

The background of the slide is a photograph of a modern office space. On the left, a large window provides a view of a city skyline, featuring a prominent, ornate skyscraper. The office interior includes a white conference table, several black chairs, and a white wall with a speaker and a light switch. The overall lighting is bright and clean.

BEC Poland

General introduction

BEC Poland

POWERING NYKREDIT & BEC

BEC Poland

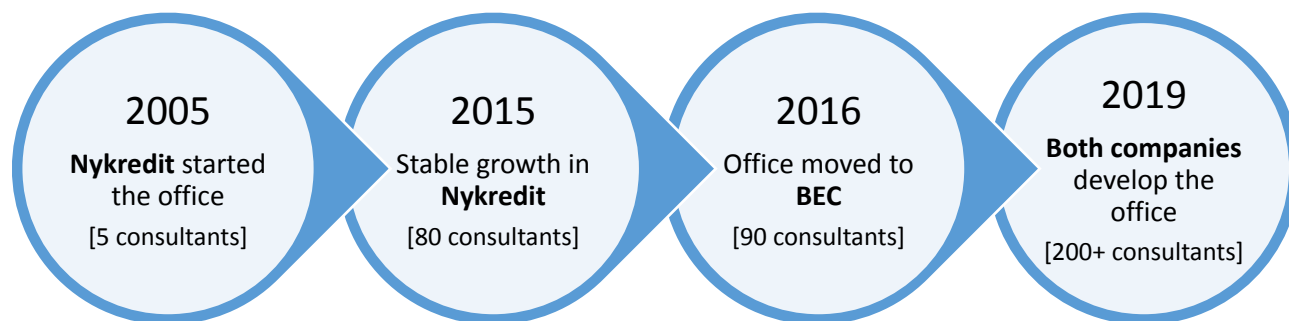
POWERING NYKREDIT & BEC

Nykredit

BEC



History of the office



BEC Poland

POWERING NYKREDIT & BEC

Nykredit

Nykredit was established in 1985. Currently it is the biggest mortgage provider on the Danish market. They employ 3,500 people. Nykredit is the biggest client of BEC and is also major shareholder of BEC.

BEC

BEC was established in 1964 and acts as IT Partner for financial and banking institutions in Denmark. The number of its clients is around 50+ customers. Currently BEC has 1,000 employees.

Location

BEC and Nykredit specialists work in the same office. Our office provides services for BEC and Nykredit. We are located in Warsaw Financial Center building on Emilii Plater street 53 with astonishing view on Warsaw from 22nd floor.

BEC

IT PARTNER FOR FINANCIAL COMPANIES IN DENMARK

According to a survey by NemKonti

20% of Danes and

24% of Danish companies

have their main banking connection via a BEC financial institution

Employees

1000

Founded

1964

Customer
s

+50

Turnover in 2016

DKK 1.395 million

Customers and turnover

75 %

Full service financial institutions
- offering a wide product range in the market



14 %

Especially financial operators
- Part of the financial infrastructure
- Owned by the State or the sector

11 %

Niche financial institutions
- offering a narrow product range
- perhaps based on non-financial business



