

TALENT HUB

YOUR TEAMS, OUR TALENTS,
ONE SHARED FUTURE

WIMBEE
BEYOND EXPERTISE

www.wimbeetech.com



INTRODUCTION

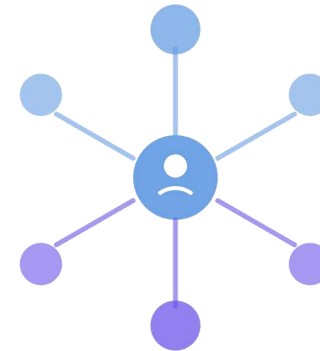
To be a premium Tech Hub enabling Corporate Talent Programs by providing highly skilled, well-prepared, empowered, agile, loyal and engaged workforce with the flexibility to respond to the continual changes in capacity and strategic directions.

READY FOR TOMORROW WITH WIMBEE TALENT HUB

As IT services company Wimbee has been confronted with scarce data and digital resources for a long time

we experience firsthand how the market's acute skill shortage and the imperative of lifelong learning to evade disruption are growing exponentially in times of 4IR.

To support our customers, Wimbee now champions the cultivation of the skills of tomorrow in diverse ways.



TALENT HUB

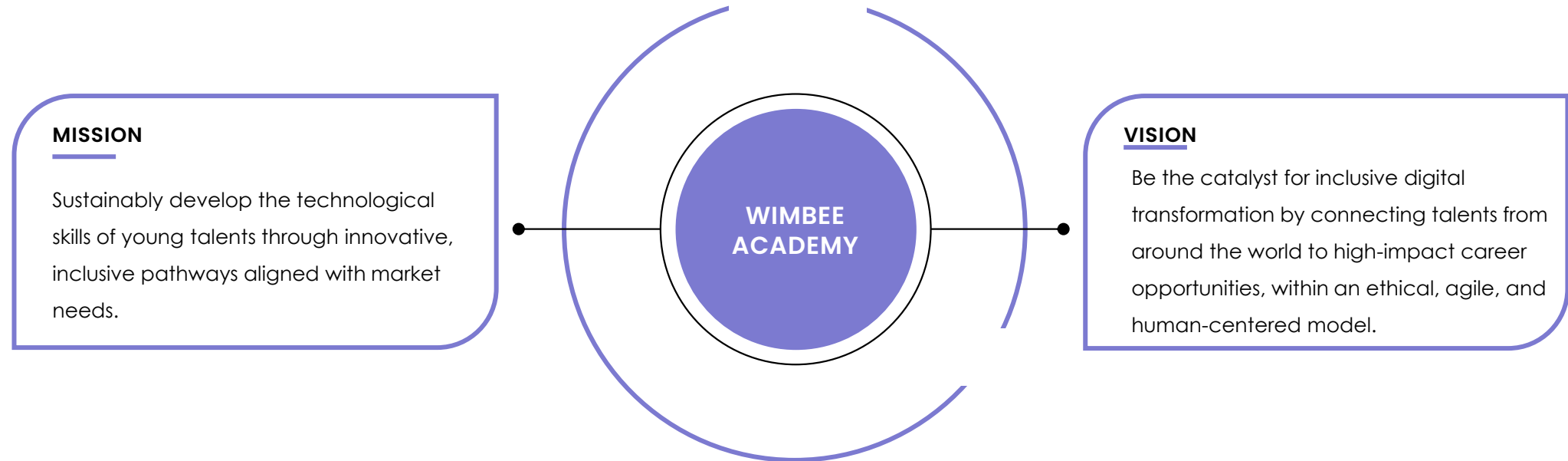
by **WIMBEE**

SKILLS · PEOPLE · GROWTH

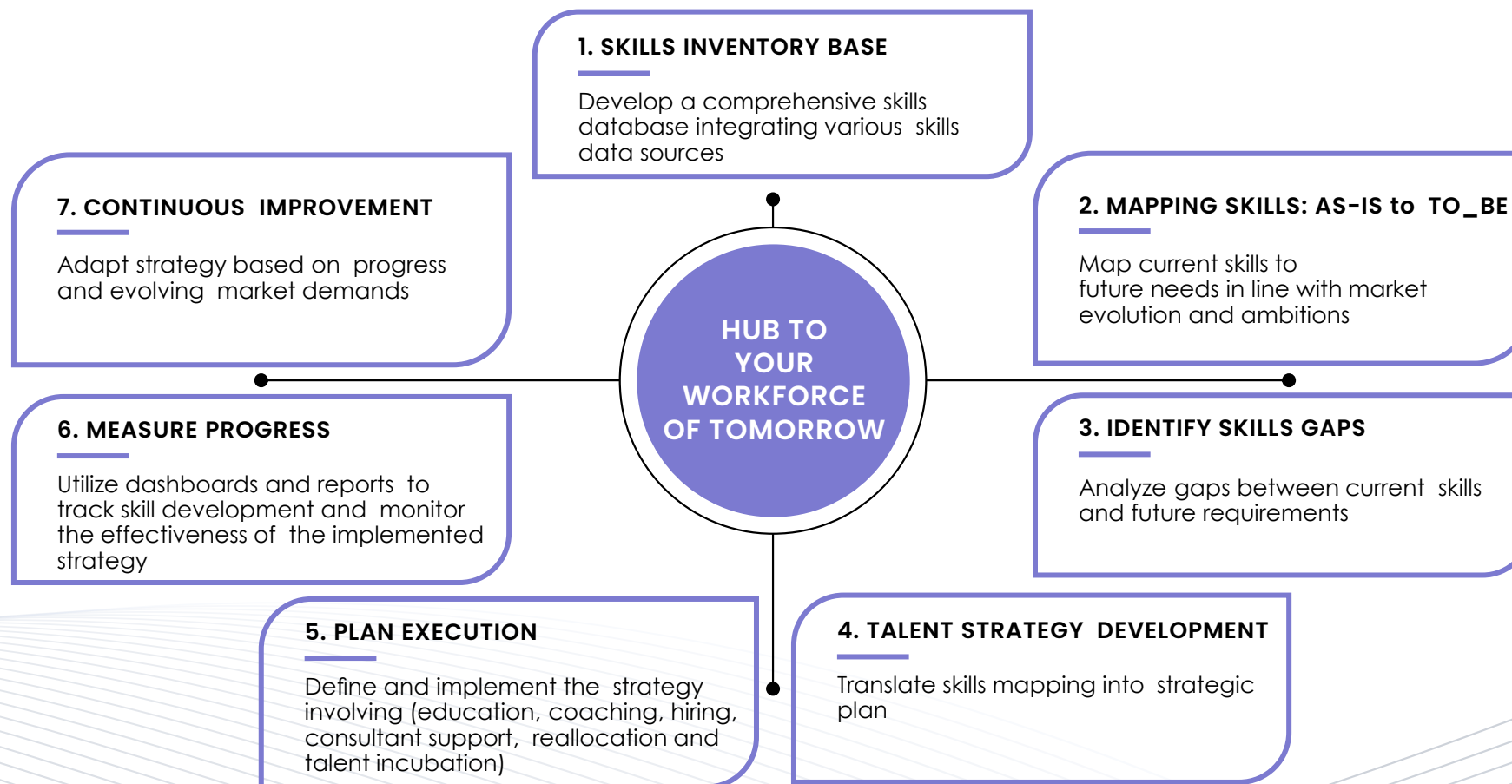


TALENT HUB CONCEPT

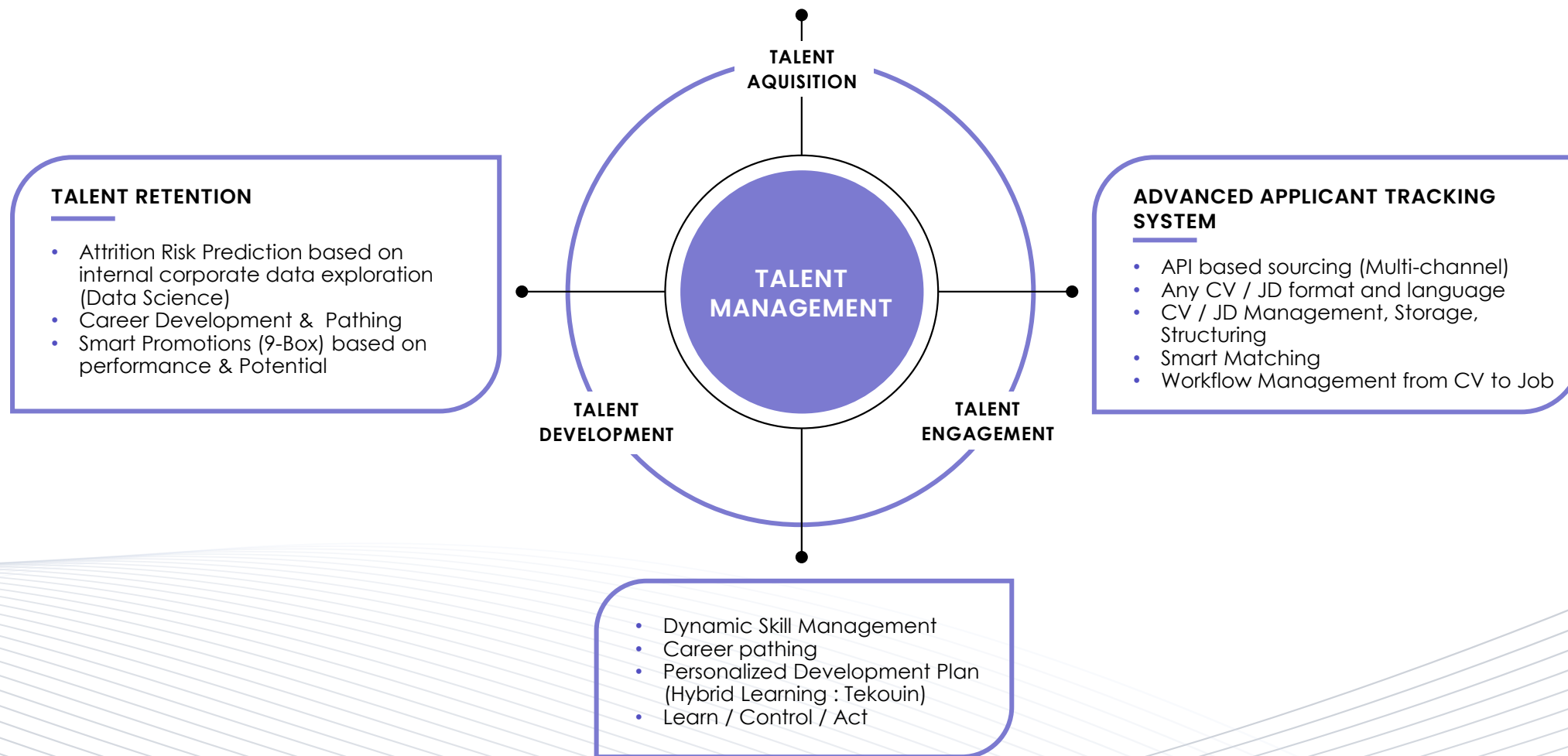
MISSION & VISION DE WIMBEE



OUR « TALENT HUB »



TALENT MANAGEMENT



COLLABORATION MODEL

TALENT READINESS



1. Attracting
2. Educating
3. Integrating



SERVICE CENTER



1. Customer's premises
2. Wimbee premises (in Tunisia and in Europe)

OUR APPROACH

Recruitment & Training

Attracting diverse talents from various geographical backgrounds, experiences, and cultures.

Pre-Integration

Once selected, these talents undergo customized training to meet our clients' specific needs

Relocation & Integration

After the training period, these talents are ready to integrate into our clients' teams, bringing with them their knowledge, motivation, and enthusiasm.

