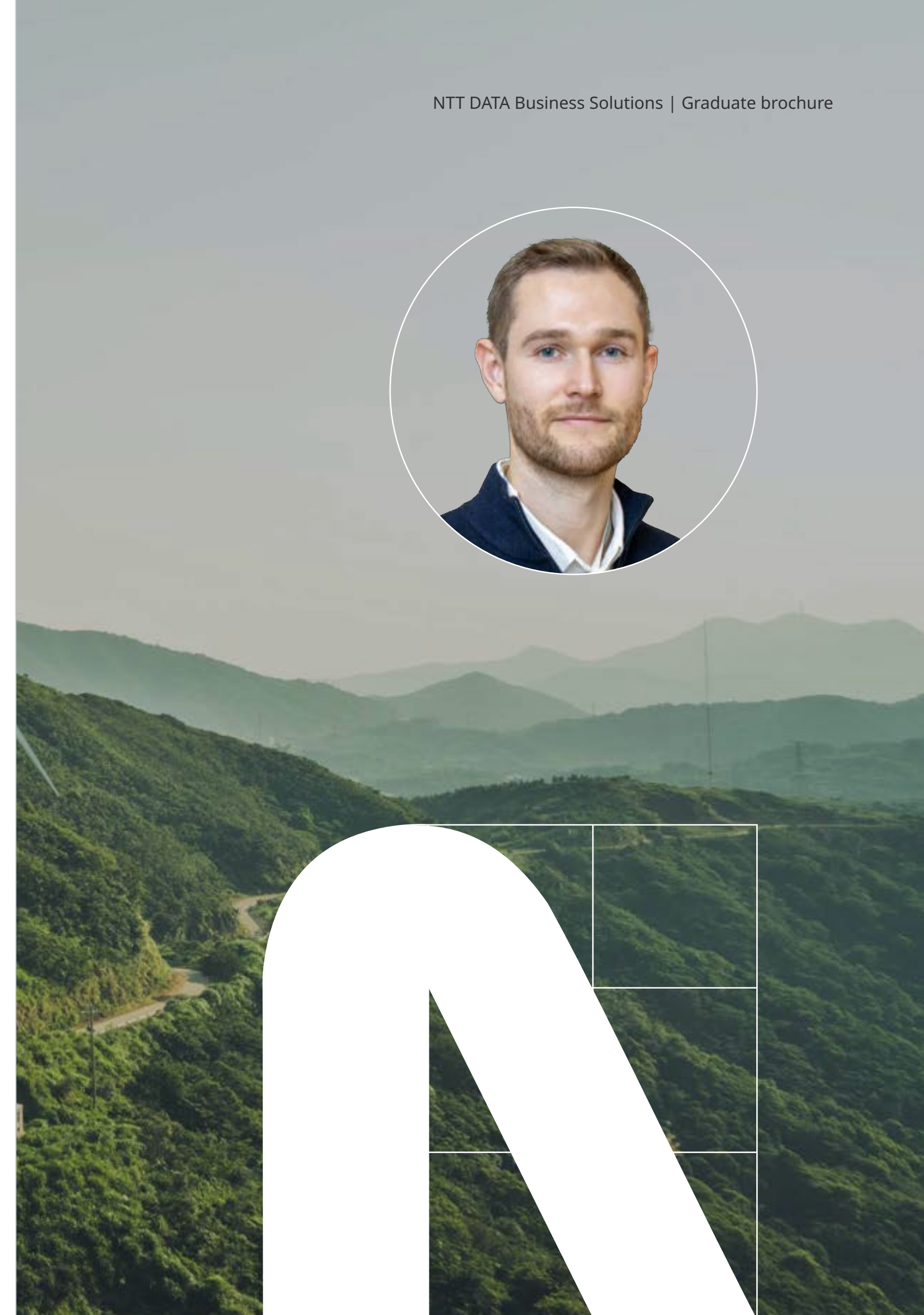
In general, I would say that the most important responsibility as a graduate is that you show an interest in your field and a willingness to learn. Some specific parts are of course important to learn about your field, but I also have a very close dialog with my manager and mentor to make sure I end up in areas and with tasks that I personally find interesting and educational. It is very clear that everyone at NTT wants you to have a good graduate journey and learn as much as possible - which means that my role in the project and the relationship between theoretical and practical learning is very flexible.

Eyvind Eikeng - Innovation & Technology - Norway

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

Joining NTT DATA Business Solutions as a graduate, was both dynamic and engaging. Over a three-week introduction period, I had the chance to absorb a wealth of information and connect with a diverse group of colleagues. Starting alongside ten fellow graduates allowed us to become a close-knit group in a short amount of time. All of us Graduates agree that the warm reception from our colleagues at the office fostered an immediate sense of belonging.

