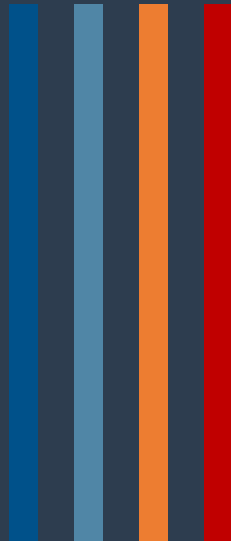




GÉANT Employee Value Proposition





Welcome to GÉANT

Hello, Hoi, Hola, Bonjour, سلام, Cześć, Hallo, آداب, 你好, Halò, Salam, Hylô, السلام عليكم,
Привіт, Śwaśdī, Привет, درود, Jambo, Szia, Moin, Ciao, Olá,
Sawubona, こんにちは, Marhabaan, Grüessech, Fa waka, Hyālō, Hoila,
Mhoroi, Salibonani, Ahoj, Kamusta, Salude, Kia ora, Bună, օ՞Ճօ՞՛, Namaste,
Salut, Mholweni, xin chào, annyeonghaseyo, Tere, Γεια, Grüezi!

(We are VERY proud of all the languages we speak around here!)

We are GÉANT!

We are a bit different.

Who are we?

Why do we exist?

What do we stand for?

What can you expect when you join us?

We are GÉANT



We have been around since the beginning of the Internet (we actually have staff members in the *Internet Hall of Fame*). We are a publicly-funded, not-for-profit player among the big high-tech companies. We are a small place but with a global mindset and we consistently punch above our weight. Our services are used by millions around the world and are free at the point of use.

Not everybody knows about us but, without us, research, education, and innovation in Europe would come to a standstill.

Who are we?



We operate the largest and most advanced research and education network (yep, that is a real, physical “internet” network) in the world. We connect over 50 million users at 10,000 academic institutions across Europe. Globally, we have dedicated links to the research and education networks in over 120 countries.

Our network operates at speeds of up to 500Gbps (that network is NEVER congested). We also deliver advanced Trust, Identity, and Security solutions to the global research and education community. Oh, and we do massive cloud service procurements across Europe.

Our best-known service? That would be the federated eduroam wi-fi service.

In 2023, eduroam registered 7.5 billion national and international authentications. Let that sink in.

Why do we exist?

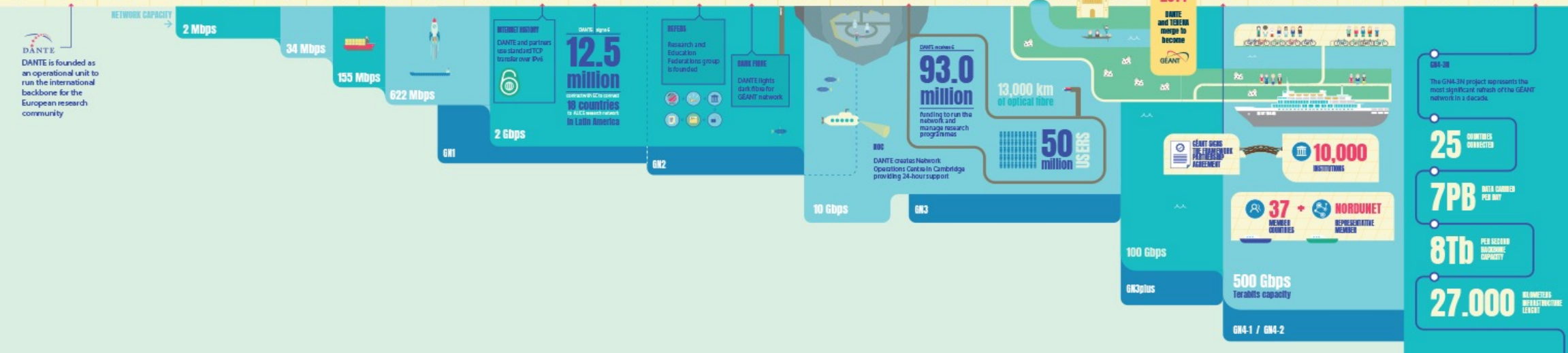
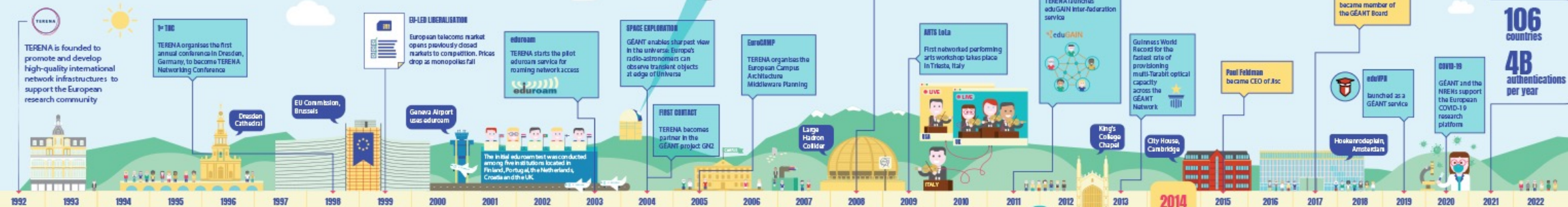


