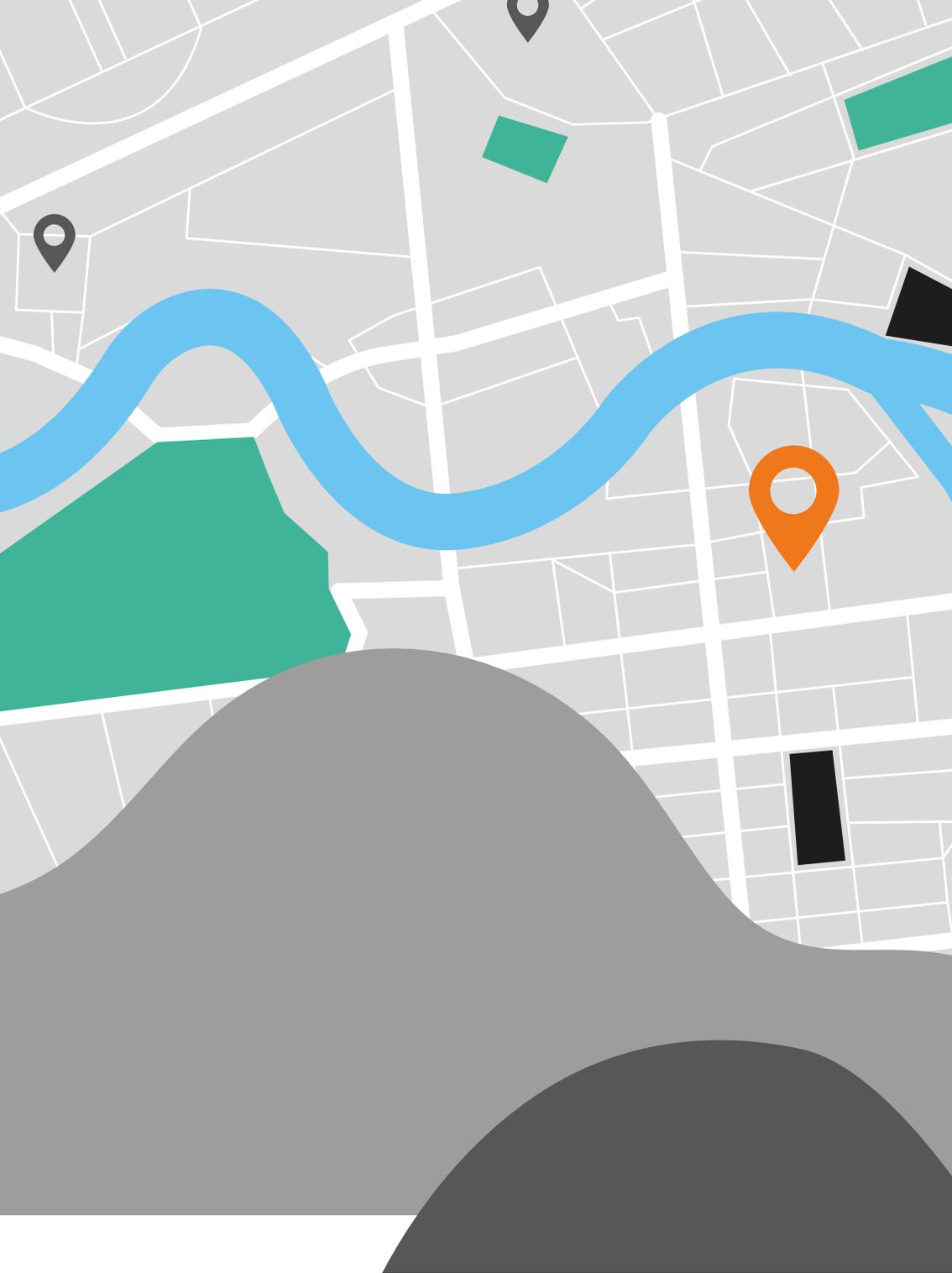


Orange Jobs

2023 edition

A digital journey

The Guide
to My First
Job



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Contributors



Alizée shares her day-to-day as a researcher in three fields: sociology, banking, and A.I. She is currently designing a chatbot that will act as a financial coach.



Karine is a Data Consultant in Lyon, France. She has a digital background and is making a name for herself in cybersecurity.



Guillemette is a Functional Specialist in business control. She explains how her job has evolved with the cross-over of the business expertise side and the technical side.



Yasin is a Talent Acquisition Manager, based in Cairo. He shares his LinkedIn know-how, as well as all of his interview prep advice.



Martin is a Cybersecurity Consultant. He gives us an insight into the current and future world of pentesting.



Mélissa is a Talent Development Partner in Brussels, Belgium. She shares her know-how on how to curate a great LinkedIn profile.



Yoan is an AI Apprentice Developer. In his opinion, the environmental side of the job is essential to his work.



Ruchi is an HR Leader for Orange Business Services in Gurgaon. She gives us her top interview tips.



Priscila is an HR Consultant for Orange Business Services based in Rio de Janeiro, Brazil. She spoke to us about how LinkedIn can have a positive impact on candidates throughout the recruitment process.



Gérôme is a Data Project Manager based in Lyon, France. He talks to us about up-and-coming data roles.



Helena is the Manager of the Security Infrastructure Department. She spoke to us about the network virtualization that is currently underway.



David is a Back- and Front-end Developer. He shares his passion with the world through training schemes and conferences on YouTube.

Five new jobs

In tech, there are new jobs constantly emerging. From cybersecurity to data and research roles, here are five new professions for you to discover!

User Researcher

#Sociology #Banking #Chatbot

📍 Lannion, Brittany

I've traveled all over France to complete my thesis. From east to west, from Lorraine to Lannion in Brittany, I joined my research team which focuses on financial services.

I've been given free rein to create a financial education scheme for young adults.

The mix of sociology/psychology (my university education), finance (my personal interest), and my desire to add a tech dimension all come together to make my mission so special.

The predictive side of research is exciting when the research becomes tangible.

An exciting aspect of this thesis is that it doesn't remain theoretical as I have been given all the means to design and put forward a conversational agent. It's going well and moving along quickly with the help of my two supervisors and

two PhD advisers in Nantes, as well as other PhD students, with whom I can talk about our practices (and enjoy aperitifs with!).

I'm designing a chatbot, a financial coach for young adults, alongside a programmer.

I bring a human understanding to the table: how do you ensure that people accept a financial coach? How do you improve young people's trust in a bank?



Alizée, PhD Student



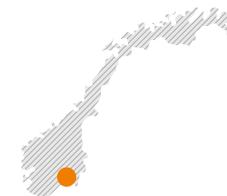
Lannion, an innovative laboratory in Brittany, where you can enjoy the sea spray, great kitesurfing spots, and hiking along the GR34, a famous French coastal path.

Data Scientist

#Cloud #International #Machine-Learning

📍 Oslo

After moving from southern India to finish my studies in Norway, I landed a job as a Data Scientist for Orange Business Services, where I've been working for a year. I'm part of a small team in Oslo that is currently creating an end-to-end pipeline for the whole machine learning lifecycle on the cloud (AWS, Azure, Google Cloud Platform). We're working to automate the entire process. Once you're done with the AWS Machine Learning Operations pipeline, you have to move on to Azure, then Google Cloud Platform. Everyone on my small team is working towards this, communicating with the team in Germany to produce the results we're looking for.



