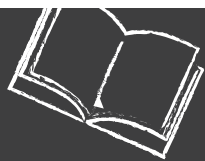# Graduate Recruitment Scheme

Inspiring the next

About us

Hitachi Solutions Europe's brand new office in Sofia is providing a number of opportunities for graduates who are based in Bulgaria. Applicants should have a keen interest in technology, plus a desire to pursue a career in consulting.

Who are we?

Part of Hitachi Group which employs over 400 000 people globally, we focus on integrating modern IT solutions based on Microsoft technologies.

As, one of the largest Microsoft partners in the world, we design, extend, integrate and deploy Dynamics 365 applications and provide Business Intelligence solutions.

What is the Graduate Recruitment Scheme?

Hitachi Solutions launched its Graduate Recruitment Scheme to inspire the next generation of Hitachi Consultants. Working within our European Delivery Centre (EDC) in Bulgaria, the programme is an exciting opportunity to be part of a company that believes in investing in people for the future.

The scheme fits perfectly with the Hitachi Solutions company vision of growth and our slogan of Inspiring the World. Working with Hitachi Solutions offers a fantastic prospect to be part of a company that thinks ahead. As such, we actively encourage applications from the very best graduates who share our passions.

Hitachi Solutions also has an unwavering commitment to Microsoft and the Dynamics 365 market in Europe. We think of this programme as not only an investment for Hitachi Solutions, but an investment in Bulgaria, in Europe and in Microsoft's technology.

We have developed a unique selection process that will engage you and identify your strengths to leverage in the future. Those who make it onto the programme are assured of the highest quality training and career opportunities.

How to apply

We have implemented a four-stage application process providing you with multiple opportunities to demonstrate your suitability and capabilities for the Hitachi Solutions consultancy practice.

We use a variety of technologies (such as Game Based Assessments) to assess your preferred behavioural traits and aptitude for consultancy work. The final two-day Recruitment Event will give you the chance to meet the people you will be potentially working with and for us to get to know you.

Stage 1 – CV Application

Your CV is the starting point of your prospective journey with Hitachi Solutions and needs to demonstrate your key strengths, your motivation and your reasons for applying to the scheme. Make it shine.

If you have the qualities we are seeking, you will be invited to the next stage.

Stage 2 – Interview

If your key skills match what we are looking for, we will call you for an interview. This is your time to explain to our team why you wish to join Hitachi Solutions and what interests you about a career in a consultancy and technology.

You will also hear more detail about the graduate programme in Portugal and our expectations of participants on the scheme.

Stage 3 – Game Based Assessment

If you're successful at the interview stage, you will be asked to complete online verbal and numerical reasoning tests through our Game Based Assessment. The results will help us determine the roles you could be most suited for at Hitachi Solutions' consultancy practice.

The game will take 30-45 minutes to complete and must be taken by you. We recommend you perform the game in a relaxed environment, without distractions, so you can concentrate. Please allow enough time to complete the game.

Stage 4 – Hitachi EDC Recruitment Event

This is the final stage of the recruitment process where we go into depth about Hitachi Solutions and what we do. Hitachi Solutions leaders (and the team you will work with on a daily basis), will present a day in the life of a consultant, their story and the Hitachi Solutions Graduate commitment we make to all our graduates.

The event is our chance to see you at first hand working on activities with like-minded people and witnessing how you conduct yourself in different situations.

If you are successful at this final application stage, we will then offer you a position on the Hitachi Solutions Graduate Recruitment Scheme.

We understand you want to know as quickly as possible if you have been successful and we do our utmost to let you know as soon as possible – usually within five working days of the Recruitment Event.

The Hitachi Solutions Graduate Commitments

- We are committed to providing the very best opportunities and training for our graduates. As a selected participant you can be assured:
- We will provide you with a structured training programme, continuous learning and a dedicated mentor to advise and guide you.
- You'll be issued an employee contract from day one and will get paid a very competitive salary while you're being trained.
- We will provide a career in Hitachi Solutions that offers you space to develop as fast as your ability allows.
- We will offer international opportunities and work with the best consultants
- You will work with innovative and cutting-edge technology and IP developed by Microsoft and Hitachi Solutions.

Read Stela's Story

"I joined the Hitachi Solutions Europe European Development Centre (EDC) programme in Sofia in September 2019. Since then, I have grown and learnt so much! It has been a fantastic challenge the whole way along and not only improved my soft skills, but also deepened my knowledge of Microsoft Dynamics applications and opened up new opportunities.

It began with our induction, where we were introduced to the programme and the company. This included presentations, meeting the managers of each line of service and being given a great overview of Hitachi Solutions' core businesses.

During this process, we chose which line we would like to work with in the future. Because of my strong technical background, I focused on Microsoft Dynamics 365 Finance & Operations. I had a mentor assigned to me, who was tremendously supportive. He gave me guidance about my studies and projects, answered any concerns, set goals and helped me achieve the assessments needed.

Further to this I also joined the new Hitachi accelerated training programme for Microsoft Dynamics 365 Customer Engagement and the Microsoft PowerPlatform. It has been incredibly interesting and amazing to gain such a wide knowledge of so many of the latest Microsoft applications and to really understand how they fit together in real life examples.

I'm shortly starting my first project (February 2020) and will be spending some time in the centre of London in a team of experienced consultants on one of the biggest Microsoft Dynamics implementations in Europe. Working on the client site will help to consolidate the knowledge gained in my studies and integrate me into the team.

Hitachi Solutions gives me the opportunity to have an international career in one of the best Microsoft Dynamics consultancy companies in the world. I feel part of something much bigger, learning from talented and bright people from different locations, right from the beginning.

Additionally, working as part of the Hitachi European Delivery Centre in Bulgaria has exceeded my expectations. The team in London, Porto and Bulgaria EDC have shown great team spirit and support who have demonstrated great care and openness of our needs as consultants and individuals.

I would highly recommend the programme. Go for it!"

Next steps

Review our job profiles and apply for the position that interests you.

Technical Consultant/Programmer

Requirements:

- Degree in Computer Engineering, Computer Science or Management
- Knowledge of programming languages - C#, Java, Javascript, SQL
- Experience in Visual Studio, .net or other Microsoft technologies preferred
- Fluency in English or German
- Good communication and interpersonal skills
- Good problem solving and analytical skills
- A strong sense of responsibility and autonomy
- Team spirit and good organisational skills
- Good knowledge of Microsoft Office productivity tools
- Some Availability to travel abroad
- A passion for technology

Data Consultant/Analyst

Requirements:

- Degree in Science, Technology, Engineering or Mathematics.
- Knowledge of programming languages e.g. C# or Python
- Fluency in English written and spoken
- Additional foreign languages such as German or French are highly advantageous
- Good communication and interpersonal skills.
- Good problem solving and analytical skills.
- A strong sense of responsibility and autonomy.
- Team spirit.
- Good organisational skills.
- Some Availability to travel abroad.
- A passion for technology.

If you would like to be part of the Hitachi Solutions Graduate Training Scheme in Bulgaria, please contact contact.bg@hitachisolutions.com for further details

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