

# **Your career with SICOD**

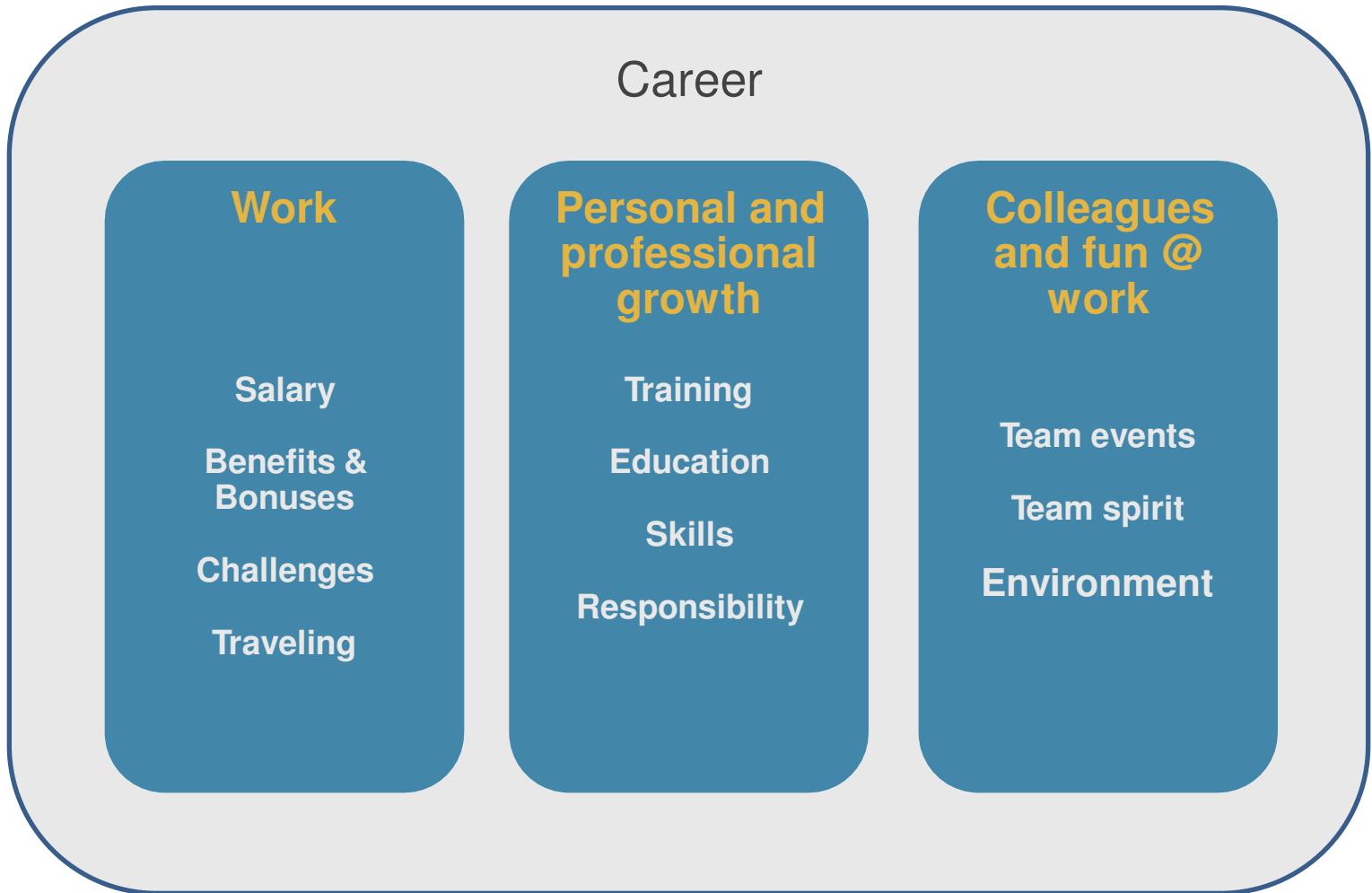
## SICOD Career pack: About us...

**“ Working on consulting projects is really great. You meet plenty of cool people with whom you can have a good time and you sure get around. Getting the job done together really builds a team! ”**

**Zuzana Milecova**

**Senior Consultant at SICOD**

# Foundations of your career



## SICOD as an employer

**“SICOD provides great people with great opportunities!”**

**SICOD** is a fast growing IT company that operates successfully in the market by creating value for its customers by providing high quality, pragmatic and cost-effective solutions and services. To further drive our success we are constantly seeking highly skilled and motivated people to further strengthen our consulting and development teams.