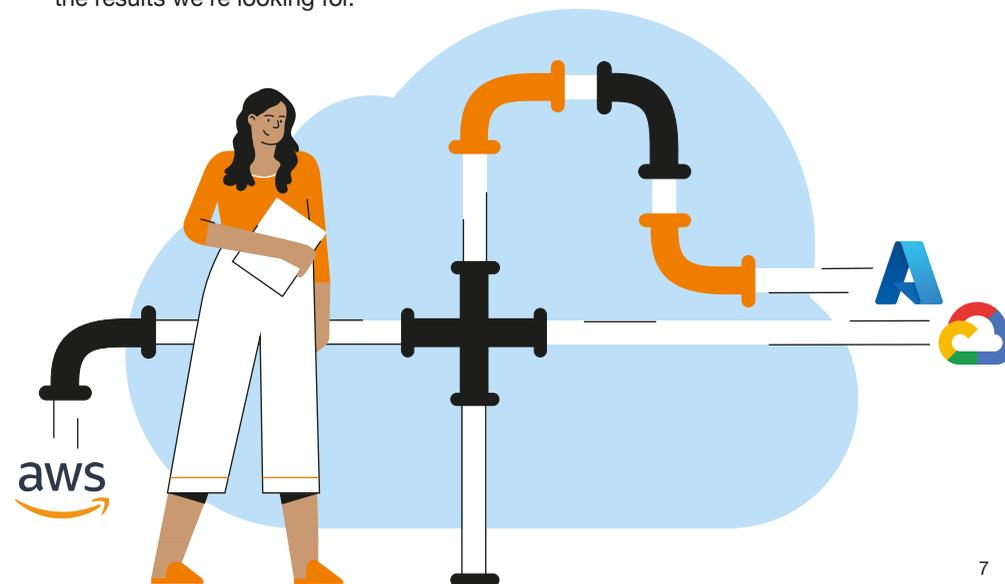
Oslo, the way of Scandinavian life surrounded by spectacular nature... and Orange Business Services, a key player in the cloud sector.

In the past, everyone would typically work with Jupyter Notebooks on their local machines, with no regard as to which platform they were working from. This is now changing with cloud migration.



Meera, Data Scientist

"The Cloud provides prebuilt packages which make the process of orchestrating a machine learning lifecycle even easier."



Data Steward

#Data #Quality

 Lyon

A data steward is a newly emerged role. They're responsible for ensuring the quality of the data. The data steward will find solutions when it comes to problems of data freshness, uniqueness, and relevance. Should there be a problem, they'll find the solution.

 **G r me, Data Project Manager**

IT Security Consultant

#CyberAttack #Mobile #Hacking

 Copenhagen

As a pentester, you have to stay up-to-date with trends, new technologies, and evolving system attack methods. Currently, mobile apps are becoming an increasingly big deal and we are already seeing roles dedicated to this. Clients continue to need their vulnerabilities tested, regardless of the industry and social changes that affect the hacking world.

 **Martin, IT Security Consultant**



“The core skills needed in pentesting will stay the same. But, the market and the demand for pentesters continues to grow and technology is constantly changing.”



Copenhagen, colorful and cultural, is regarded as being the happiest city on Earth... as well as one of Orange's key cyberdefense hubs.

Chief Data Officer

#DataGovernance #OpenData
#BusinessIntelligence

 Lyon

Data strategy: going beyond the technical realm

I support the “chief data officers” in large organizations, in order to improve their skills in the following new data professions: compliance, cybersecurity, data lifecycle management, team building training, governance, tools, and processes. I support them by assessing the situation and laying the groundwork for future projects.

 **Karine, Business Data Strategist**

“Data has become crucial to business strategy, but even big businesses don't always know where to start when it comes to such a complex subject.”



Business & data combination

There's been a real change. Before, data handling was done by data analysts and data scientists. Nowadays, business teams (finance, marketing, HR, sales, etc.) are being equipped and trained. A larger pool of people will be able to handle data thanks to the cloud, which allows data to be used in self-service mode. New skill combinations are now emerging.

Choosing your first job

Taking your first steps into the professional world can feel like a daunting experience, regardless of your educational background. By opening this one door you are met with a limitless amount of choices and potential career paths.

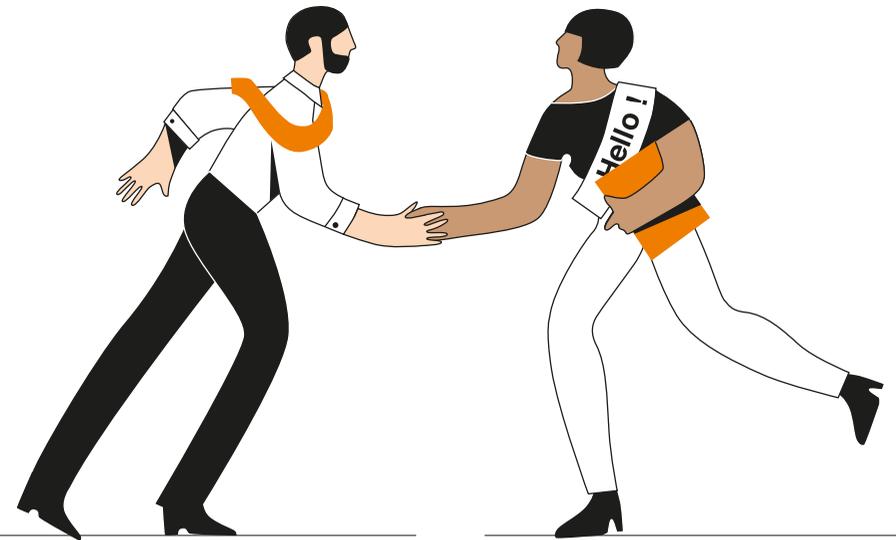
The company

- Do the company's values align with my own?
- Would I like to stay where I am or work abroad? (or have travel opportunities?)
- How do my experiences make me a good fit within the company?



The role

- Has the role been described in detail and does it interest me?
- Will I be able to use my current skill set?
- Will I gain new skills?
- Will I acquire transferable skills useful to my future career progression and goals?
- What is it that makes me excited about the projects involved?
- Does the role allow me to make an impact?
- Is there room for growth and upward mobility?
- Does the role align with my future career goals?



My experience

- Will my experience help me to tackle the challenges this role offers?
- Does the company and role allow me to grow and develop my current experiences in the field I'm interested in?

Moving towards the field you see yourself in and researching companies and roles, while asking yourself these questions, can help you on your quest to discover your future. It's also important not to limit yourself. If you see a role that really interests you but is slightly different from the path you've envisioned, don't be afraid to stray and explore different opportunities.

Are you starting to have a clearer idea? Find out what our recruiters have to say to help you find your way and get to where you want to go.

Follow our guide!

Students: all paths lead to...

There are many potential tracks that you could take to reach your goals. Find and follow the path that suits you, your pace, and your aspirations.



Graduate Program

These programs are exclusively for promising young graduates to accelerate their careers and expand their networks.

Orange Graduate Program

4 years to gain experience!

Progress in an international environment.

Explore several opportunities before committing.