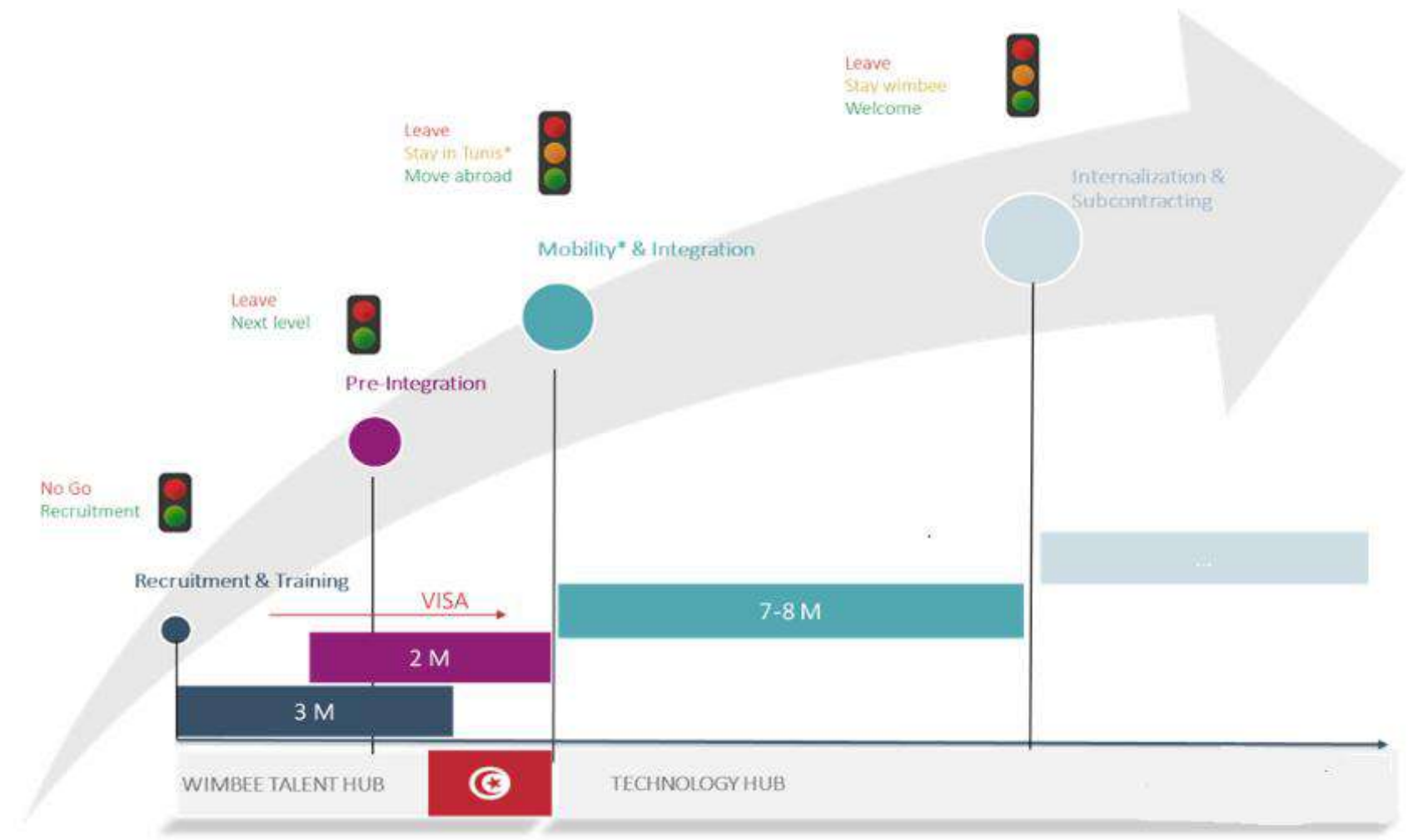
Internalization

Finally, we offer the option of internalization, enabling our clients to fully leverage these talents in the long term, according to their evolving needs.

In a global landscape marked by fierce competition for talent, **Wimbee** stands out with an **innovative recruitment and skills development strategy** focused on sourcing diversity, personalized training, and progressive integration, ensuring our clients access to highly skilled teams perfectly aligned with their strategic goals.