# Your professional way to the top

**“Professional growth is like reaching for the peak.”**

**You start with trainings and a buddy to learn the basics.**

**You become more experienced and you can walk faster and faster.**

**Suddenly you can walk alone.**

**You make your way towards the top.**

**You find yourself guiding others and teaching them the basics.**

**SICOD** opens the door for such amazing experiences...

**SICOD** supports you on your entire professional journey...



# Your professional way to the top

**Success  
:-)**

**Software Architect**  
**Project Manager**  
**Expert Consultant**

**Senior Developer, Senior  
Consultant**  
**Developer, Consultant**

**Junior Developer, Junior Consultant**  
**Trainee**

# Level 1: Trainee

**This period takes from 3 to 6 months depending on your skills**

## ■ Your Work

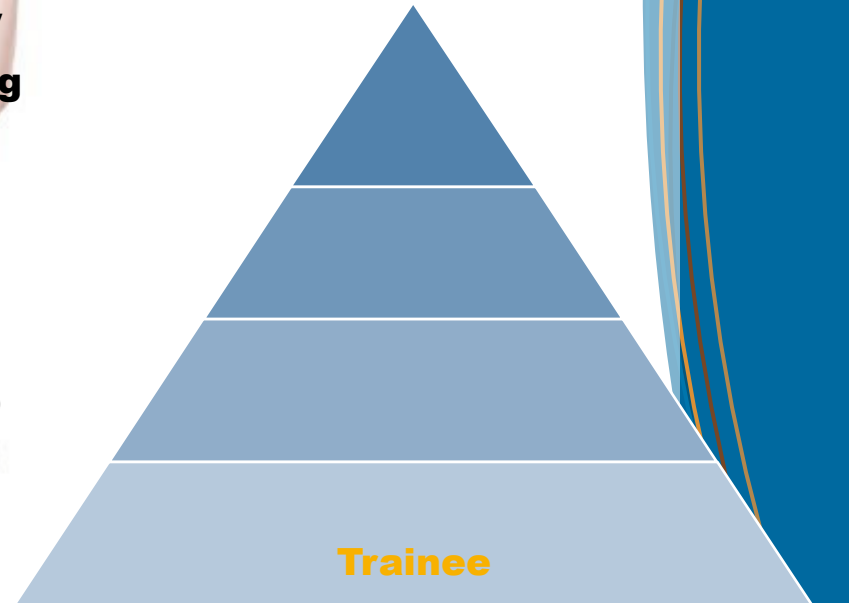
- During training you learn everything you need for your professional start
- training is completed with the SICOD “Junior Consultant Certification”

## ■ Responsibilities

- Your responsibility is to learn and grow
- Participation on projects during training

## ■ Benefits

- Lunch vouchers
- salary is paid also during illness
- social fond
- IT style beverages (for example coffee)
- Language and soft skill trainings
- DDP (additional pension insurance)
- Notebook you can also use at home
- Team events



## Level 2: Junior Consultant/Developer

**This period takes 1 to 2 years depending on your skills and experience**

### ■ **Your Work**

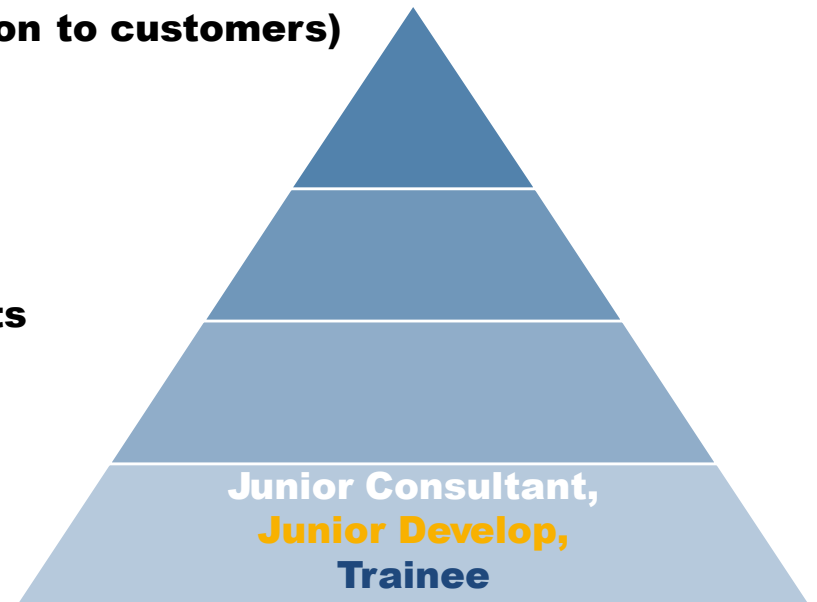
- **You work on the projects with more experienced colleagues**
- **You learn and grow on the job**

### ■ **Responsibility**

- **You are responsible for assigned tasks**
- **Learn soft skills (communication to customers)**

### ■ **Benefits & Bonuses**

- **Benefits same as trainee, but:**
- **Special achievement bonus for extraordinary accomplishments**



