



Welcome to Espoo Job Fair!

on April 5 from 10:00 to 15:00
at the Microsoft Talo
Keilalahdentie 2-4, Espoo



About the Polku program

Microsoft changed its strategy last July, which had a significant impact on employees in Finland. The Polku program is designed to help Microsoft employees through this transition period in Finland. Our goal is to find new employment, new cooperation opportunities and establish new business.

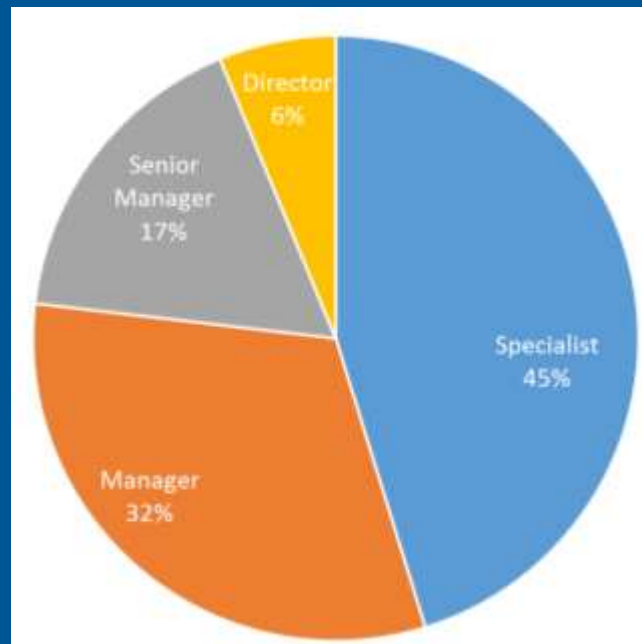
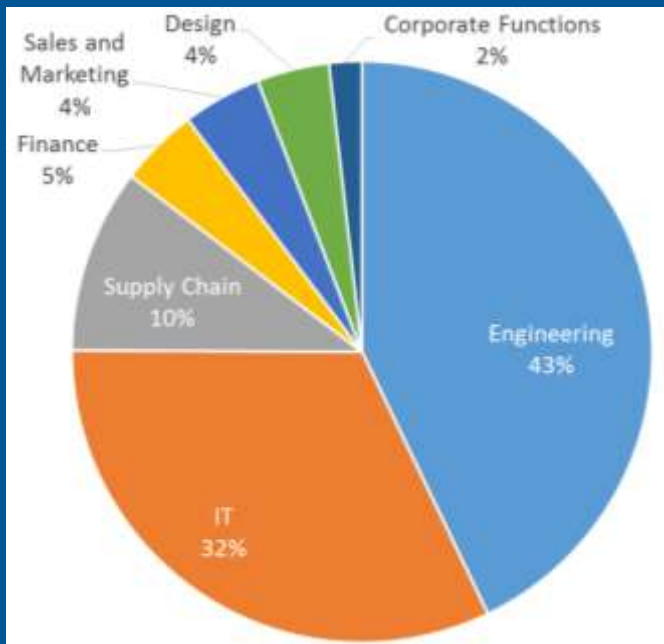
The Polku Espoo Job Fair is one of the initiatives to support people to find new career paths for the future.





Who we are

- Hundreds of professionals with years of experience in running and improving businesses across all time zones and different cultures.
- Ready for new opportunities to help other companies to succeed!
- At the moment ca. 300 registered to the Espoo Job Fair with a lot of time to still register.



