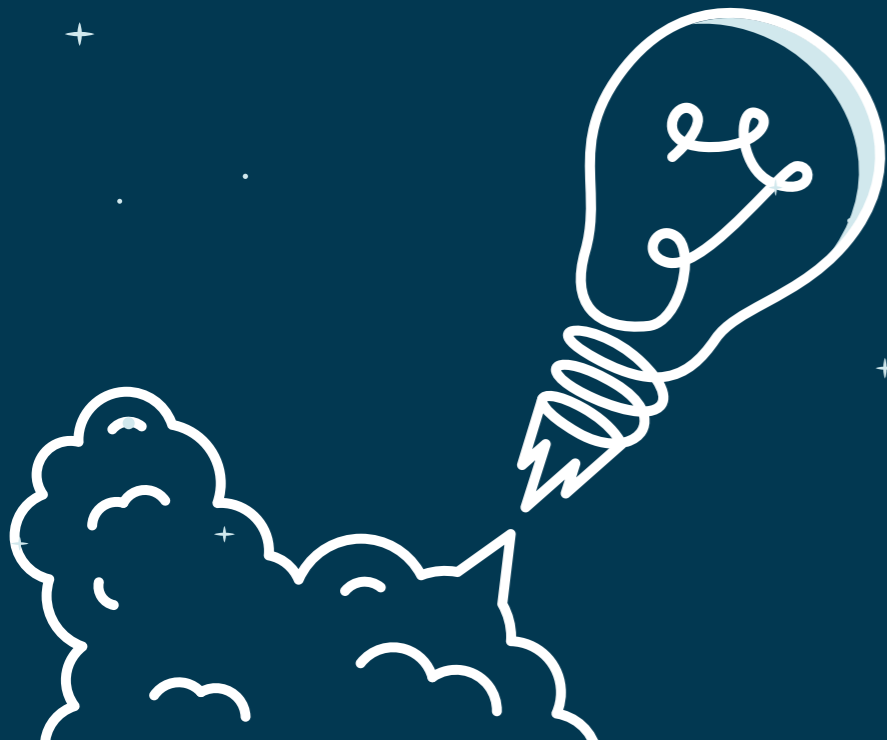


COOLTALENT PROGRAMME

Opportunities for the young, smart & ambitious



synvert
ClearPeaks

DISCOVER CLEARPEAKS

In 2000, we set off to create a consulting firm offering specialist services in the area of business intelligence, analytics and “everything data”. We are now an established and recognized brand in various international markets, and pride ourselves on our reputation for quality, delivery efficiency and innovation.

A PEOPLE COMPANY

What does a people-oriented company really mean? Well, at ClearPeaks, we listen to you, we expect to hear from you, we expect you to influence and certainly you are not just a number. We discuss and design a personalized career plan to meet every employee’s career objectives, aspirations and knowledge requirements; this highly-focused plan ensures a win-win-win relationship between employee, customer and ClearPeaks.

QUALITY IS KING

Quality is a word you will often hear in our day-to-day – it’s in our DNA, and we believe it should be in yours too. Quality is core to our success in whatever we do, so if you share our philosophy, we certainly want to hear from you.

INTERNATIONAL FOCUS

We have office bases in several locations - from Barcelona and Reus to Abu Dhabi and Dubai – but our services are delivered all over the globe. If you would like a taste of doing business internationally, in diverse cultures and economies, look no further. And if you feel like a spell internationally, we have some really exciting ideas in mind for you!



WHY CLEARPEAKS AND CONSULTING?

BROAD EXPOSURE

Leaving college and choosing your career can be a really daunting decision, especially when you are not sure where you really want to go. And that's the beauty of consulting – a profession that offers the opportunity to work in diverse regions, industries and customer projects, learning as you go.

DIVERSE CHALLENGES AND RAPID GROWTH

At ClearPeaks, you will be faced with many customer challenges and project demands, but you will also have all the necessary resources to learn, innovate and collaborate. The more you develop, the more we and our customers appreciate you. And, you yourself will simply grow in knowledge and confidence thanks to multifaceted experiences and learning.

SMART PEOPLE

A key to your success is to learn and benefit from your peers. We are a smart company with smart people, and we expect you to take the initiative to tap into their knowledge and experience. Through close team collaboration and mentoring you will learn from the best specialists around.

OUR HEALTHY CULTURE

Enjoy our exceptional team spirit, our willingness to see our young talent grow without undue risk and exposure, and work with international customers and colleagues (in English) to open your mind to the business world around us. And of course, there's lots of company fun on offer – both in and out of the office – throughout your journey!