PhDs

The perfect way for you to apply your expertise to your field of research and add to your CV along the way.

A PhD with Orange:

- Join a recognized research team
- Work toward innovation
- Be both a student and an employee

Postdoc

Learn to run your own laboratory by managing a team and obtaining funding.

A postdoc with Orange:

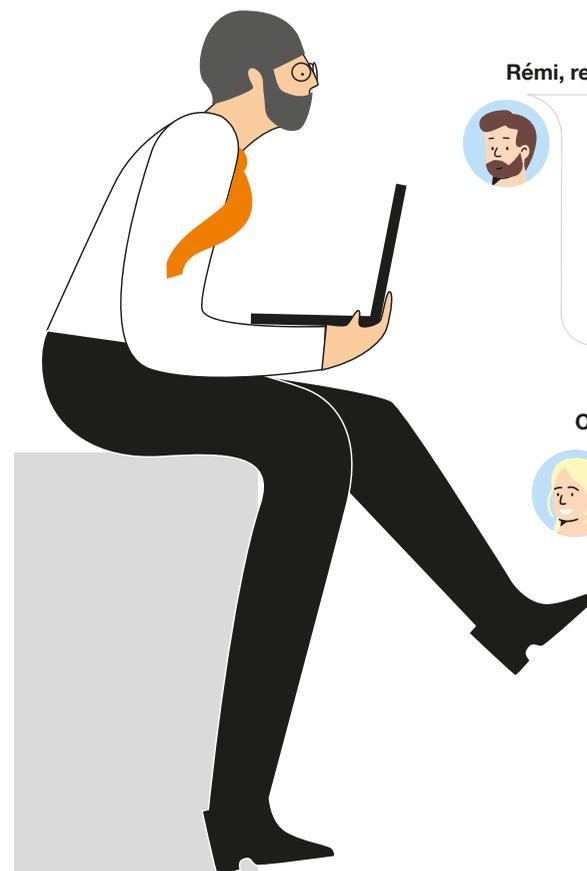
- Work on high-added-value applied research
- Publish and file patents

Three recruiters analyze your CV

You should now have a greater understanding of how to choose your first professional venture.

To get there, however, you'll need to put yourself in the recruiter's shoes to understand how they will read and analyze your CV.

We spoke to three recruiters working in the cloud, cybersecurity and programming to get their guidance.



Rémi, recruiter in the cloud sector



The first thing to keep in mind is that, as recruiters, we tend to do a quick scan of each CV in around 20 seconds. So, make sure all your important information is clearly displayed on the first page of your CV!

Célia, recruiter in the programming sector



For my first readthrough, beyond looking at technical terms, I focus on the CV's format: is it clear? Can I easily find what I'm looking for? Is there enough information about your previous roles and experiences: what exactly did you do and what purpose was it for?

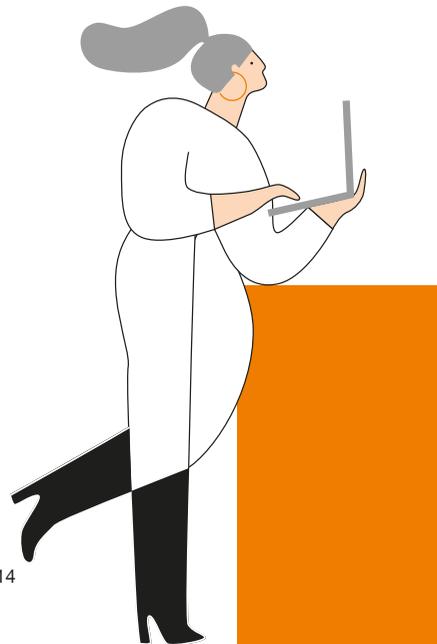


The cloud

with Rémi, recruiter specialized in the cloud

First of all, my favorite profiles are 'cloud' profiles, of course :)

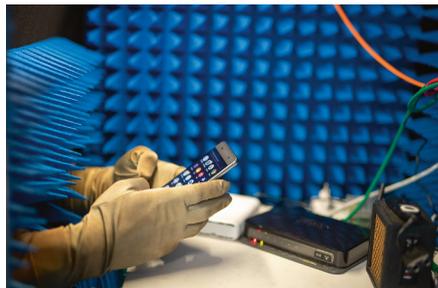
- I also look for backgrounds linked to the cloud, like IT infrastructure.
- Or people that have an understanding of cloud technology.
- Certain keywords will stand out to me, e.g. hyperscaler, AWS, virtualization, DevOps, etc.
- Someone without experience using the cloud could demonstrate their interest by having worked on a home automation project (which could be a personal project).



Cybersecurity

with Delphine, recruiter specialized in cybersecurity

- I look to see if the candidate has followed any sort of cybersecurity curriculum or earned a certification.
- And/or people that have done a cybersecurity internship.
- I'll keep an eye out for keywords including pentest, penetration testing, digital forensics, etc.
- Without cybersecurity experience, it's a bonus to have participated in Capture the Flag challenges (Orange organizes its own).
- Sharpen your understanding by keeping up to date with the industry to be aware of new attacks, and read cybersecurity-focused magazines.



Programming

with Célia, recruiter specialized in programming roles

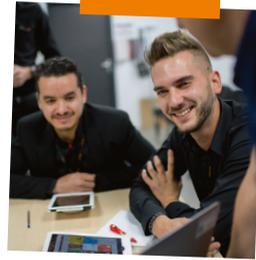
- I'll be on the lookout for keywords such as test, integration, front-end, back-end, full-stack...
- ...and programming languages (these will depend on your area of expertise): if you've worked on any of the technologies we ask for, specify them at the top of your CV!
- Avoid measuring your competency levels: by exaggerating you run the risk of the manager grilling you on these skills.
- If you have programming experience through an internship or work placement, great!
- If you're applying for a programming job in the cloud, be sure to specify which platforms you've worked on.
- If you're applying for data/AI programming roles, I'll be assessing your ability to explain things to people - this is to see how well you'll work with the researchers.
- If you have no professional experience, provide details on any programming projects you worked on during your studies.
- I'm always interested in finding out more about personal projects because they demonstrate your interest in the field.



"Personal projects are a great way for you to showcase your interest in the field."

- To work on your skills, look for online training courses that provide a deeper look into certain technologies and languages.
- Attend conferences to listen to experts explain specific subjects and to further develop your network.
- Communicating with experts is a great idea - there are so many professions in the field and they'll help you to make an informed choice.

My job has changed!



Whether it's technical developments or differences in the way we work, everything has changed recently. Here are seven snapshots showcasing these changes, both big and small.

Empowering teams through agile ways of working

The agile methodology has transformed the way we work. By heavily involving the client in the development team, we can better understand their needs. Giving the team the freedom to organize and equip themselves as they wish will allow them to better meet client needs because the "team knows best". Lastly, this organization encourages real team empowerment, and the results are clear as day.

 David, Programmer

When constraints become sources of creativity

For the past two years, we have had to find different ways of gathering data remotely, because we can't physically meet the participants in our studies. This turned out to be very interesting.

We've designed an entire virtual Messaging system that sets a few questions every day for our participants. This way, we end up with information through a sort of daily logbook focused on their banking activity. Lastly, it's a piece of technology that has been adapted for young people. For them, it's simple, efficient, and fits seamlessly into their everyday lives.

