

I  my career

Capgemini Poland

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Capgemini Poland

Capgemini is a global leader in consulting, technology services and digital transformation. It is a multicultural company of 200,000 team members in 40 countries.

Capgemini has been present in Poland since 1996 and our business centers are strategically located in economically important areas to provide Capgemini with well-educated and talented workers.

Our team consists of over 8,000 professionals who serve our clients with deep industry-specific expertise. Our activity is focused on providing top class and industry leading solutions and business services.

Visit us at <https://www.capgemini.com/pl-pl/>

4 Business Units

- Application Services
- Business Services
- Cloud Infrastructure Services
- Software Solutions Center

Our employees



Our values

Team spirit

Honesty

Boldness

Trust

Freedom

Fun

Modesty

Business Services

Capgemini Business Services department is one of the first and the biggest outsourcing centers in Poland providing services in 30 different languages in the areas of: finance, accounting, banking, procurement, intelligent automation as well as business consulting, supply chain management, market research and analytics, HR processes outsourcing, customer care and marketing services.



Cloud Infrastructures Services

Clouds are in—everyone’s talking about them, many use them, but few know what they have inside, how they work, how to access them, and how to take care of them.

That’s us, the Cloud Infrastructure Services. We understand the subject broadly, from high level services to managing equipment, operating systems, and internal and access networks. Managing applications, IT operations, availability, configurations, and changes.

We work in an international environment, using a number of foreign languages. Working in four main areas (IT infrastructure support and transformation services, managing ITIL processes, hosting, and service desk), we provide technical support to clients from all over the world and manage IT infrastructure for them.

You at Capgemini



- You will be able to meet a new people and get to know how their daily duties look like. We respect our differences, and we love exploring a new cultures and tastes.
- You will work in line with high, international work standards



- You will meet great people and feel legendary atmosphere with no formal dress code.
- You will take part in events dedicated for our employees. We celebrate days such as „Coffee Day”, „Kids Day” or „Fat Thursday”.



- You will work in offices that are conveniently located with “Bicycle-friendly” certificate.
- You will be able to take part in unforgettable external events: away days, off-sites, integration parties or annual family picnic



- You will gain space to fulfill your ambitions and develop your career. We operate according to Lean and Kaizen philosophy.
- You will have a chance to become an Architect of Positive Future. We support volunteering initiatives, share our skills, organize Blood Donation actions and Car Free days.

Training courses and development path

**2-3 days
Onboarding**

**Training
courses and
development
path**

**1st-4th week
E-learning
introductory
courses**

**People
managers'
and experts'
career paths**

**Harvard
Business
Review library**

**Development training
online and
class trainings.**

**Possibilities to gain
professional certificates**

**Subsidy for external
certification,
language courses
or postgraduates
studies**

Employment with a socially responsible organization

Capgemini's commitment to corporate social responsibility is grounded in the corporate culture and values our employees adhere to in everyday work. We encourage all our employees to act actively towards social and environmental challenges. Our CSR strategy is based on 3 pillars: diversity, digital inclusion, environmental sustainability.

What we do?

- **The Capgemini Granting Program 'We Invest in good ideas'** – Capgemini provides financial, expertise and organizational support to employees who come up with the best projects for community action.
- **Carpooling platform** – you can make new acquaintances, travel comfortably and win a 'green' parking place! All you need to do is to access www.dojazd.pl.capgemini.com.
- **Charitable fairs** – we engage with local organizations to support their fundraising and make sure you get a special hand-made responsible gift for your closest ones.
- **CSR Club** – we meet with inspiring people and discuss today's challenges: food waste, environmental risks, people diversity.



Working & living in Poland

Poland's official website
www.polska.pl

Polish Foreign Investment Agency
www.paih.gov.pl/en

Country

- Population: 38.5 million
- Capital: Warsaw (population 1.7 million)
- Ethnicity: 93% Polish
- Language: Polish
- Currency: Złoty (\$1≈PLN 3.70, €1≈PLN 4.20)
- Unemployment rate: 6.6%
- Religion: 87% Roman Catholic
- Government: Parliamentary republic
- Time: GMT/UTC +1 hour in winter, +2 hours in summer
- Electricity: 220v, 50Hz AC
- Emergency number: 112
- International calling code: +48

Business facts

Political and economic stability

- EU member since May 2004
- Stable economic growth since 1996: Flat inflation rate with a stable and positive macroeconomic outlook
- 4.6% GDP growth (January, 2018)

The people

- Population three times greater than in Hungary (10 million) or in the Czech Republic (10.5 million)
- Advantageous labor costs
- Almost 500,000 graduates annually provide for a young, well-educated workforce.

Costs of living

- Milk (regular), (1 liter): 2.37 PLN
- Loaf of Fresh White Bread (500g): 2.74 PLN
- One-way Ticket (Local Transport): 3.40 PLN
- Apples (1kg): 2.91 PLN
- Water (1.5 liter bottle): 1.81 PLN
- Meal, Inexpensive Restaurant: 20.00 PLN

Source: <https://www.numbeo.com/cost-of-living>



Working & living in Poland

Useful phrases

Where can I get a taxi? – Gdzie mogę znaleźć taksówkę?