Okay, we admit it. Today, digital is everywhere. Internet is everywhere. But let's be honest here, "internet" is a rather loose term these days. Ever been in a public place and, try as you might, your posts just would not go through? We know the feeling. And while that is maybe okay when you are in an airport waiting to go somewhere nice, it is definitely not okay for Europe's scientific and academic research data. CERN would not have been able to discover the Higgs-Boson particle without an uncongested global network supporting their colliders and detectors, delivering the data to research groups around the globe. Or take the world-changing COVID-19 research: it needed open, global collaborations to sequence and analyse the virus' genome, share the data, and give virologists a fair chance to get us all back on track, together.

Our network and services are designed for the academic and research communities.
For all of the science - no exceptions - across all of Europe.

GÉANT TIMELINE

1992 - 2022



GIN-3N

The GIN-3N project represents the most significant refresh of the GÉANT network in a decade.

25 COUNTRIES INVOLVED

7PB DATA CARRIED PER DAY

8Tb PER SECOND BANDWIDTH CAPACITY

27.000 KILOMETERS INFRASTRUCTURE LENGTH

GÉANT NETWORK IN 1996



GÉANT NETWORK IN 2003



GÉANT NETWORK IN 2007



GÉANT NETWORK IN 2011



GÉANT-3N NETWORK IN 2022



up to 32k Gbps Terabits capacity

GIN4-3 / GIN4-3N

Our Story – Part 1



Even when we draw a timeline, we can't stop playing around. Did you see those avatars? Yes, they are modelled around our members of staff (I am the one with the dog). But seriously: Our Story starts at the beginning of the Internet and, for most of our national members, that means the early 1980s. At the time, universities across Europe started connecting their computers to each other and to instances in the USA. That was the beginning of the Internet and of research and education networks (if you are really interested, we wrote a book about it some years back, just ask for a copy. Protocol wars, warts and all included). On a European level, our members felt that they needed an operational unit to run the integrated European backbone as well as an organisation for community activities and events (eduroam was born in one of those community activities, in case you were wondering). And so, in the early 1990s, DANTE (in Cambridge) and TERENA (in Amsterdam) were born.

Our Story – Part 2



Fast forward to the early 2010s: While DANTE and TERENA successfully delivered to expectation, our national members realised that supporting two organisations, which had exactly the same membership but ran in different governance streams, just didn't make a lot of sense. As in any consensus-driven community, it took a while, but by October 2014, we had successfully merged into the GÉANT Association. How did we get from DANTE (Delivery of Advanced Network Technology to Europe) and TERENA (Trans-European Research and Education Networking Association) to GÉANT? That was fortunately a simple decision: the network itself had already been named GÉANT in 2001 and people liked and knew the name. And before you ask: GÉANT stands for Gigabit European Advanced Network Technology. *Nobody uses that anymore.* Same as for our conference, which we simply call TNC – that used to be the TERENA Networking Conference. As you see, abbreviations come and go, sometimes you just have to move (them) on.



What do we stand for?

Yes, we have a vision, mission, ambition and strategy.

Everybody does.

It is our values, and what we care about, that
make us *a bit different*.



Our Values

Our values are fundamental to us.

They are there to ensure we remember who we are,
how we operate, what we expect of each other.

They drive us to go the extra mile.



Innovation

INNOVATION EVERYWHERE

We add value by innovating for the benefit of our community and society at large. Whether this is a new service, a fresh way of working, or a new campaign idea... The approach is consistent: We try to continually improve by innovating everywhere.



Community

I AM BECAUSE WE ARE

As a group of individuals, we are driven by a feeling of community: we need each other to live, to work, to laugh, to succeed. I am because we are. We are because I am. A community does not exist without individuals, and individuals do not thrive without community.