BEC

CUSTOMERS

Service customers



DANMARKS
NATIONALBANK



MAJ
BANK

DnB NORD



FIH ERHVERVSBANK



SEB

citibank



Finansiell Stabilitet



GE Money Bank

18-09-2019

coop bank

VEKSTFONDEN

Members



Arbejdernes
Landsbank

Nykredit

MønsBank

Handelsbanken



spar nord



PenSam



GrønlandsBANKEN



Lollands Bank

DMPD



Salling Bank

Hvidbjerg Bank



LÆGERNES
PENSIONSKASSE



vestjysk BANK



Danske
Andelskassers Bank

TOTAL BANKEN

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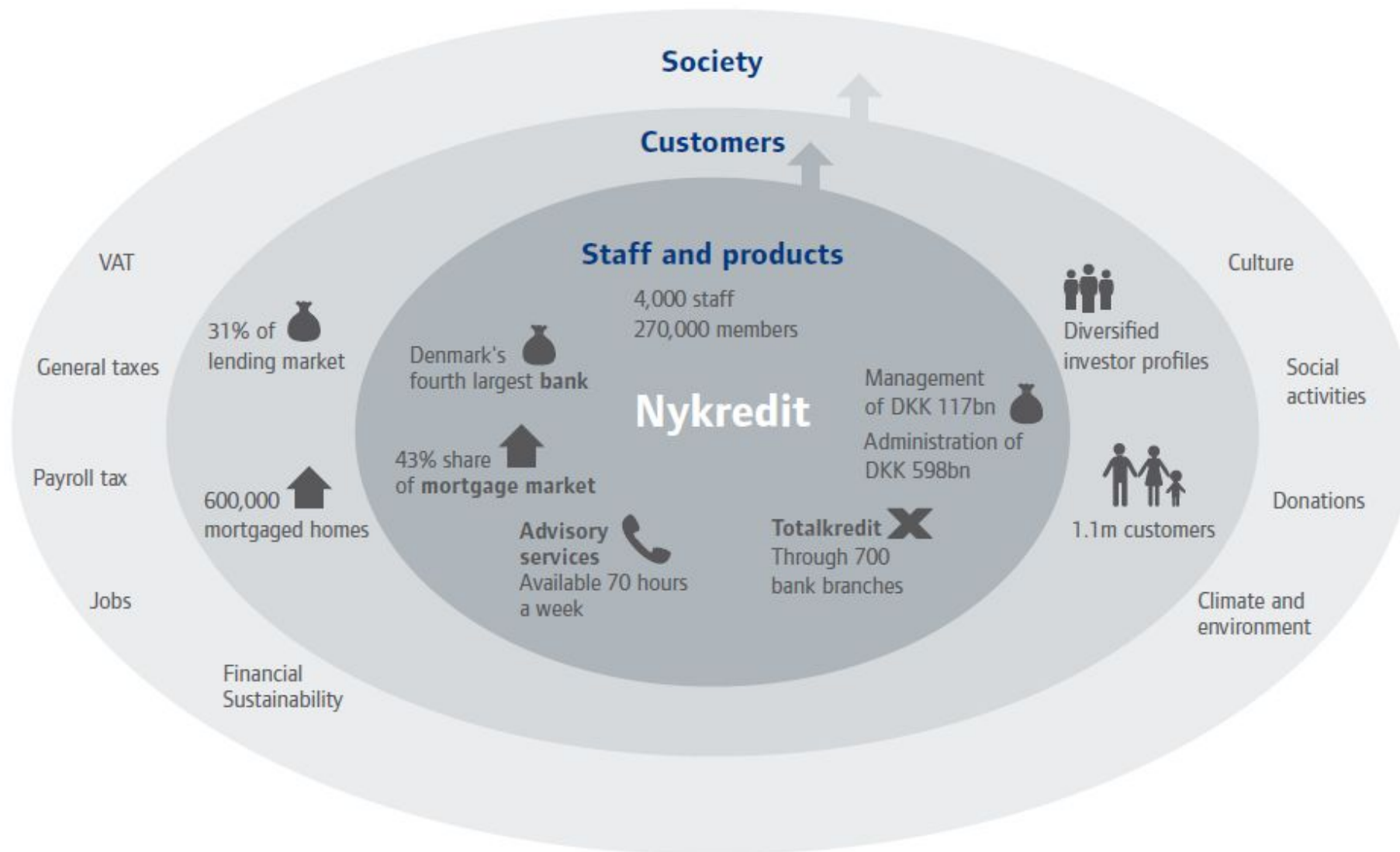
BUSINESS VALUE

- Full service IT
- Financial focus
- Deep business and sector knowledge
- Many different financial companies
- Coherent solutions
- Stable and secure IT infrastructure