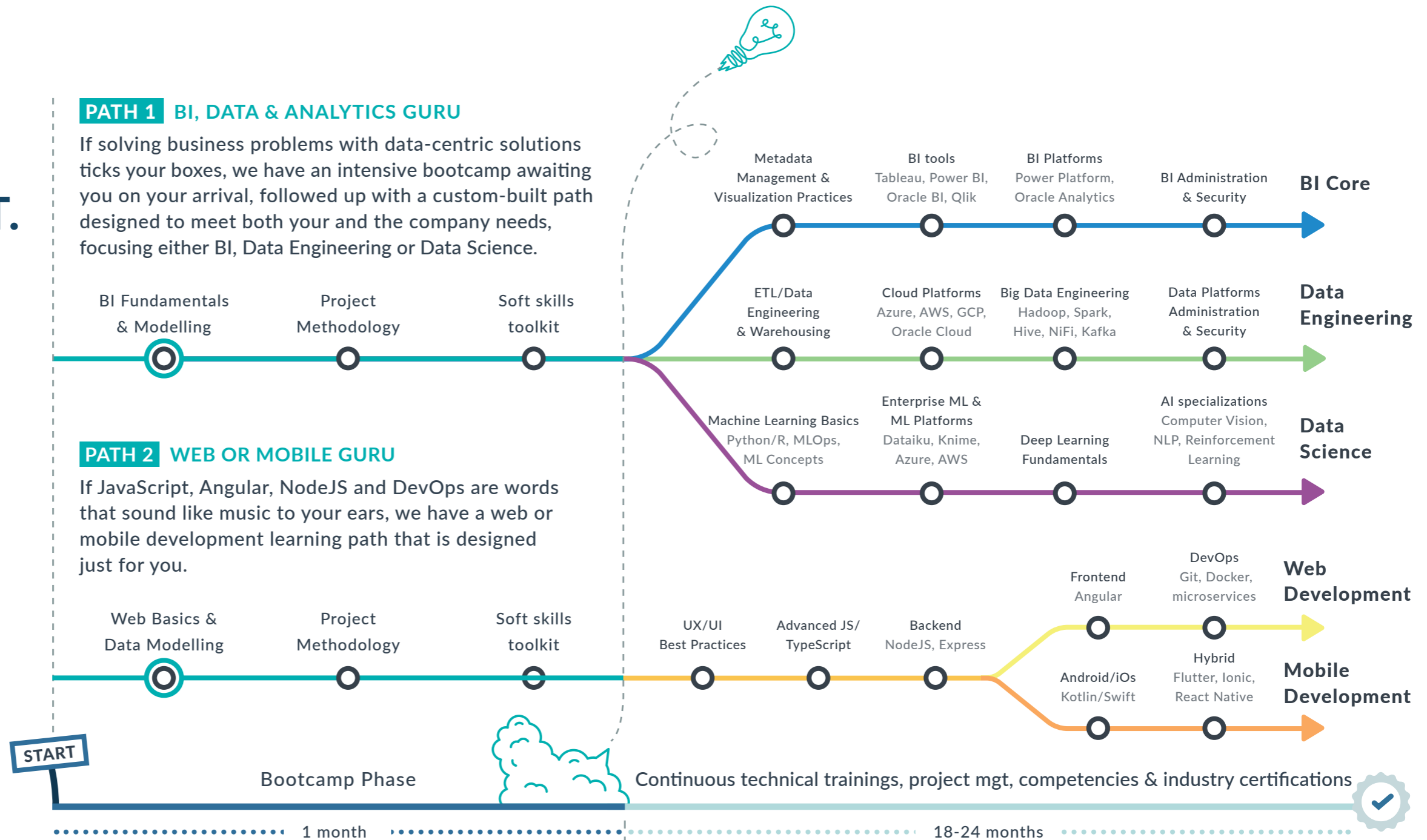


LEARN. TEST. CERTIFY. REPEAT.

Continuous learning is key for company growth, customer satisfaction and ensuring we stay ahead of the competition.

We have created several learning paths and branches to give you the opportunity to develop your skills and put them into practice to solve real-life business requirements.

But first things first, when starting with us, you will enter into our bootcamp programme where you will be put through your paces, learning BI or web fundamentals, data modelling, project methodology and basic soft skills to get you up and running... and then the fun starts... and never really stops!



BUCKLE UP AND LET'S ACCELERATE YOUR CAREER!

We recognize that everyone's professional interests are different. As such, we go all out to structure your career path to ensure steady growth whilst at the same time ensuring you have solid know-how, quality competencies and the right levels of confidence to manage in challenging and demanding customer projects.

Starting as an Analyst or Junior Developer, the diagram demonstrates our different consulting roles and levels. With time, you will progressively develop the necessary skills, competencies and customer experience leading you to more senior roles in a carefully paced programme. In just a short period of time, you'll see your career taking off to new heights.



1 Analyst | Junior Developer
You are learning and contributing to existing and new projects whilst having the support of a mentor and a strong team around you.

2 Consultant | Developer
You will be quite self-sufficient, working in projects and handling tasks independently, with support around you when needed.

3 Senior Consultant | Senior Developer
You are a key player and influencer in projects, and can lead teams and manage customer needs and issues. You are a go-to and safe hands for our customers.

4 Principal Consultant | Manager Lead Developer & Architect
In addition to leading projects, you are actively involved in generating new opportunities, influencing new business generation with senior management and are leading a team of consultants.