Trust

BUILT ON TRUST

Everything we do is built on trust. When we speak to each other, when we communicate with our community, when we build new services – we trust in each other's reasons, knowledge and experience.



Passion

INSPIRED BY THE PASSION OF OTHERS

So often we see our people going the extra mile, time after time. Why do they do this? It is because they believe so strongly in what we are doing and are driven by the high levels of commitment they see in others, throughout the community. Together we will drive each other.

Call it Corporate Social Responsibility or something much less formal, the fact is that *We Care* – about what happens *inside and outside* of our organisation.

There are ongoing conversations across the office and in various staff-led committees around topics such as gender, diversity, inclusion, travel, and greening. For example:

1. We know the energy consumption of our network in a way that we all understand: our network consumes the equivalent of *110* kettles always boiling. Fancy that.
2. We also know that our travel footprint is much higher than our network footprint and we talk about it *a lot*. The aim? Exploring and finding a new consensus, *before* we implement a new travel policy.
3. We decided that Dutch or UK national holidays don't really make a lot of sense for many of our multi-cultural staff members – so we can now take these days when they make most sense to us.



Recruitment

Congratulations! You made it to this page, which we hope means that you are interested in a career with us!

Have a look at our [careers page](#) – it gives you the full overview of your opportunities at GÉANT. And really, whether you are interested in getting your hands on the Formula 1 of networks, experimenting with quantum key distribution, exploring our latest core AAI platform, or you are a professional buyer and want to procure across Europe like no other organisation does, we hope you consider joining us.

We say so ourselves but feel welcome to test us out: [It's fun to be in GÉANT.](#)

The Recruitment Process



Nobody likes surprises, so it's only fair to talk a bit about our recruitment process and what happens when you come to see us for an interview, whether in person or online.

We really want to get to know you and more importantly, we want you to get to know us and understand the unique environment that we offer.

Our interview process is fairly relaxed (we promise that there will be no tie in the room, unless you bring one). We are not the sort that tries to trip you up or catch you out. On the contrary, we will do our best to make sure you can shine. If you are in the early stages of your career (we all were at one point), we may ask questions to understand how you adapt to new situations and pick up new concepts. If you're further along in your career, we're likely to assess your technical capabilities, versatility and approach, as well as the positive impact you could have.

The first stage is usually an exploratory interview with the hiring manager, online via Zoom, to explore your motivation and for you to find out about the role and us. The second stage interview will be in person at one of our offices and will be more in depth.



Life at GÉANT

Onboarding



What's it like to come in for your first day? We are pretty certain that one of the first things to happen is that somebody will offer you a coffee. That means you will be standing in front of our barista coffee machine wondering if you will ever be able to make your own coffee. Not to worry, so far, we have all learnt. And that experience will continue when you get to know GÉANT better. We are a very specific place (a bit different...) and not really comparable to anywhere else.

We will do everything we can to make sure to set you up with equipment and in our internal systems as soon as possible. Your laptop will be ready to use, but you may need to spend some time installing relevant apps depending on what you need for your role - our IT team and your manager will help with that.

And then we have a whole Induction Plan ready for you. This plan ensures that you meet staff members from around the organisation, who will be sharing background information on what we do and why and also how we go about things. Don't be daunted by it –we know there is a lot in there but go with the flow.

Buddies and Goodies



We have a buddy scheme, and we think that is really useful. Before you start, we will match you with a buddy to show you the ropes and the way things work. Your buddy will generally be based in the same office but may not necessarily be in your team. Members of staff volunteer for this scheme and they will be able to lend you an ear at any time helping you throughout your first few months. Buddy or not, we will all help to make you feel welcome. Join the groups for lunch or at the foosball table or ask somebody to show you the Botanic Garden around the corner from our office in Cambridge. Never be shy, people really are very friendly around here.

And, yes, we also have goodies. Between the HR and the MarComms team, we stretch our imagination and regularly come up with new GÉANT branded Goodies. All is designed in-house. We have shirts, sweaters, bags, jackets, mugs, pens, you name it, we probably have it. Feel free to ask.

The way we work



One of our Values is Passion. Also, we have that reputation of “getting things done”. That generally means that we do the work when it needs to get done. But we are also very flexible about the way we work, and we are fully committed to providing a working environment that supports a good work life balance for everyone.

Hybrid working

We have a great hybrid working arrangement, we just ask that you spend some time in the office each week and agree when you will be in with your manager. Some teams have a set day when the whole team is in the office on a certain day.

Flexible working

We are committed to supporting flexible working arrangements wherever we can. We encourage you to speak with your manager for day-to-day flexibility but if there is something you need that is more permanent, you can make a more formal request. Each and every request is considered on its own merit, so you can rest assured we have a very personal approach.