 Alizée, PhD Student

Cloud : the place to hang on

In recent years, the cloud has taken over, and the whole process has been made easier due to the cloud providing prebuilt packages. Traceability and flexibility are just two of the many benefits, which have helped to shape the evolution of practices in the data industry. The cloud means we no longer have to rely only on machines (which, inevitably,

won't work 100% of the time). In my view, everything is going to move over to the cloud at some point, and probably sooner rather than later.

 Meera, Data Scientist

Better quality of life

In the past, scoping meetings held at the start of a project were always face-to-face. This would mean waking up at 5 a.m. to take a train from Nantes to Paris for a three-hour meeting, then back again, all on the same day. Inevitably, this meant a lot of fatigue. Nowadays, we've all taken the plunge and have started having these meetings remotely. I now travel a lot less, which has had a very positive impact on my standard of living.

 Guillemette, Functional Expert in Management Control

The virtual world

Network virtualization has advanced considerably. Abstract machines allow us to automate everything via a generic program. It's completely changed the way that we work.

 David, Programmer

Networks of tomorrow

We are currently working on infrastructures for the future. They operate with virtual equipment 100% of the time, with self-service code and pipelines for our

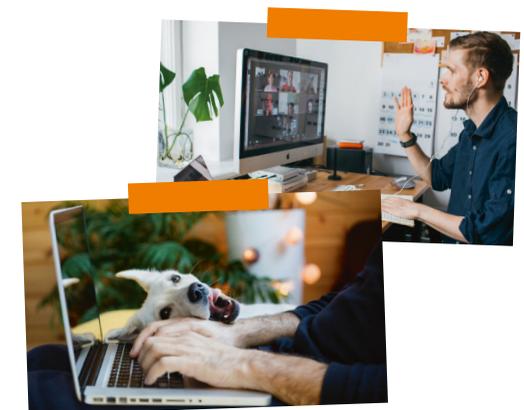
users. We have to rethink infrastructure in order to virtualize it. This is completely different from our way of working today, and for this reason, we need programmers to automate certain tasks.

 Helena, Head of Infrastructure Security

Self-teaching

With remote working, and as I have settled into my role, I have been given the time to work on my personal learning and development projects when I'm not working on assignments. This is essential to my continued growth, and is reminiscent of how I even got into the role I have: through self-teaching!

 Martin, IT Security Consultant



A place in the sun

Compensation and benefits: see what's on offer

Your compensation is not limited to your salary! Bonuses, healthcare and culture are all part of a wide range of benefits, which will differ from company to company. So you can best compare different opportunities, here's what we offer internationally.

Money, money, money

You'll start off with your basic salary.

Your hard work and achievements will be recognized through performance and loyalty bonuses.

Participation in Orange's shareholder plan.

Healthcare and wellbeing

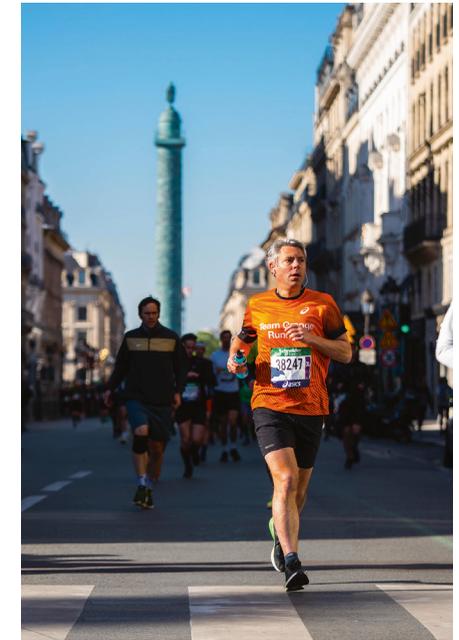
We take care of each and every employee, ensuring they keep in good health by providing access to state-of-art healthcare systems.

Orange places a strong emphasis on work/life balance, offering flexibility in ways of working.

We place great importance on taking time off to enjoy the sun, beach, mountains (or your ideal rest spot) through providing holidays and annual leave.

Mental well-being services are available to all of our employees.

We support our employees' passions with dedicated support programs.



Professional and personal development

We believe in the constant learning and development of all of our employees. Invest in soft and hard skills growth through access to:

- A 24/7 learning platform
- In-class training
- Support for employees personally involved with charitable organizations within and outside the Orange Foundation
- Career counseling

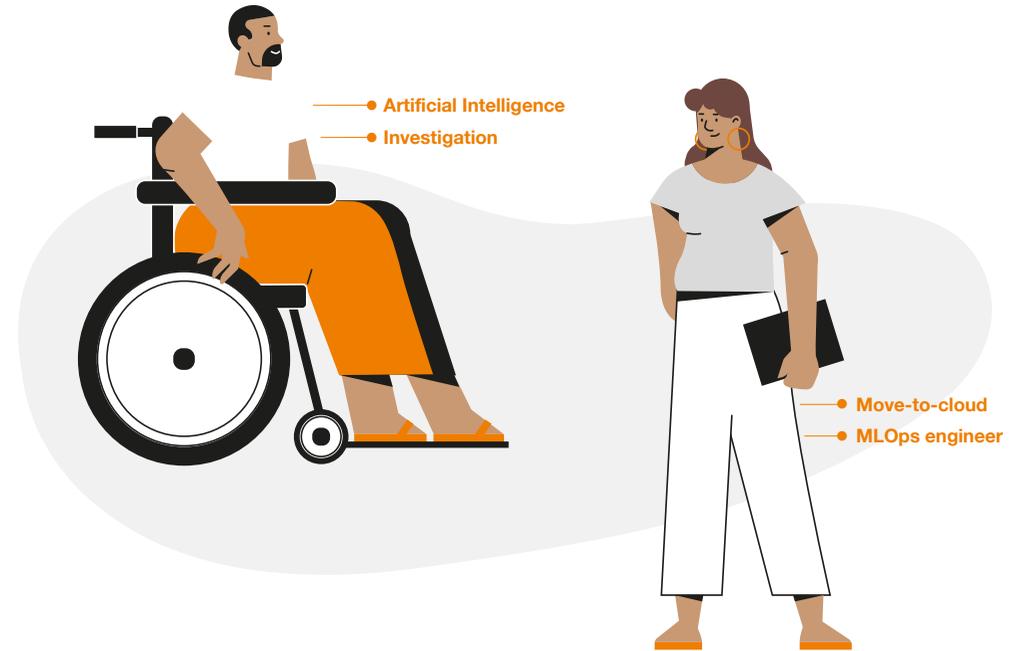
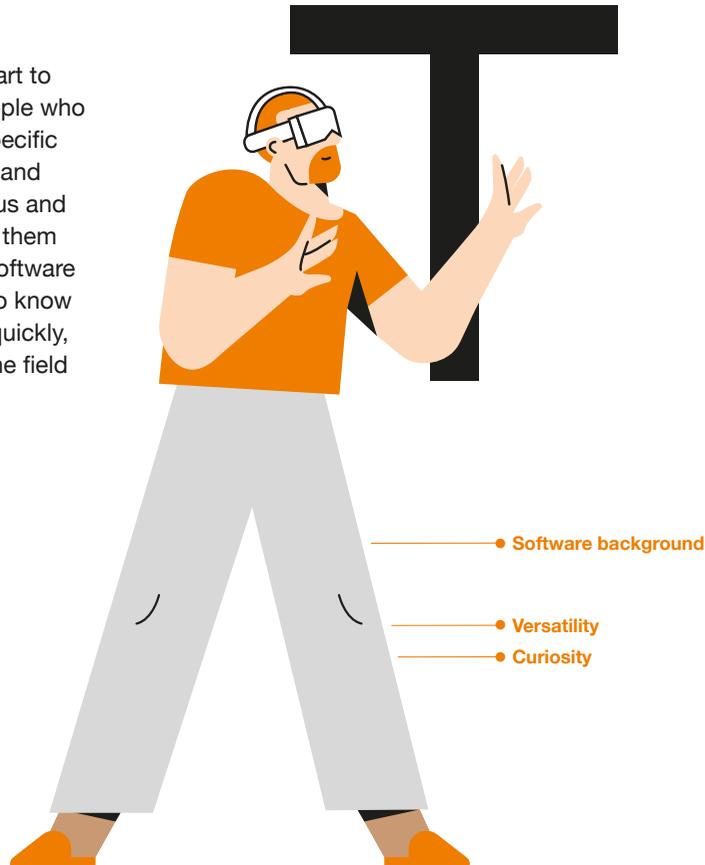
A new cocktail of skills