ESTIMATED TIMELINE

EXAMPLE



RECRUITMENT & TRAINING

EMPLOYER OF CHOICE (1/3)

ATTRACTING BEST TALENTS

Our **recruitment strategy** is built around five key pillars:

- Excellence partnerships with leading higher education institutions in our strategic regions,
- Tailored training through our digital school, **Holberton School** (www.holbertonschool.com), preparing talents for tomorrow's technological innovations,
- Proactive sourcing on major recruitment platforms and activation of our collaborative network, ensuring a diversity of profiles,
- Network of independent experts available on demand,
- Strong employer brand '**WIMBEE, Employer of Choice**', attracting top-tier talents in cutting-edge expertise.



EMPLOYER OF CHOICE (2/3)

Bridging the Gender Gap through Wimbee Talent Hub

A core part of our mission is to encourage and promote our educational programs among women, who are historically underrepresented in tech. By doing so, we aim to bridge the gender gap in the tech industry, creating a more balanced and equitable workforce.



EMPLOYER OF CHOICE (3/3)

Cultural diversity

Our global outlook means we train people from all corners of the world, embracing different cultures. This diversity is not just our strength; it's a strategic imperative. It leads to a richer learning environment and prepares our students for the globalized workforce.



SELECTION PROCESS

The selection process begins with receiving the client's job descriptions (JDs), followed by sourcing talent through various channels: CV databases, social networks, Holberton School (our digital school), referrals, direct approach, open doors, partnerships, networking,

Matching through our internal product "**Profilink**": automatic extraction of profiles related to the JDs, ensuring a seamless and efficient talent alignment process.

Talent validation by Wimbee and the client after technical and HR assessments.

Contractualization and onboarding

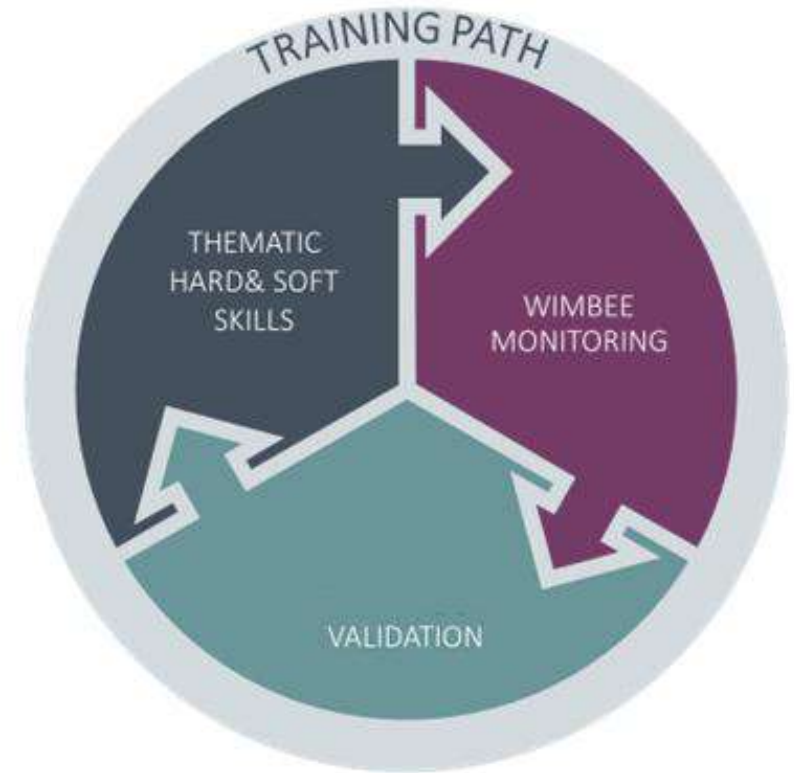
*We ensure that only candidates most aligned with your requirements are selected. We assess not only their technical skills but also their **potential, behavioral competencies, and adaptability.***

OUR
“Fast forward”
ACADEMY

TRAINING

A training program is designed to enhance both **technical/functional skills** in the client's requested technologies and soft skills sessions such as communication, teamwork, and problem-solving will be implemented throughout the training period.

This ensures that our talents are **operational and productive** upon integration into the client's teams.