Performance and Progression



Twice a year our managers dedicate time to complete a performance review with each team member. During these reviews you will discuss the successes from the previous two quarters, as well as setting new objectives for the next 3 to 6 months. You will also have a career conversation where you can discuss openly about your aspirations and desires.

We believe in development from within our teams and regularly see staff members earning promotions and taking on more responsibility. But we don't only leave those decisions to our managers. We have an employee recognition award which is triggered by our staff for our staff, making sure that extra efforts receive visibility and are rewarded.

In 2023 we introduced a Career Framework to allow for clarity and transparency with positions and to see how you can grow into new roles within GÉANT. As an organisation, we commit to reviewing salaries annually to ensure our team members are paid fairly for their role and contribution.

Feedback, Openness and Transparency



In GÉANT, Trust is everywhere. It is one of our Core Values. And Trust goes hand in hand with openness, honesty, and transparency. Everyone's view and opinion counts and often our most ingenious ideas come from our newest team members. Our leadership team is visible, friendly, and approachable and always keen to engage. We are in open plan offices without separate offices for senior employees to facilitate collaboration.

We tell the truth kindly, nurture autonomy, and will always challenge you to find new solutions.

We expect everyone to be seeking and giving feedback as part of their day-to-day interactions, and we have more regular formal opportunities for open interactions, such as 1:1 with your line manager, bi-annual performance reviews, specific sessions with our CEO and 'All-Hands' meetings. This is where we cascade general company updates, reminders of our strategy, and life at GÉANT. We have a regular staff satisfaction survey with action plans taken from employee feedback.

Talent and Development



Our staff tend to be curious and demanding and we really like that. Therefore, we are committed to invest in your personal and professional development. We do this through a variety of online, classroom and external professional courses that will help develop your career at GÉANT, and beyond. We know everyone learns in different ways and our rounded approach to this supports our team in reaching their goals and stepping up their confidence.

Every day here is a great learning experience. With so many talented team members willing to share, not only do we have paths into managerial roles but also technical paths for those who want to be masters of their discipline.

New hires and those existing employees wanting to change roles or move into a new role are always encouraged to sit down with their manager to develop a career growth plan.

Benefits and Perks



We want you to be the best version of yourself. Our benefits and perks have been designed to support you physically, mentally, financially and socially. Our benefits depend upon your location - we do what we can to help you thrive. We review our benefits package regularly to make sure it is well balanced and meeting your needs, so if you have any suggestions let us know.

Health and Wellbeing



Your health and wellbeing is important to GÉANT, and we are here to support you.

We have private healthcare for our staff and their families in the UK, access to the on-site gym, as well as membership to the Botanic Gardens for walking meetings or lunch break strolls.

In the Netherlands we have regular massages on site (time spent with Simon the massagist is simply the best and you will need it with all the foosball playing).

In both locations we have an Employee Assistance Programme to support you through difficult times.

Diversity, Equality and Inclusion



We have touched on these topics in this document already, but Diversity, Equality and Inclusion merit their own space. GÉANT operates in a global and very diverse environment, and we bring that diversity also to our offices. We truly believe that everyone's voice is equal and different opinions add to the completeness of the picture. We also know that there is so much more to do. As we grow in 2024 and beyond, our focus is on attracting more diverse talent across all our departments and on living up to the expectations of a more diverse staff.

We have arranged for talks around topics such as menopause and unconscious bias.

We are providing interview training for all interviewers to ensure a fair and unbiased interview process.

We continue to make progress on creating a gender balanced workforce. Do read our gender equality plan which was published in 2023 and if you are interested, join the committee.

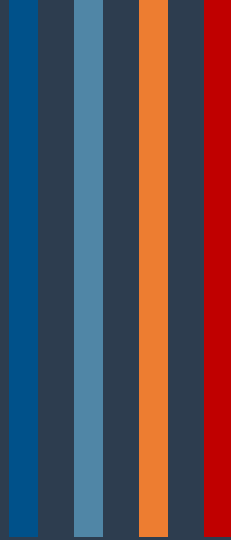
Life away from the screen at GÉANT

Being at the heart of research and education is serious work, so we know how important it is to find time to laugh, smile and wind down.

From summer socials, end of year parties, and team nights out to quiz evenings, as well as coffee or cake chats – there is something for everyone.

Celebrating personal and professional achievements and landmarks is just as important to us as celebrating end of projects.

Our company socials are a huge hit.



Thank You

hr@geant.org