Nykredit

FINANCIAL SERVICES GROUP



Nykredit

CUSTOMERS



- Nationwide distribution – divided into five regions
- 54 customer centres
- 60 banks in the Totalkredit alliance
- Estate agency services via estate agencies of the Nybolig chain and of the Estate chain (280 branches in total)
- International activities:
 - Cross-border lending in selected countries in Europe
 - Representative offices in France and Spain

Nykredit

BUSINESS VALUE

Day-to-day banking

- Accounts
- Debit cards
- Payments
- Online and mobile banking
- Cash management
- Credits
- Credit cards
- Currency
- Trade finance
- Guarantees

Financing

- Homes in Denmark and abroad
- Construction
- Debt management
- Bridge financing
- Leasing
- Car
- Currency loans

Investment and pension

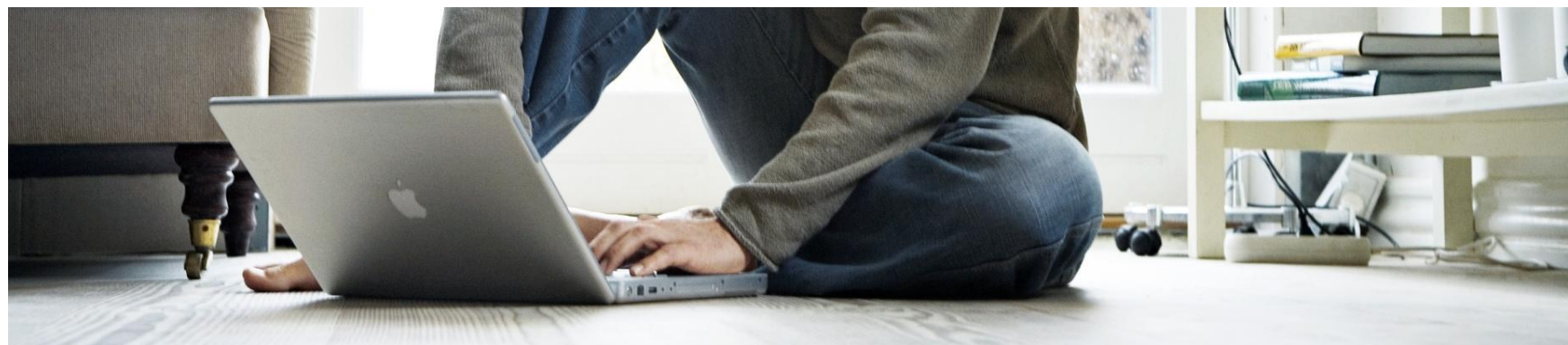
- Wealth and investment advisory services
- Investment in securities and investment certificates
- Pension products
- Asset management
- Fixed-term deposits and loans
- Private banking