How about we take a little detour to take a look into the future? We'll discover professions that don't exist yet, as well as new skill combos.

Mister T

In programming, we'll start to rely less and less on people who are specialized in one specific language or technology, and more and more on curious and versatile people. We call them T-shapes: profiles with software backgrounds (the —) who know how to, selectively and quickly, become a specialist in the field (the |).

 David, Programmer



Pentesting + AI

Many of the core skills in pentesting will stay the same and it's impossible to predict how the job market will evolve. AI will likely improve to further support current pentesting steps and systems.

 Martin, IT Security Consultant

Data + Infrastructure

With the move to the cloud, I believe that new roles will pop up. They will define the line between the roles of data scientists (who currently hold a lot of responsibility) and data analysts. These roles will probably integrate the cloud infrastructure aspect, as well as data skills.

 Meera, Cloud Data Scientist

Sustainably designed data

Regarding data use, the role that we are seeing emerging is linked to sustainable design.

This is a question of imagining “natively” sober digital services, so to speak. As such, we are seeing Chief Environmental Commitment Officer (CECO) roles emerging.

In my opinion, it’s a matter of breaking out of the silos and integrating varied profiles into the team to better respond to digital sobriety data-related issues.



Karine, Business Data Strategy



Programming + Management control

When it comes to management control, the role of digital tools is of increasing importance. Management control roles are becoming more technical. Looking to the long term, perhaps such roles will find themselves halfway between business and technical expertise?



Guillemette, Functional Expert in Management Control

More technology ●
Finance ●



CSR + Programming

For me, the main challenge is integrating the environmental aspect with IT programming. On the Internet, for example, many different methods allow us to end up with the same result. However, some are less energy-consuming at a code level. Therefore, the design must integrate the concept of environmental impact to choose the best solution. For example, some languages involve storing data in real-time, whereas others do not. In the same way, with virtual machines, we can size our infrastructures according to real needs to design infrastructures that consume less energy.



Yoan, Apprentice AI Programmer

Six things a recruiter expects from you

We spoke to Ruchi, an HR Leader for Orange Business Services in Gurgaon, and Yasin, a Talent Acquisition Manager based in Cairo. With their expert advice, we've summarized, in 6 points, what a recruiter expects from you during a job interview.

1. Be prepared

We sometimes see candidates who have barely read the job description and have to figure it out during the actual interview, in front of the recruiter. As a general rule, candidates arriving prepared for their interview is the bare minimum for the recruiter to be able to effectively do their job.

"We always expect our candidates to come to the interview completely prepared. Make sure you do your homework on the company; LinkedIn is always a great place to start! Another tip that I think is great in the preparation stage is to create a 'cheat sheet': a small pitch describing yourself and your achievements that you can refer back to you as you prepare. Once this first part of the interview is over, the rest should flow naturally."



Yasin, Talent Acquisition Manager

2. Be yourself

The interview will start with you introducing yourself. This is the time when you can set the outline of the conversation that will follow. The recruiter will then pick up on the information you share including your training, experience and education. Don't forget to make a clear link between the position and your application. What do you bring to the table? Your attributes will become apparent at this stage.

Following this, the recruiter will ask you questions to talk through your lived experiences. Be sure to prepare specific examples of situations you've tackled. What was your position, the description of your mission or role, the aim, the challenges, etc.?

3. Relax

Before all else, an interview is a meeting. We're not here to judge you. Quite the opposite, we're here to have a conversation. A majority of the time, the recruiter wants to help candidates relax so that the interview goes well. Remember that the more fluid the discussion, the more material you'll provide the recruiter with and the more you can prove why you're right for the position.

4. Ask yourself

Have you fully understood the job description? The profession? The workforce ecosystem? Have you done research into the company, and do you have questions?

"The first thing a candidate needs to make sure they do is 100% understand the job description and position they're applying for. You need to know what motivates you and ensure you take the time to look through the job specification and envision yourself in the role. Share your key skills that differentiate you from others. Talk about your career ambitions. Don't be afraid to ask the interviewer questions! This will demonstrate your research and shows that you have taken the time to reflect – the right questions will send a positive message."



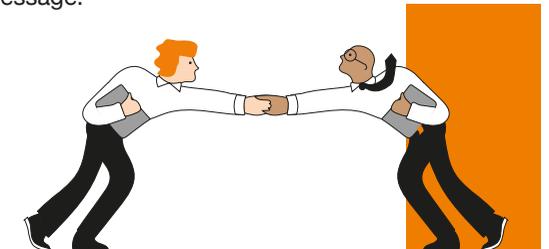
Ruchi, HR Leader

5. Talk about yourself

Recruiters pay attention to the way you carry yourself, your posture, attitude, soft skills, etc. We use a personality test to help guide our questions and the aspects we want to explore further. A crucial step for the recruiter is to see how you would fit in with the team. Equally, they'll assess how you deal with difficulties. It's a good idea to think of a situation where you were unsuccessful to explain the 'how' and 'why' of your reaction.

6. Not only your professional experiences

Whether your interview is in person or virtual, the preparation is the most important part. Preparing the key points that you want to highlight during the interview will allow you to set the stage from the very beginning of the conversation and gives you a 'guide' for the topics you want to cover. Try and highlight the meaning behind your decisions, what pushed you to make a certain choice, and what your logic was throughout. Above all, have specific examples for each topic.



How to impress at your job interview

You've secured a job interview, now what? We chatted with Ruchi and Yasin to get their expert advice on the topic.



Prepare, prepare, prepare

Take the time to fully understand the organization you're interviewing for, inside and out. Use any connections you might have to learn more about the company.

Some of your preparation will depend on the job role and company you're interviewing for. To get the basics down, think of the following questions:

- Do you fully understand the job description?
- How will you make a positive impact in the role you're interviewing for?
- What makes you a great addition to the company overall?
- How can you convey your growth potential?

Think about your achievements, and how you can best explain them. Think about professional or academic situations you've been in and how you handled them.