# Level 3: (Senior) Consultant / Developer

**This period takes 1 to 2 years depending on your skills and experience**

## ■ Your Work

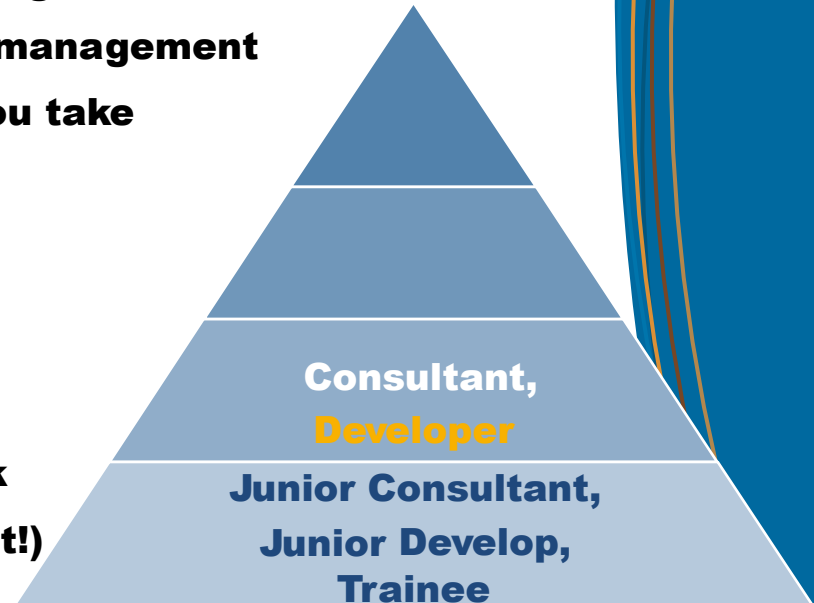
- You work on more complex projects
- You are fully responsible for your part of projects, solutions and deliveries

## ■ Responsibility

- You take part on education of younger colleagues
- You become a role model for younger colleagues
- Active knowledge sharing and knowledge management
- With your personal growth and seniority you take over additional responsibilities

## ■ Benefits & Bonuses

- Revenue bonus: you participate on the revenue of your projects
- Achievement bonus for extraordinary work
- Company loan for housing (without interest!)



# Level 4: Architect, Project Manager, or Expert Consultant

**You are a pillar of the company**

## ■ **Your Work**

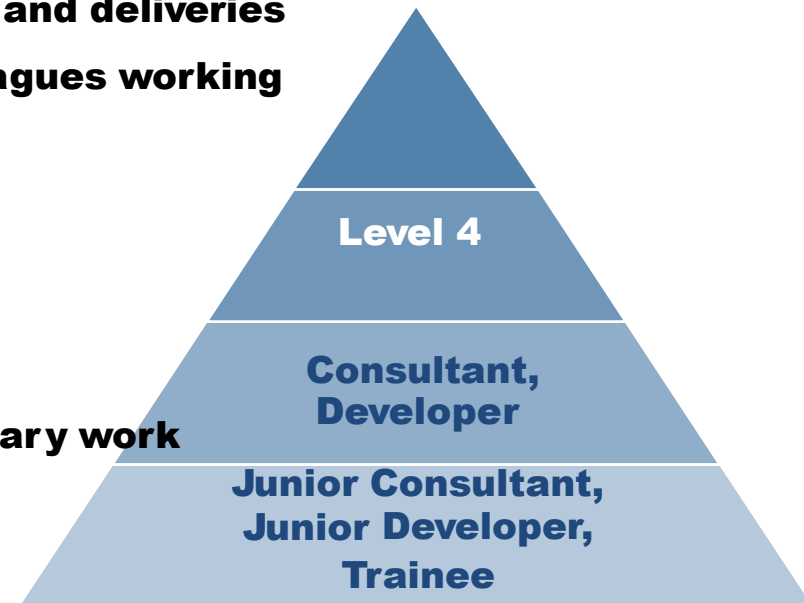
- **You are an expert in your field**
- **You are a project manager and are fully responsible for projects**
- **As software architect you design complex solutions**

## ■ **Responsibility**

- **You are responsible for solutions and deliveries**
- **Responsibility includes also colleagues working on your projects**
- **You are a role model**

## ■ **Bonuses**

- **Revenue bonus from your projects**
- **Achievement bonus for extraordinary work**
- **Company loan for housing**





Join  
us :-)

The background of the entire image is a photograph of the Terracotta Army in Xi'an, China. It shows a vast number of life-sized terracotta soldiers standing in formation, with some in the foreground showing more detail of their armor and facial features. The soldiers are arranged in rows, receding into the distance, creating a sense of a large, organized army.

**At SICOD you are more than just  
another face in the crowd!**

**Call to action: apply at  
[www.sicod.org/career/apply-now](http://www.sicod.org/career/apply-now)**