[gdjyeh mogeh znalesh'tch' taksofkeh]

Yes – Tak

[tak]

No – Nie

[n'yeh]

Please – Proszę

[prrosheh]

Good morning/afternoon – Dzień dobry

[diyen dobrri]

Goodbye – Do widzenia

[do vee-dzen'ya]

Thank you – Dziękuję

[diyen'kooyeh]

Good night – Dobranoc

[dobrranots]

I don't speak Polish – Nie mówię po polsku

[n'yeh moovyeh po polskoo]

**I understand/I don't understand – Rozumiem/
Nie rozumiem**

[rro-zoom-yem/ n'yeh rro-zoom-yem]

The bill, please! – Proszę o rachunek

[prrosheh o rrahoonek]

Can I have a receipt, please? – Czy mogę prosić o pokwitowanie?

[chi mogeh prro-sh'eetch' o pokfeetovan'yeh]

Can I have tea/coffee, please? – Czy mogę prosić herbatę/kawę?

[chi mogeh prro-sh'eetch herrbateh/kaveh]

Where is the toilet? – Gdzie jest toaleta?

[g-diyeh yest to-a-leta]

How much is that? – Ile to kosztuje?

[eeleh to kosh-tooyah]

**How would you like to pay? – Jak będzie pan/
pani płacił/a?**

[yak ben-diyeh pan/pani pwah-tch'eew/a]

By cash – Gotówką

[gotoof-kom]

By card – Kartą kredytową

[kartom krreditovam]

Waiter/waitress! – Proszę pana/Proszę pani

[prrosheh pana/prrosheh pan-ee]

Working conditions and formalities

If you are employed in Poland, your employer will insure you through the Polish National Health Fund (NFZ). It allows you to benefit from all the medical services from health care providers who have contracts for health services with Polish National Health Fund. You will also have Social Security Insurance (ZUS).

As part of employment with Capgemini, we offer life insurance and private health care for employees and their families. You will be also entitled to use various additional benefits from means of the Social Fund.

If you are not a Citizen of the European Union, Norway, Lichtenstein, Iceland or Switzerland you will need a visa and work permit to legally stay and work in Poland.

We will help you in obtaining work permit in Poland and we can guide you with other formalities in Polish offices such as registration in the municipal office. If you plan to stay longer than your visa expiration date, we can guide you how to apply for a residence permit in order to obtain a residence card.

National Health Fund (NFZ)

Health care in Poland is financed by the National Health Fund - a central state budget created to protect health. An obligatory health premium, alongside with a social insurance premium, will be deducted from your gross salary for an on-going work by your employer.

Social Security Insurance (ZUS)

All employees are obliged to have social security insurance. The obligatory social security contributions consist of four elements: pension fund, retirement, sickness and accident premiums. They will be deducted from your gross salary by your employer on a monthly basis.

Advice on formal steps for foreigners

- Registration of address („zameldowanie” in Polish)
- Registration of stay longer than 3 months for EU citizens
- Legalization of stay and work for non-EU citizens
- Obtaining PESEL (individual identification number in Poland)

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Working time

Working time may not be longer than 8 hours in a 24-hour period and an average of 40 hours in an average 5-day working week in any applicable calculation period.

If this is justified by the type of work or organization thereof, a system of equivalent working time may be used, whereby it shall be admissible to extend the working time in a 24-hour period, however, no longer than to 12 hours.

An extended working time in a 24-hour period shall be balanced with a shorter working time in a 24-hour period on some days or with days off. When a working time of an employee in a 24-hour period is at least 6 hours, the employee shall be entitled to at least a 15-minute break from work which shall be counted as working time.

An employer may introduce one break from work, such break not to be counted as working time, not longer than 60 minutes, to be spent to eat a meal or to attend to private matters.



Capgemini Poland

Below, you may find some interesting facts and cities' description in a nutshell.

Kraków

Kraków, a city where tradition meets modernity in full harmony, where the care for centuries-old heritage is accompanied by the development of modern technologies, and where the creative invention of people living and working here, the manifold opportunities for spending free time and Kraków's genius loci cause that it is a city for good living and work. Krakow is the most internationally recognized Polish brand name and is sometimes called 'Athens of the North', 'Slavic Rome' or 'Polish Jerusalem'.

Katowice

Katowice is a city of dynamic transformations, open to changes, attracting young people who associate their future with the city. This is connected with the fact that Katowice is the third largest scientific centre in Poland. Katowice has transformed from capital of heavy industry into modern municipal organism. The finest examples of Modernism could be easily found in the city downtown. Central Katowice also contains a significant number of Art Nouveau buildings along with the Communist Era giants.

Opole

Opole is a capital and a region's leader; constantly developing socioeconomic center that concentrates its administrative, educational, economical and cultural functions. Despite the fact that Opole Voivodeship is the smallest in Poland, it combines all possible natural and touristic virtues such as mountains, rivers, lakes and forests with trails full of monuments and unforgettable views.

You can also find us in other cities in Poland.

For more information please visit website:

<https://www.capgemini.com/pl-pl/>



Keep in touch

If you'd like to get to know more or see what is currently going on in our company, please check our social media:



<https://pl-pl.facebook.com/CapgeminiPl>



<https://twitter.com/capgeminipl>



<https://pl.linkedin.com/company/capgemini>



<https://instagram.com/capgeminipl/>



<https://www.youtube.com/user/capgeminimedia>