What do I do if I have less experience?

If you have less professional experience, think back on your studies and let your enthusiasm and desire to learn shine through. You could talk about past projects, or experiences you have had with certain groups and clubs.

The big event

First impressions are important. Turn up to your interview dressed appropriately and, though you may be nervous, try and let your true personality stand out. Have a clear pitch, and stick to your answers.

Come ready to demonstrate how your values align with the organization's and why you would be an asset. For example, when it comes to a multinational organization like Orange, being open-minded and adaptable with a global mindset is essential.

Not just the 'what' but the 'how'

Recruiters love to see candidates being able to describe not only their experiences but how they handled these experiences and different situations. How did you come to that conclusion, navigate that problem or create that piece of work?

Questions

Don't be afraid to ask for clarification if you haven't quite understood a question – make sure you 100% understand what is being asked of you.

Asking the recruiters the right questions at the end of the interview shows that you've taken the time to look through the job description, learned about the company, and self-reflected. This sends a positive message and demonstrates that you have the right attitude.

Our parting advice

Come to your interview as your authentic, original self. Show who you truly are as a person; your motivations, your enthusiasm and your determination. Share examples to showcase your learning agility, curiosity, ambition and positivity. Agility and resilience are two "must-haves" in today's environment.

 Ruchi, HR Leader

A cheat sheet can help make sure you know exactly what to say to highlight your best achievements. Interviews are nerve-wracking, no matter how prepared or qualified you may be – good luck!

 Yasin, Talent Acquisition Manager

The power of social media

Social media can be a powerful tool when it comes to both recruiting as an employer and job hunting as a candidate. LinkedIn has become a way for employers and candidates alike to harness their social media prowess in professional ventures. We chatted with Mélissa, Priscila, and Yasin to get their insights.

Your LinkedIn page

Your bio is important. This is where you introduce yourself and let the recruiter know what your aspirations, motivations, and inspirations are. To make the most out of your profile, be sure to regularly update it. Make sure your profile picture is recent and your experience is explained and highlighted.

When it comes to utilizing your LinkedIn account, finding the right balance is key. Feel free to post your views and opinions on hot topics that will catch your followers' eye, but be careful not to info-dump. Once a week should do the trick.

Build up your personal brand in a way that makes you stand out from the rest. Give your profile a personal touch, but make sure you don't cross the line into your private life. Everything is online, so pay attention to what you share and make sure your LinkedIn profile reflects your very best self.



Tips from the experts

It's important to remember that LinkedIn is not only a platform to promote yourself but also one where you can learn! Keep up with what your dream company is sharing and liking. There is an entire network and community at your fingertips – take advantage of it and reach out, people are often more than happy to impart their wisdom and experiences to us.

 **Mélissa, Talent Development Partner**

Show who you are through your posts. This will let your personality shine through – but always keep in mind that this is a professional social media platform!

 **Priscila, HR Consultant**

Use LinkedIn to grow your network, do your homework on the companies you want to apply to, and use this information in your job search. But beware! Remember that everyone has a digital footprint, so be careful of how you use ALL of your social media platforms, not just the professional ones.

 **Yasin, Talent Acquisition Manager**



Your checklist for creating a compelling personal brand



We've compiled our expert advice to help you make the jump from a personal and entertaining TikTok account to a professional and attractive LinkedIn profile.

The essentials

- Your profile picture is 'corporate': you look your authentic self, not smiling too widely and you're in a professional setting (i.e. you're not at the beach with a cocktail in hand!)
- Your banner conveys precisely what you want people to remember about you (e.g. if you work in cybersecurity, you could have an image of a safe).
- Very important: your introduction is where you can pitch yourself! Tell a story - your story - shortly and concisely using bullet points. Feel free to use emojis to hook the reader in, but don't use hashtags (they're not necessary here).
- Your professional experience is completely up to date. You've given details on your missions (ideally two sentences) and provided context (the company, link to the website, PDF, logo, etc.).

- Have you included missions within NGOs or charities? Well done, that's what we like to see!
- Your training, whether that be academic or professional, along with the name of the school/university/organization, title, and skills gained, is clearly stated on your profile.

A vibrant network

- You've picked keywords that best describe your skills and have asked your (ex-)colleagues to endorse them with a simple click of a button.
- You've asked a few ex-colleagues to write up a referral for you (proof of experience)...
- ... and you've written up recommendations for them as well.

Build up your network

- Your connections consist of everyone you know, from both your professional and personal circles.
- Search by industry or company.
- Add every person you encounter (in real life).
- Follow companies and people that inspire you.
- Join groups that align with your interests.

LinkedIn routine

- Every day: 5 minutes in the morning to see what's going on and to like, comment and share.
- Every day: make 4 new connections... By the end of the year, you'll have over 1,500 contacts, just like that!
- Each week: write a post to keep your connections up to date.
- Each week: put some time aside to directly communicate with your new connections.

The rule of 3

- One in every 3 posts: content linked to your work
- One in every 3 posts: content linked to your organization or community
- One in every 3 posts: content linked to something more personal

Professional-organization-personal: this gives a complete, authentic overview of your personality.

Maintain an active profile

- If you're not comfortable with writing, share interesting articles instead.
- When you feel ready, start by writing posts: short texts (one paragraph) with three hashtags at most.
- Illustrate your posts with (royalty-free) photos or videos.
- Feel free to tag connections likely to be interested to garner a reaction.
- When you feel very comfortable, you'll be able to move on to writing up articles with a title, subheadings, photos, quotes, etc.

Heart and reason

To write up impactful posts, try and find a balance between:

- Your professional growth strategy
- Your values and beliefs
- Hot topics and current affairs
- Your take (originality)
- Don't be scared to start your posts with your point of view on the topic to personally and directly speak to your readers.
- Stay on top of the news to keep ahead of everyone else.
- Finally, make it a habit to devote some of your time to updating events as they happen with selfies, video links, and text.

How to ace your virtual interview

Virtual interviews have become common practice. So, how can you prepare for them? What are the pitfalls to avoid? How can you make the most out of them?

Working out the logistics

Stay one step ahead by anticipating any technical issues that may occur during your remote interview!

Testing out the technology

Test out your equipment the night before, at the very latest. In doing so, you'll avoid a large chunk of potential stress: if something isn't working on one of your devices, you'll have the time to sort it out. The main platforms used are Skype and Zoom. At Orange, we tend to use Teams and VisioTalent.

Dress to impress

Recruiters will form a general impression of candidates in the first 5 seconds. Following this, your interviewer will only be looking to confirm this first impression. Dress how you would for an in-person interview, paying close attention to your top half (but still be sure to dress your bottom half ;-).

Perfect your background

What kind of image of yourself do you want to present? Adapt your 'decor' to this image. Tidy up, remove any personal items from view, make it look professional, and ensure the room is either neutral or showcases your identity. It's up to you to decide how you want to present yourself. On the other hand, make sure you choose a well-lit, quiet environment, without any noise interference (this can be an annoyance for the interviewer).

Expect the unexpected

Just as you would test for technical issues, expecting the unexpected allows you to avoid a great deal of stress come the big day. Make sure to have your interviewer's telephone number and email in case of any issues. Have your updated CV open on your laptop and log on 5 minutes before the start of your interview.



D-Day!