One memorable aspect was a trip to Denmark, providing insights into the company culture and building relationships with our international colleagues. Beyond the educational experience, the experience was also punctuated with several social gatherings, solidifying the relationships formed during our introduction. Reflecting on my initial days at NTT DATA Business Solutions, I can genuinely say it has laid the foundation for a fulfilling career, balancing professional growth with a supportive and inclusive environment



How would you describe a day at work?

A typical day at work starts with having a cup of coffee and catching up with some colleagues upon arrival. Subsequently, the day unfolds with a diverse set of tasks, encompassing individual coursework, certification processes, team meetings, working on projects, and sometimes planning social activities. Apart from that, we enjoy a varied selection of lunch options around noon and find time to engage in some competitive foosball games during the day to unwind and remain focused throughout the day.

What are the typical tasks and responsibilities of a graduate?

As graduates, we are entrusted with a diverse range of responsibilities, naturally varying based on our specific roles within different lines of business and involvement in various aspects of the SAP implementation process. Personally, my responsibilities lean towards the technical side, involving reviewing and writing functional code. Meanwhile, my colleagues may focus more on scoping, planning, or logistical aspects. Luckily I have a mentor, whom I can always ask whenever I have questions.

On a collegial level, we all contribute to minor tasks that enhance the community and well-being of the office, including maintaining a tidy workspace, preparing fresh batches of coffee, and offering assistance whenever needed. Additionally, as we spend more time at client sites with customers, we also gain valuable insights from our own experiences. This shared collective knowledge aids us in better understanding the whole process of working with SAP, fostering a collaborative and learning-oriented environment.



Victor Lundgren - Supply Chain Management - Denmark

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

Embarking on my journey as a graduate at NTT DATA Business Solutions has been a great experience so far. Especially the flat organizational structure and the welcoming nature of my coworkers, despite being the 'new guy,' have stood out to me. I consider myself fortunate to work alongside seasoned colleagues, providing me with plenty opportunities to advance and broaden my skill set. The transition from university to a full-time position was fulfilling yet hectic, involving a sudden relocation to a new city without securing an apartment before my first day.

Fortunately, NTT operates under a 'freedom with responsibility' mentality, allowing me to structure my work around my needs and maintain a healthy work-life balance. The Graduate program at NTT DATA has added a natural and enjoyable touch to the beginning of this journey, providing me a broad network across the entire Nordic region with individuals from diverse backgrounds.

How would you describe a day at work?

In essence, my workday consists of a blend of technical tasks in SAP, administrative duties, and meetings. Since day one, I've been assigned to a project, providing clarity on tasks and deadlines while granting me flexibility in approaching them. Currently, my focus is on acquiring new skills and expanding my understanding of the SAP portfolio, an area I had very limited experience with before joining NTT, however I have not experienced this to be a hindrance to me. As I am still on a learning journey, I have been assigned a mentor who is the lead on the project track I am working on. I spend most of my time with him, as he is an expert on the topic I am working with, and I see it as my task is to absorb as much knowledge from him as I possibly can.

What are the typical tasks and responsibilities of a graduate?

Graduates at NTT DATA is given significant responsibilities from day one, engaging in tasks that span a wide spectrum. Many of the graduates I speak with daily, are already immersed in customer projects, handling tasks that are exclusively their responsibility. Currently, I collaborate with two others in laying the groundwork for a project kick-off at the customer site, scheduled in a few months. This involves gaining a profound understanding of the customer's business processes, systems, and SAP software integration. The initial tasks at the customer site revolve around managing workshops, guiding the customer through our solutions, demonstrating how they meet their requirements, and outlining the adoption and execution processes for optimal results. To build competence in these tasks, I am currently participating in meetings to gain insight to NTT's project methodology and execution strategies.

NTT DATA Business Solutions is recognised as Global Top Employer 2024



NTT DATA Business Solutions has been recognized as a Global Top Employer 2024 by Top Employer Institute. This confirms that as internationally operating SAP® consulting company, we are one of only 17 Top Employers that place our employees at the center of our business activities and offer an outstanding working and development environment around the world.

The Top Employer Institute program certifies organizations based on the participation and results of their HR Best Practices Survey. This survey covers six HR domains consisting of 20 topics including People Strategy, Work Environment, Talent Acquisition, Learning, Diversity & Inclusion, Wellbeing and more. The program has certified and recognized over 2,300 Top Employers in 122 countries/regions across five continents.



Visit our website to learn more

If you want to know more about our Graduate program, all our open positions, how it is to work for NTT DATA Business Solutions, or have other questions you need answers to - please don't hesitate to contact us.

You can find our open positions on the QR code here below. You can also send us an email at:

DK: info-solutions-dk@nttdata.com
SE: info-solutions-se@nttdata.com
NO: info-solutions-no@nttdata.com
FI: info-solutions-fi@nttdata.com

Learn more