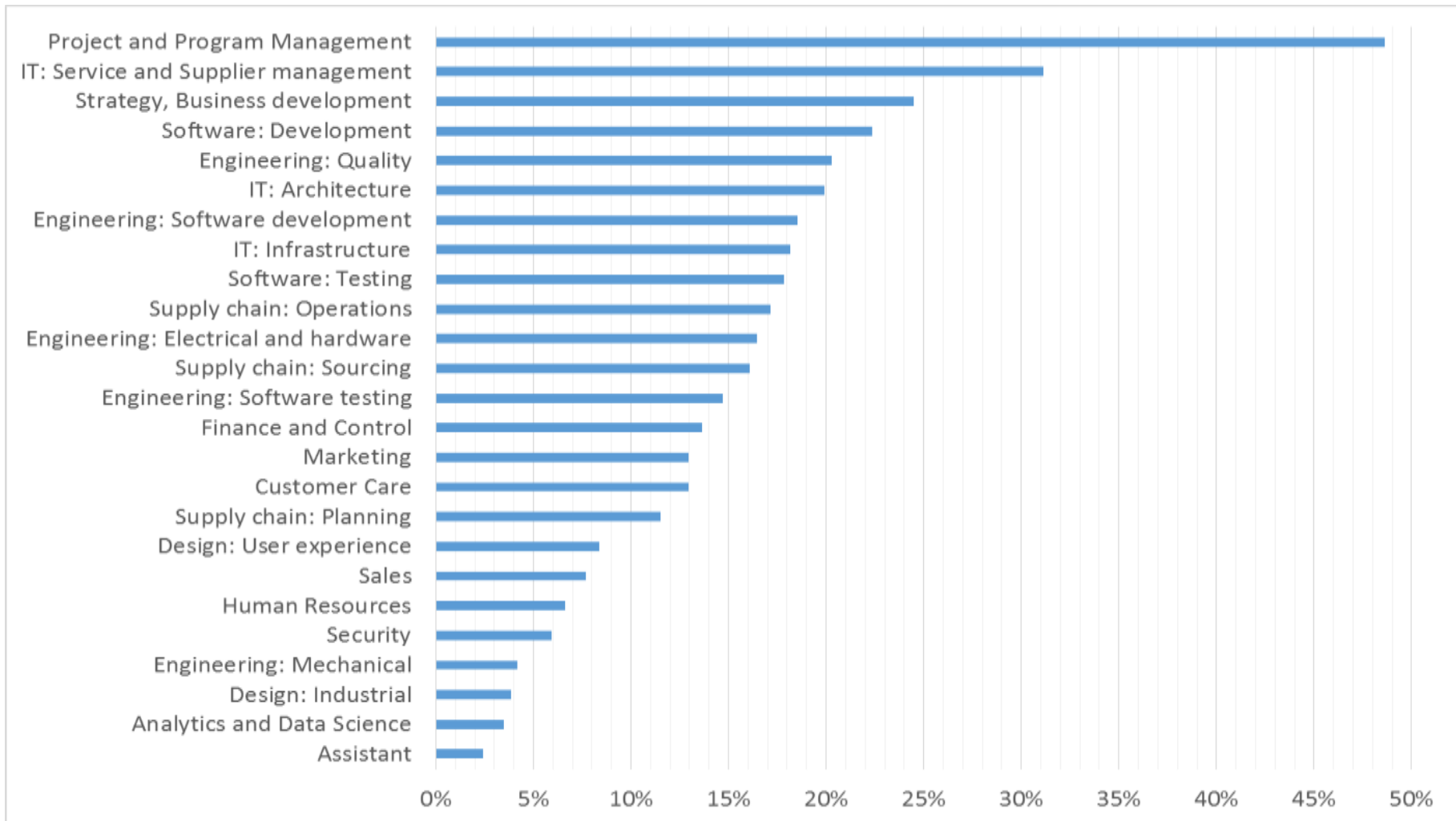
We have seen the time of unparalleled success, we removed all the bottlenecks of growth.

We have also coped with the decline, we improved efficiency time and time again.

That has made us stronger. Much stronger. As professionals. As leaders. As people.



Come and find talents in these areas:



Register now!

<http://www.polkumatch.info/espoofair/fair.htm>

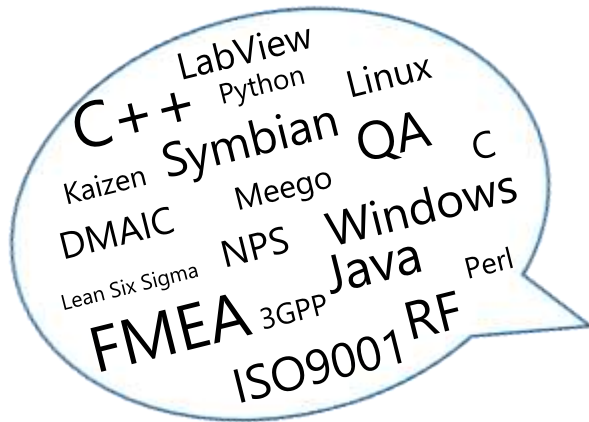
The fair is free of charge for employers.
A prompt response will ensure you a booth reservation
and maximum publicity of your participation.





Engineering professionals

Years of experience in **creating high quality code and hardware** used in hundreds of millions of devices around the world, made by professionals understanding the **voice of the customer**.



Main Competences and Professions

Software development

- Software architecture
- Photography and algorithms
- Cellular and other embedded software
- Testing as part of development (SDET)

Hardware engineering

- RF, antennas, EMC, baseband
- Chipsets and core hardware
- Technology conceping and simulation
- Photography and sensing

Quality

- Deep consumer understanding to bring business value for product development
- Wide experience of quality tools and methods
- Action oriented quality to both immediate fix issues and prevent future issues.



IT professionals

Years of experience in designing, deploying and running **lean and cost efficient IT services** to digitalize and integrate end to end business processes in deep collaboration with suppliers and customers in scrum mode.