It's the day of your interview, so here are our last pieces of advice for you to ace your interview.

Make a connection

As we're sure you know, all non-verbal communication is of utmost importance during an interview, and even more important when there's a screen separating you. Take care to look your interviewer in the eye to make a connection, even through a screen.

Don't read your notes

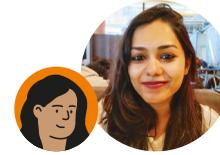
Your tone of voice will seem quicker and more monotonous when speaking virtually. Even if you would like to have a few notes to glance at in front of you, refrain from reading them! We would suggest using keywords as notes rather than full sentences.

Use the setup to your advantage

If you have things you would like to show online or on your computer, pull them up and ask to share your screen. This is a way in which you can change the pace of the interview and draw upon something tangible. Documents, videos, websites, blogs, articles, photos, etc. all work. Use the virtual aspect of the interview to your advantage by presenting real examples of what you are speaking about.

24 hours with...

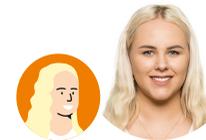
Programming, data, cybersecurity: spend a day with Meera, Antoine, Loredana, or Mia.



Meera is a cloud Data Scientist. She shares her technical expertise in all things data.



Antoine is a Full-stack Developer. He tells us about his daily battles against fraud.



Mia is a Pentester based in Oslo. Her dog, Zelda, wakes her up every morning, ready to dive into penetration testing, social engineering, and other cybersecurity matters.



Loredana is a Data Analyst on the Côte d'Azur. Between Pilates, lo-fi music, and data recovery automation, join us as we explore a day in her life.

24 hours with Meera, Data Scientist

Hello, I'm Meera. I'm a Data Scientist for OBS, based in Oslo. I work with many different industries on multiple cloud projects at once, helping to find the most appropriate solutions to various issues. It's a research-based role, so deciding whether data science is even needed to solve a problem is usually the starting point of all my tasks. This involves a lot of reading, communicating, and brainstorming.

7:00

Before work, I like to try and get some exercise in. I'm very lucky to live close to the woods, so my morning runs tend to be pretty scenic, running along one of the many beautiful trails the Norwegian forests have to offer.

8:30



I get to work just in time to enjoy a caffè mocha, the perfect way to kickstart my day in the office.

9:00

It's time for our daily stand up. We talk about any project updates we have and the day's tasks. Today, we have a little extra time, so one of my colleagues demonstrates a Streamlit app they made.

9:30

Once the stand up is over, I get started on organizing my tasks and my readings so I can take notes from them. Since I find that I'm most efficient before lunch, I'll tackle the hardest task first.

10:00

I'm currently working on an "anomaly detection in the manufacturing industry" project as part of the Data-Driven Solution Taskforce. We're focusing on building generic solutions that could be targeted at a broad spectrum of customers using the cloud. We've divided a few algorithms between us to work on, so I'm focusing on mine this morning.

11:00



Time for lunch! Lunchtimes here in Norway tend to be quite early, which definitely took me a while to get used to, having moved over from southern India a few years ago. We have lunch as a team in the canteen and chat over food.

12:00

I'm back at my desk with a coffee in hand. I prepare for my meeting, where the team will discuss the pros and cons of the algorithms we've been working on, and ultimately pick the one that will best solve our problem.

13:30

I dive into the next task on my to-do list. I work with MLOps on cloud, and I've encountered a problem with the hyper scalars. I'll discuss the issue with either the Azure or the AWS team to try and get some help.



15:00

I've heard talk of cakes in the office, so I obviously have to leave my desk to investigate and see if the rumors are true.

16:00

It's the end of the workday! I head home on the subway, listening to music while taking in the views. Everything seems so much brighter and greener after the long winter we had – even the people seem happier.

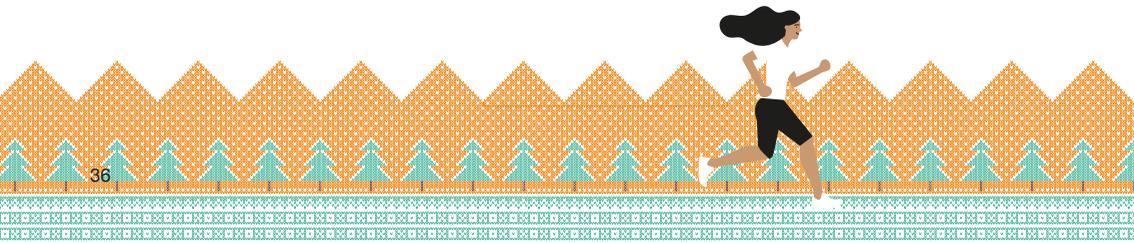
17:00



Once I'm home, I take care of my plants. They kept me sane during the harsh winter, which I'm still no closer to acclimating to. I was used to almost constant summers back in southern India!

18:00

I start to think about what to have for dinner and settle in for a restful evening, ready to do it all again tomorrow.



24 hours with Antoine, Developer

Antoine is a Developer in Lannion, Brittany, and a former Scrum Master at Nokia where he managed a 5G dev team. Today, he works on the front- and back-end of a website enabling fraud analysts to identify fraud patterns. His work helps to detect and prevent fraud. He is experienced and works in a small team, so he has free rein to put forward a vast amount of ideas and implement them.

8:30

After dropping my 9-year-old son, Robin, off at school, I come to the office. I say hello to my colleagues who are already working and sit down. There are 3 of us, all developers, in the open space, which makes collaboration easier.

08:45

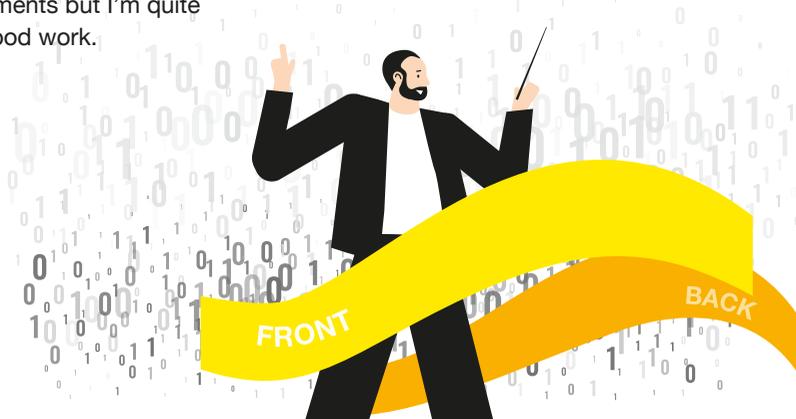
I check my emails to plan my day according to what needs prioritizing and I also answer some Teams messages. I then proofread a bit of code pushed onto GitLab yesterday by a trainee who is working on one of my projects. I suggest some improvements but I'm quite happy, he's done good work.

09:00

I go back to the development story that I began yesterday on the front-end to query the back-end part with Python and jQuery scripts. Yesterday afternoon I was stuck on a bug, and I had an idea this morning while I was brushing my teeth.

09:45

Coffee break with my colleagues. In the open space, we have very varied jobs, and we don't work on the same topics, so we don't usually talk about work.



10:00

I finish my development, the problem seems to have been solved and I add a few unit tests, then I push my changes onto GitLab. I'll now be able to test it on the qualification platform which is connected to real equipment.