Financial instruments

- Interest rate and currency swaps
- Caps/floors
- Currency options

Insurance

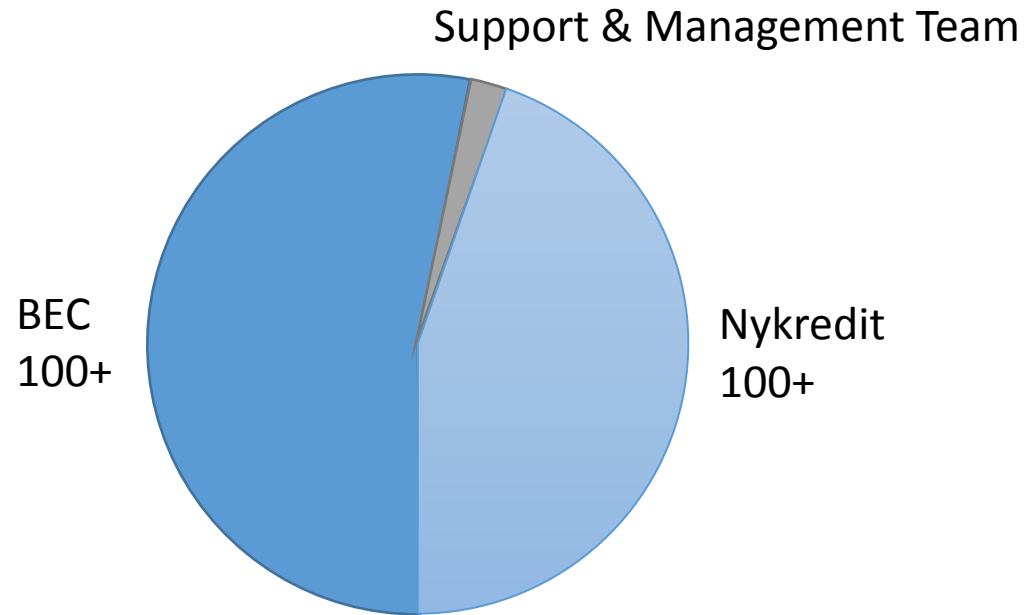
- Non-life insurance
- Life insurance



18-09-2019

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OFFICE CAPACITY AND FUTURE PLANS



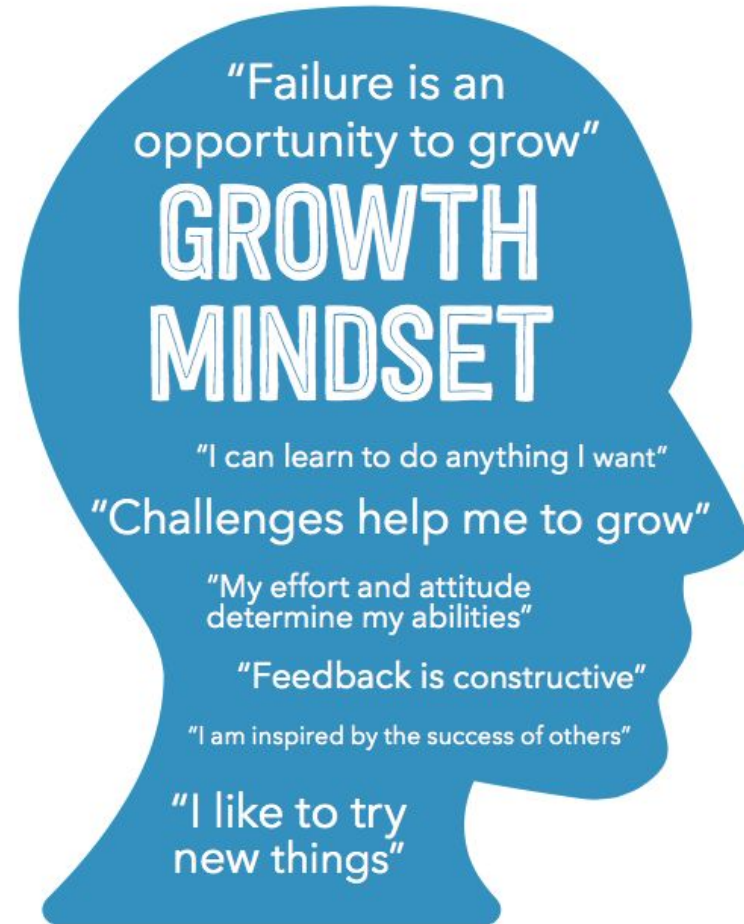
Competences:

- Java
- Frontend
- QA Automation
- ETL/BO
- Cobol/Mainframe
- Managers
- Scrum Master
- Process support
- Siebel
- Patching
- UI Path
- Administration office

