



# ARE YOU READY to be a **DUALISTA?**

## **Triple flexibility: TEC GRUPPE creates an infinite variety of job arrangements with DUALISTA**

**Nowadays many developers wonder: how can I combine my personal needs with my job, and is that even possible? TEC GRUPPE's answer to that is DUALISTA, a program that allows complete flexibility.**

By 2020, the European job market will be lacking more than 800,000 IT specialists. Companies need to get creative to woo over graduates. Money and job stability are just as much of an issue as the desire for an exciting working life and projects where employees can achieve self-fulfilment.

IT graduates are usually looking at many open doors - roughly two-thirds decide on a job within a large corporation, while the rest try their luck at a start-up.

Furthermore, work-life-balance has become an important deciding factor.

### **Win-win situation for everyone**

The newly-created DUALISTA program by TEC GRUPPE will now combine the best of all worlds: By offering three focus areas, everybody can find the workplace that fits his needs.

**DUALISTA Start-up:** employees enjoy the benefits of a secure job within a corporation in combination with gaining valuable experiences at a start-up. Employees and employers alike profit from the professional knowhow transfer. INiTS, the cooperating business incubator, acts as the link between employees and start-ups.

This brings benefits for employees and employers alike: start-ups can win over employees that tend to go for a job at a corporation. For them, the programme is an insurance policy that prevents a sudden job loss if the start-up fails – in such case, the employee would simply be shifted to full employment at the TEC GRUPPE. This includes an additional advantage for the start-up: the time-consuming recruitment

process along with following all labour law obligations is handled by the TEC GRUPPE. Idle times during slower work periods are not an issue, since the employees would simply work more hours at the TEC GRUPPE in such a scenario.

**DUALISTA Studies:** in cooperation with the FH Technikum Vienna the TEC GRUPPE offers dual studies for IT-enthusiasts.

Goal of the program is to provide a through hands-on education that prepares students for their future job. Students will become familiar with all important processes at a modern software service company with a strong focus on the digital transformation of business processes.

**DUALISTA Life Balance:** Not the person should adapt to a specific job. In times of modern working models, the job should adapt to individual life situations – not the other way around.

By giving every team member a maximum of flexibility they should be able to tap into their full potential.

### **start-up rap at TEC WORLD**

Joerg Spreitzer, Head of Strategy and Innovation at the TEC GRUPPE, wants to address the needs of every employee: “Nowadays nobody wants to make a lifelong commitment to one company or work field at the very beginning of his career. We want to allow young IT enthusiasts to get familiar with different work environments, before they decide what way they want to do. Of course we as a company benefit from having employees with wider backgrounds as opposed to people who are only familiar with the processes of just one company.”

The program will be presented to a broad audience for the first time at TEC WORLD 2017, which takes place on November 9th in Vienna.

The agenda includes a start-up rap, where three start-ups will present themselves with the goal of winning over new employees.

The DUALISTA program is specifically tailored to start-ups and employees in the areas smart digital technology-, artificial intelligence- and security-sector.

Interested start-ups and DUALISTAS can register here: [office@tec-gruppe.com](mailto:office@tec-gruppe.com)