5 Partner Levels
Business drivers, business generators and key decision makers. You have direct influence on our company growth, markets, technologies and customer focus. The ball is in your court to make it happen!

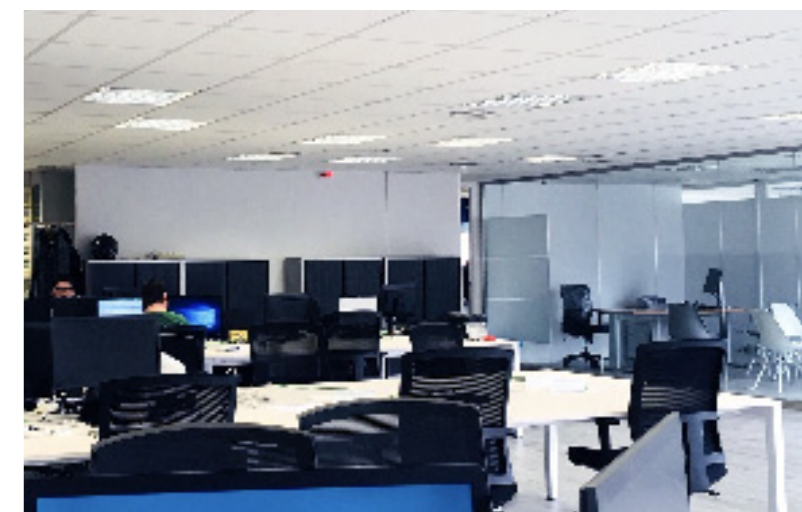
YOUR NEW OFFICE

Providing you with a cool and healthy environment to learn, grow and connect with your colleagues.

TESTIMONIAL

“Working at ClearPeaks in different projects has broadened my view and sharpened my skills on the business side, it pushes you out of the comfort zone”

Rafa, joined in 2018





DUBAI & ABU DHABI LIFE

Our offices in the Middle East are modern, well-equipped and come with stunning city views.



TESTIMONIAL

“I would describe the past two years at ClearPeaks as a fast-paced master’s degree in BI, Analytics and Project Management.”

Marc, joined in 2018



FROM EVENT TO EVENT YOU WILL FIND US ON STAGE...

Industry events, conferences, tech partner gatherings.

TESTIMONIAL

“ClearPeaks gives you opportunities to step up and grow into different roles.”

Rafal, joined in 2011





...OR TAKE PART IN OUR OWN EVENTS

Breakfast Sessions,
Afternoon Events,
Webinars...



TESTIMONIAL

"I really enjoy every project and applying all the knowledge I acquired throughout the years to fulfil the customer's expectations."

Pere, joined in 2015



PARTICIPATE. COLLABORATE. INNOVATE.

From day 1, you will be part of our **COOLTHINGS** by **SMARTPEOPLE** initiative, ensuring that leading edge innovation is captured and recycled throughout ClearPeaks. Our regular company collaboration sessions give us the opportunity to learn from our experiences, by sharing customer, project & technical knowledge and experiences across all the teams.

COOLTHINGS
by **SMARTPEOPLE**





LIFE AT CLEARPEAKS



HAVE FUN WITH US

Join us for *calçotadas*, sport activities, gaming challenges, end of year and summer events, happy hours and family gatherings.



TESTIMONIAL

“The people in ClearPeaks are great, they help me grow in my professional experience, and in this process they became not only colleagues but friends.”

Kristina, joined in 2011



CARE WITH US

We give because we care,
and we just want to see more
smiling faces in the world.

TESTIMONIAL

“What I like about the job is
that I’m constantly surrounded
by people with a vast amount
of knowledge, so there is
always someone who will help
you when you need it.”

Fayaz, joined in 2015



HOW TO GET ON BOARD?

Who are we looking for?
It's simple - School leavers, interns or graduates.

Smart, ambitious, talented team people, who most of all are simply nice people, who want to see their careers grow fast, learn loads and be part of our collective success, in and out of the office. We are open to anyone in this category!

Disciplines that we really appreciate are mathematicians, statisticians, economists, IT folks, web devs, engineers or technically-minded business graduates. We will structure a best-fit learning path to ensure a smooth and rewarding journey ahead.

ENTRY REQUIREMENTS

College degree or just a smart school leaver (we understand that not everyone has the same opportunity to get from school to college), so if you are analytically-minded and motivated for a career solving business problems with data-driven solutions, you will be considered fairly.

WHAT TO EXPECT AT INTERVIEW TIME AND HOW TO PREPARE

A typical hiring cycle takes between 2-3 weeks from start to finish, and consists of both analytical and personality assessments. Don't panic, we just need to get to know you, understand what you are looking for and make sure we reach a win-win!

Tip: it would be smart to look through our web page and understand what we do before coming!

Preparation: come with a max. 3-page presentation that tells us who you are, what cool things you have done in your life and why you are a great fit!

HOW TO APPLY

Go to our [COOLTALENT PROGRAMME](#) page and apply from there.





clearpeaks.com

Barcelona +34 93 272 1546

Abu Dhabi +971 (0)2 448 8075