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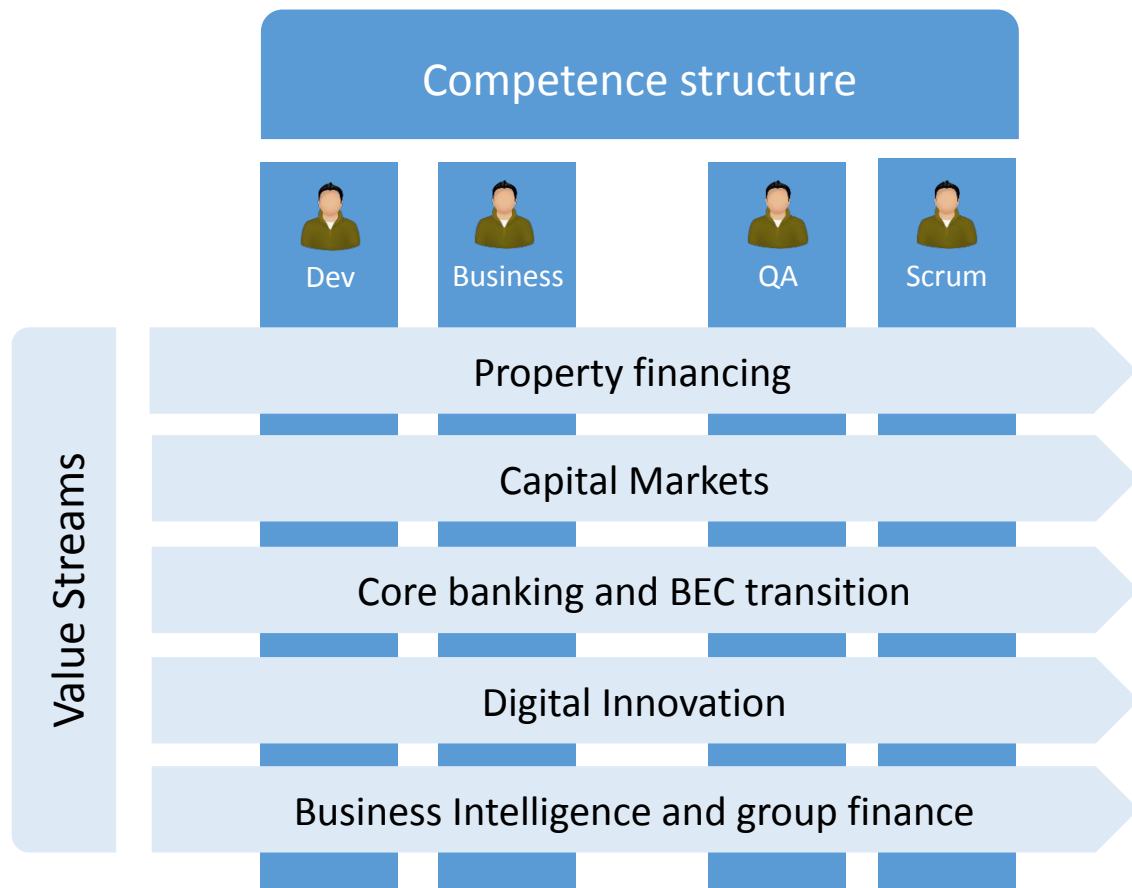
HUMAN CAPITAL

- **Help people to learn new skills** – technical & business trainings, communities of practice, tech talks, conferences, access to experts, access to e-learning platform etc.
- **Career path** – take on new roles and have more responsibility in the office.
- **HR processes** – set goals, provide feedback, support and measure the progress, help in personal development.