TEKOUIN

TEKOUIN: THE SMART ALTERNATIVE

E-learning platform by Wimbee (international consulting firm: Data, AI, Tech Talent)

LEARNING BY DOING

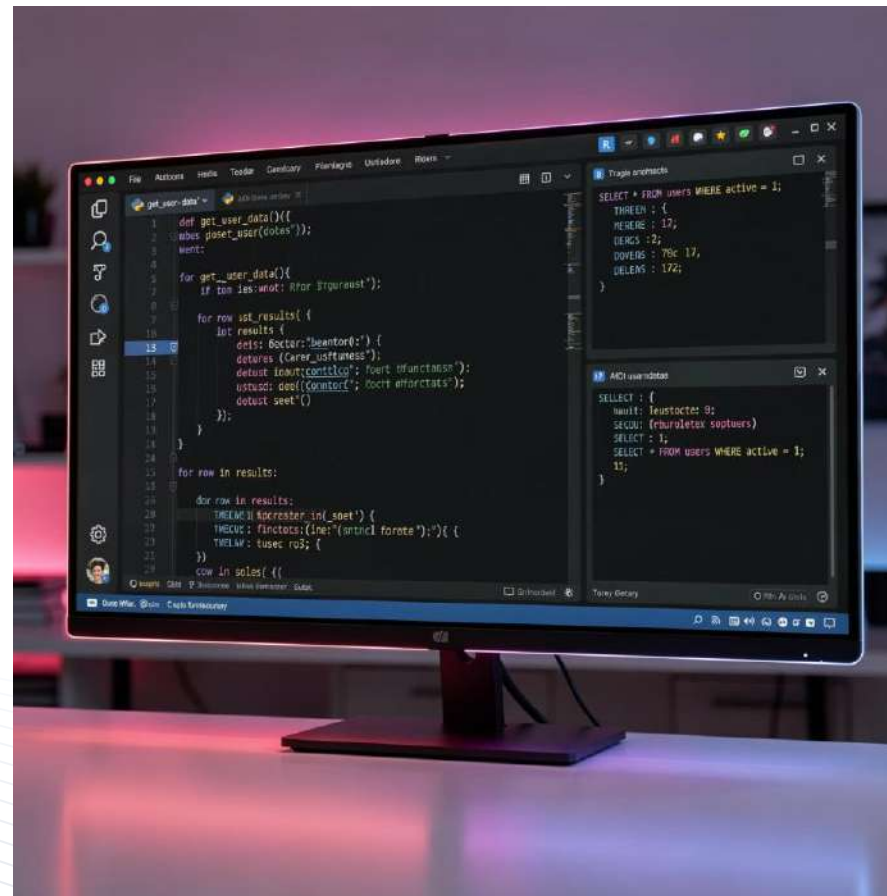
Hands-on exercises +
integrated IDE = operational
skills

CONTINUOUS MEASUREMENT

Advanced analytics (progress,
engagement, ROI)

FULL SCALABILITY

Thousands of employees
simultaneously



SUPPORT & SCALABILITY



White-label platform

Deploy Tekouin with YOUR brand identity

Customize: logo, colors, domain name, UI

Seamless integration with your corporate ecosystem



Certification dashboards

Visual progress tracking for managers and learners

Real-time completion and engagement metrics



Expert mentoring

Virtual group sessions with industry experts

1:1 support to unblock learners



Smart assessments

Flexible positioning tests

Dynamic adaptation based on learner level



Collaborative tools

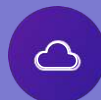
Integrated chat and forums

Team projects and peer learning

A COMPREHENSIVE CATALOG COVERING ALL CRITICAL TECH COMPETENCIES



Data Science



Cloud (AWS/Azure/GCP)



Cybersecurity



Artificial Intelligence



Generative AI
(GPT/DALL-E)