12:00

The weather's nice today so I decide to go for a run by the sea. I get a sandwich that I'll eat afterwards.

13:30

Back on site, refreshed and ready to continue my day. I prepare a short demo for my meeting at 3 p.m. to illustrate what I have to release tomorrow. I also inform the application users: as they work 24/7 they will inevitably be affected but we have tried to automate as many things as possible to reduce the downtime.

15:00

Time for a synchronization meeting with the different stakeholders on one of my projects. This is an HCI that helps Fraud analysts filter fraudulent traffic on international voice by enabling them to configure network elements.



16:00

Straight afterwards, I perform a few tests on the lab and I update a story, as discussed in the meeting.

16:30



Then, I make myself a coffee that I drink at my desk while researching something I'm stuck on: someone on the internet must have already found a solution, I'm sure of it!

17:00

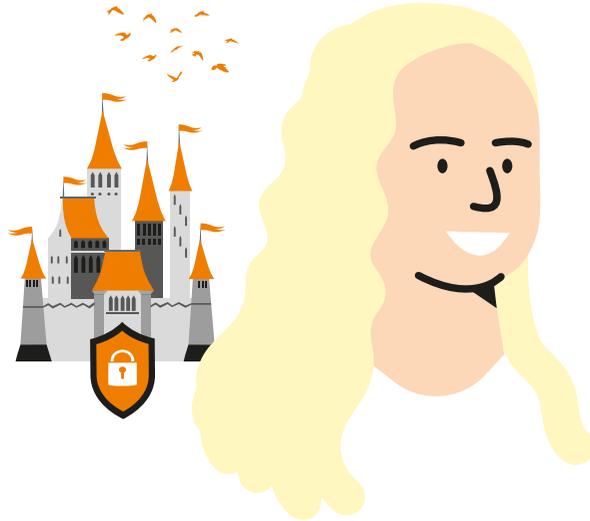
I go back to the development tests I did this morning, correct a problem for an unusual case and add a test so that CI now covers this problem. Everything seems to work as expected and I open a merge request, putting it in for my colleagues to proofread.

18:15

The day's over! I go and pick up my son, and we go home.

24 hours with Mia, Pentester

Hello, My name's Mia. I'm a pentester at Orange Cyberdefense in Oslo. My job is to test the security of websites, applications, and information systems, particularly when it comes to securing your data.



06:00 

I get woken up early by my dog, Zelda. I take him out for a walk, but I don't have breakfast because it's soooooo early.

08:00 

When I get to work, I chat with the team while drinking coffee.

08:15

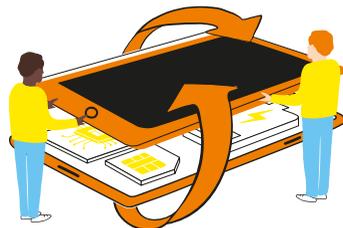
I plan my day. Then I start researching the technical problems I had the day before during a hacking test. I ask for help from one of my colleagues who specializes in mobile phone pentesting.

08:50

I identify a major security breach (on passwords) and call my client's IT Manager to inform them and take corrective action.

09:00

I start feeling hungry.



09:15

Our first meeting starts with a major player in the health sector who handles medical information and social security numbers... basically, sensitive data. Their new website is live and they would like us to do some penetration testing.

10:00

As soon as the meeting is over, I write a quick report. I plan everything in detail, in particular the hacking tools I'll be using. I send my proposal to the client. It will take about two weeks to look at how the website is built, find any potential vulnerabilities, and then test them.

11:00

I suggest going to lunch, but it's too early. I start writing a security report for a client. I have just spent almost six months working on their vulnerability management. That gave us time to get to know each other well. It will take me about two days to write it up, and then I'll go and present it to them.

12:45

Focused on my report, time flies by! Now I'm really hungry... At last! We go to lunch.

13:45

I go to a client with two members of my team to present our report to them and answer their questions. For this mission, the big concern was social engineering, which is good, because it's what I specialize in.

16:00

Back at the office, I go back to testing an API*. I have to keep my documentation up to date! It's tedious but it will save me so much time when writing my report and for future missions.

18:00 

I go home and immediately take Zelda out for a good walk. One question haunts me, and I can't help but do some research online... pentesting is a passion!



* Application Programming Interface.

24 hours with Loredana, Data Analyst

Hello, I'm Loredana. I'm currently a Data Analyst as part of the Orange Graduate Program in Mougins. My work revolves around all things data: understanding it, extracting it, analyzing it, visualizing it... the list goes on!

07:00

I wake up and do 30 minutes of Pilates – I've noticed people are much sportier here than in Romania, something that definitely keeps me motivated, or maybe it's just peer pressure...

9:00

At the office, I start sifting through my emails while sipping a latte, then create a to-do list to map out my day.

10:00

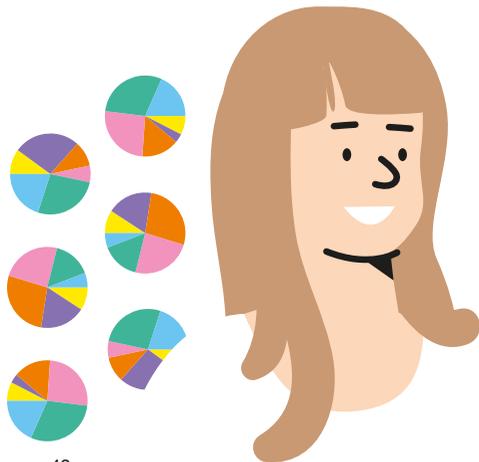
Time for the daily agile catch-up with the team. We discuss where we're up to, what we plan to do today, and tackle any issues.

10:30

As soon as our catch-up is over, it's time to dive into my tasks. To really get in the zone, I like to listen to lo-fi music. First, I'm continuing work on a Python script to automate data retrieval.

11:00

Once a week, I have a French class, where we focus on conversation and vocabulary enrichment. It's my 2022 New Years' resolution to communicate in French at work, so this is great for keeping my confidence up.



12:30

I feel very lucky to live on the French Riviera, so my break consists of sitting out on the terrace enjoying a leisurely lunch with colleagues, soaking up the sun, taking in the view... You get the picture!

13:30

Back to work. I get stuck on my Python script so call my colleague Nicolas to lend me a hand. By half 3, we're all done so I can start thinking about creating a dashboard to visualize the data.

15:30

I'm part of the Orange Graduate Program, so I have a call with management regarding start-up opportunities, which offers me a next step in my career path.

16:00

I start work on a SQL script that will be used to extract the data I need for my dashboard. Once this is done, I get started on the visualizations. I love this part of my work; it gives me the chance to get creative.

17:15

I always like to dedicate part of my day to learning new technologies. I'm currently completing a Google Cloud Platform course on Coursera, which will bolster my skill set.



18:00

I get ready to leave the office to face, arguably, the most stressful part of my day: parking in a very narrow lot. Wish me luck!

18:30

I've parked, crisis averted. Once at home, I'm going to get stuck into the Romanian Data Tribe's monthly challenge, a community where other like-minded data analysts collaborate to create visualizations based on Romanian themes.

20:30

To end the day on a relaxing note, me and my boyfriend go for a walk along the beach, then have dinner together.

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