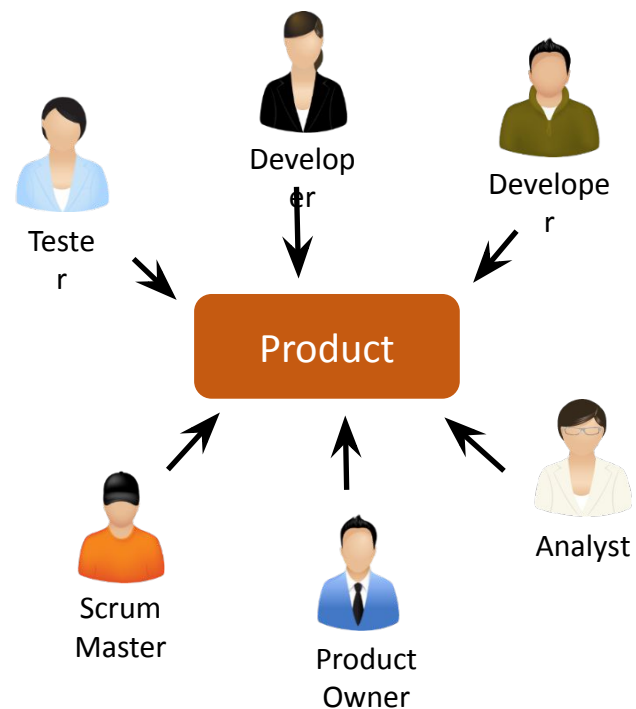


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WAYS OF WORKING



Agile team



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WHY US?

- World class specialists (mostly Senior Developers)
- Scandinavian working culture
- Integrated part of BEC/Nykredit in Denmark
- Long-term cooperation and focus on personal development
- Office in the center of Warsaw
- Panoramic view from 22nd floor
- 2 screens (24 inches) for each specialist
- Adjustable desks
- SAFe environment done “by the book”
- Gym in the office and shower
- Bike parking
- Internal meet-ups and knowledge sharing every month
- Integration (roof parties, beer, board games and many others)
- Game room (darts, foosball, PS4)



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RECRUITMENT PROCESS

WHAT CAN YOU EXPECT:

1st interview:

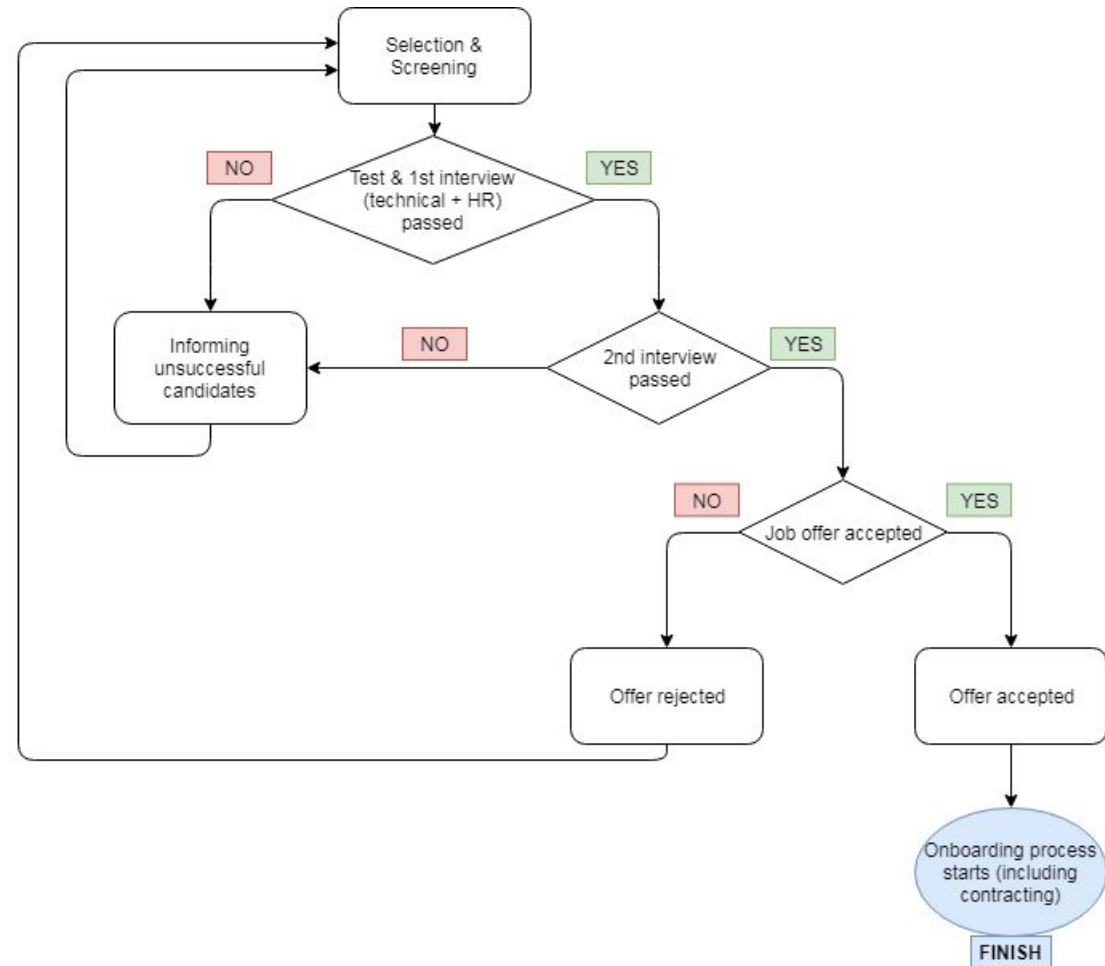
- Technical test – 45 minutes and approx. 45 questions (you get a link to the test via e-mail)
- Interview with Subject Matter Expert & Talent Manager
- Additional Java coding task during the interview (with screen shared) - only for QA candidates