DevOps



Big Data



Full-Stack Web

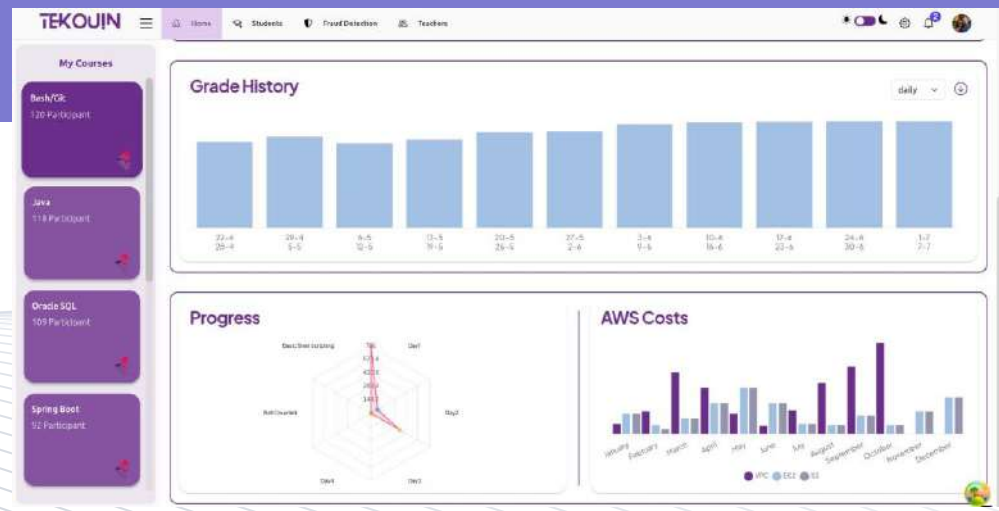
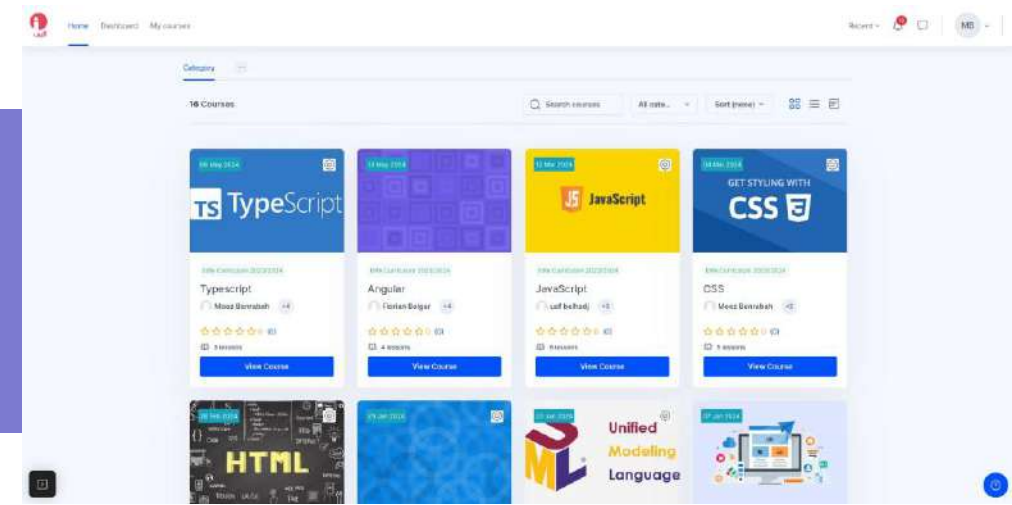
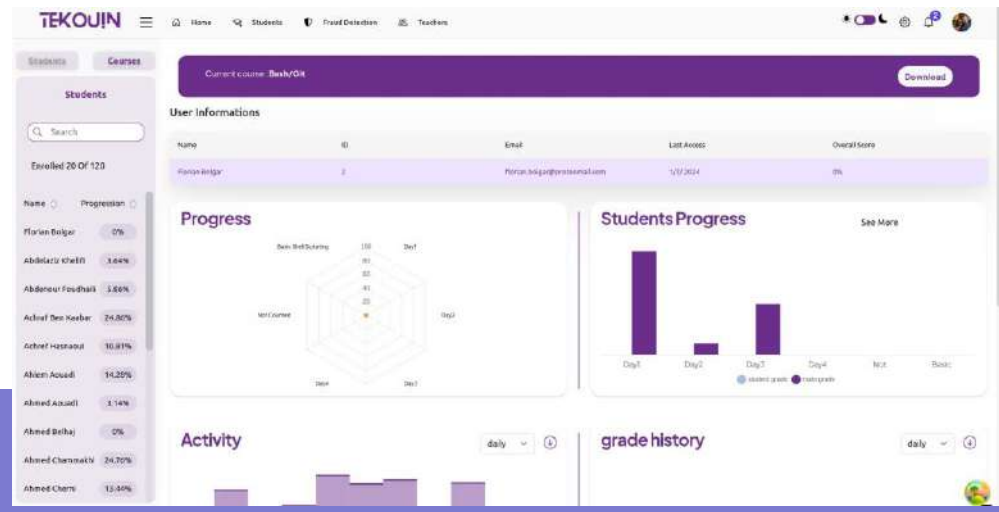


Mathematics



MLOps

Ready-to-deploy paths | Continuously updated | Full online, hybrid or onsite



PRE-INTEGRATION

TEAM IMMERSION

KNOWLEDGE TRANSFER:

Immersive onboarding phase focused on the customer's tools, processes, and methodologies to ensure seamless integration and operational efficiency from day one.

LOOK & FEE

Initial observation phase followed by progressive, active participation under the guidance and responsibility of the customer, ensuring smooth immersion and alignment with team dynamics.

OPERATION UNDER CUSTOMER CONTROL

Validation of acquired knowledge through supervised activities, ensuring readiness and alignment with the customer's standards and expectations.

REAL LIFE USE CASE

Autonomous execution of tasks on real projects, under the supervision of a Wimbee or customer team leader, ensuring practical application and performance in real-world conditions.



ONBOARDING ESSENTIALS: Kick-off meeting, secure access to documentation, and secure access to the technical environment to ensure a smooth and efficient start.

SMOOTH RELOCATION, SEAMLESS TRANSITION

Wimbee has solid, hands-on experience in managing visas, administrative procedures, and international talent relocation. Our HR and operations teams provide end-to-end support to each individual — from pre-departure preparation to full integration in the host country.

We offer a deep understanding of mobility frameworks, including:

- Preparation and tracking of visa and work permit applications
- Logistics management: housing, transportation, and local setup
- Human support: cultural integration, onboarding, and ongoing HR follow-up

This integrated support ensures a smooth, fast, and compliant relocation process, delivering a positive experience for the talent and operational continuity for the client.

Relocation & Integration

INTEGRATION ON-SITE

Wimbee not only manages the logistical and administrative aspects of international mobility but also ensures a successful **integration of talents into the client's local teams and work environment.**

END-TO-END ADMINISTRATIVE SUPPORT

We handle all paperwork related to visas, work permits, and local compliance, coordinating closely with local authorities and legal advisors.

ON-SITE IMMERSION

Once in the host country, our talents benefit from a structured onboarding process directly at the client's premises with clearly defined roles, points of contact, and an integration plan tailored to the project context.

WORKPLACE ONBOARDING

Guided familiarization with the client's processes, tools, and working culture, supported by both Wimbee and the client's team leaders, ensuring rapid operational efficiency.

CULTURAL INTEGRATION

Intercultural workshops and coaching sessions to help talents navigate their new professional and social environments confidently.

INTERNALIZATION

SUPPORTING LONG-TERM INTEGRATION AND INTERNALIZATION

Wimbee maintains a close, continuous relationship with both the internalized talents and the client's teams through regular HR check-ins and operational follow-up.

This sustained engagement plays a crucial role in ensuring a smooth integration experience and optimizing the long-term performance of everyone.

OUR APPROACH

The internalization phase is characterized by a hybrid approach, in which the client may choose to **integrate a portion of the talents as full-time employees**, while **others continue their mission as external consultants via Wimbee**.

Our support is key to managing this transition effectively:

FOR TALENTS TRANSITIONING TO FULL-TIME ROLES:

We ensure legal and administrative readiness. We support their cultural and organizational onboarding within the client's structure. We facilitate a smooth shift in roles and responsibilities, ensuring business continuity.

FOR TALENTS REMAINING EXTERNAL

We maintain high levels of engagement, motivation, and alignment with client objectives. We manage their career paths, training, and performance follow-up as part of the Wimbee ecosystem.

CONTACT US



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T H A N K S