2nd interview:

- Interview with Hiring Manager + 1-2 persons (depending on the role) – ALWAYS FACE TO FACE MEETING IN WARSAW

BEC representative is calling the candidate directly to schedule an interview.

Feedback is provided to the candidate by a Vendor.



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RELOCATION PACKAGE & BENEFITS

We want to offer the following as a start:

- Help to find an apartment – we have teamed up with a local real estate agent, and BEC Poland signs the lease for the first year, the candidate need to expect no more than 30 minutes commute to our office.
- Paid rent for the first three months
- A one-time stay-on bonus of ½ a month salary after 1st year of contract
- Assistance and reimbursement for costs in the visa and work permit application
- Medical insurance
- Polish language training
- Personal development; trainings, access to an e-learning platform etc.



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SKYPE INTERVIEW

To connect with virtual room WHEN you do not have skype for business, please put a following link in Internet Explorer: <https://pexip.me/meet/roomnumber/> example: <https://pexip.me/meet/56903427/> OR simply use the link you can find in the invitation and connect via Internet Explorer.

Please make sure that you are ready:

1. Light

Don't have a window behind you or at least cover it; if it is dark in a room, please take care of the light.

2. Camera

Make sure that you have a camera and it does work. We will not accept Skype calls via phone.

3. Chair

Please sit in the way that we can see your hands and your face (so not just next to the camera).

4. Internet connection

Please make sure that you have a good quality of your internet connection.

5. Screen sharing

Sometimes we might ask you to share your screen (e.g. to see how you write a code), so please make sure that you know how to do it.

If it happens that after we start an interview a camera does not work, we will reschedule an interview. Please check before the interview that everything is according to what we need to have the good quality of Skype conversations.

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OFFICE VALUES

Courage

We are empowered and have courage to challenge the status quo and give constructive feedback to support continuous improvement. We are not afraid to propose compelling solutions that the business might never have considered.

Curiosity

We are curious to learn about our customers, position in the market, the intent of the business and new technologies that can support future opportunities. We are open to new ideas and approach every problem with an open mind.

Strive for excellence

We are constantly looking for improvements in all areas, like the value we are delivering to our customers, the tools and processes we are using or the satisfaction we are getting from our work.

Openness and collaboration

We maximize business value in collaboration with internal and external stakeholders. We dismantle silo thinking and reject demands that all stakeholders share the same view as us. We share our knowledge and data to enable the best possible decisions.

Thank you!