Main Competences and Professions

Strategic IT leadership

- IT leadership and IT strategy
- Strategic IT cost management
- Enterprise Architecture
- Information security and privacy

Business Program Management

- Project and program management
- Project portfolio management
- Business process development
- System and concept development

Solution delivery

- IT service management
- IT specifications
- IT vendor and contract management
- Offshore, nearshore, onsite
- Service level management (SLA)

Infrastructure

- System integration (Cloud, B2B, A2A, EAI)
- Solution and Information Architecture
- End user computing
- Datacenters
- Cloud services





Supply Chain professionals

Years of experience in setting up and running **lean global supply chains** optimised by product and geography with state of the art processes and level of digitalisation.



Main Competences and Professions

Strategic Sourcing

- Technology and supplier innovation
- Supplier portfolio and relationship mgmt.
- Contracting and pricing
- Component quality assurance
- Continuity of supply and obsolescence
- Supplier onboarding, ethics and environment

S&OP and Materials Management

- Profit optimized S&OP though Big Data business analytics
- Operational sourcing and procurement
- Supplier collaboration and negotiation
- Optimizing component supply chain setup and purchasing terms
- Continuity of Supply and Liability mgmt

Customer Care

- Setting up global reverse supply chains for repair and refurbishment
- Avoid and control warranty costs
- Design for Care
- Consumer feedback and insight
- Total Quality Assurance, incl. ISO 9000

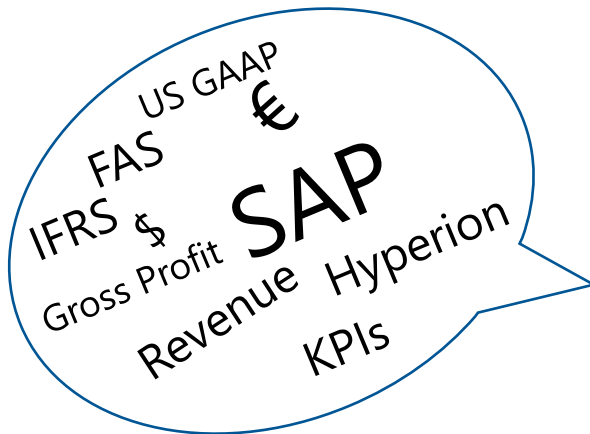
Customer Logistics

- Logistics network optimization
- Collaborative planning, forecasting and replenishment, VMI
- Digitalized order management and customer prioritization
- Logistics execution to ensure on time delivery



Finance professionals

Years of experience in profitability driven business control, end to end digitalized financial services systems and processes in SAP and trade compliance across the globe.



Main Competences and Professions

Business Control

- Product life time business case modelling & follow-up
- Supplier terms & conditions
- Pricing and Cost management
- Budget & Rolling Forecast
- Scorecard / KPIs
- Financial support for decision making

Trade Compliance

- Export control and license handling
- Product technical, encryption & embargo approvals
- External relationships and expert opinions
- Internal process, policies & guidelines

Financial Services

- International posting, closing and consolidation processes
- Global chart of accounts
- Balance sheet reconciliations
- Integrated end to end management reporting and analytics
- Profitability Reporting
- Masterdata and hierarchy maintenance
- Internal Controls and SOX



Sales and Marketing professionals

Years of experience in driving sales and marketing across the globe.

Main Competences and Professions

Sales Operations

- Sales and Operations Planning
- Sales excellence and practice development
- Channel sales (Operator, Distributor, Retail)
- Sales analytics and insight
- Sales compensation and incentives

Technical Sales

- Technical sales support
- Customer acceptance
- Country certification and approvals
- Customization and variant management

Product and Partner Marketing

- Marketing Strategy
- Product Marketing
- Go to Market management
- Partner and Channel Co-op Marketing
- Consumer intelligence and analytics

Digital Marketing

- Digital consumer journey and experience
- Performance of digital, direct marketing and promotional campaigns
- Online retail channel effectiveness and online co-marketing investment ROI
- Consumer insights
- Competitor insight and counter actions

Events Management

- Nokia and Microsoft customer events:
 - Nokia World
 - Mobile World Congress
 - Consumer Electronics Show



Design professionals

Years of experience and award-winning talent in product design, and operational talent specialized in creative environments.

Main Competences and Professions

Industrial Design
&
Color and Materials Design

User Experience Design
&
Usability research and testing

Technical Graphics, Packaging
and Sound Design

Design Management and
Sourcing
&
3D model making



reddot design award
product design 2013





Corporate functions professionals

Main Competences and Professions

Years of experience in strategy, people processes, legal affairs, communications and security, across the globe.

Strategy

- Business development and partnering
- Strategic program management
- Market and competitive intelligence

Legal

- Intellectual Property Rights and Privacy
- Contract negotiation and drafting
- Legal counseling for management
- Mergers, acquisitions and legal project mgmt
- Product safety and security
- Documents and Record Management

Security

- Business driven Cyber Security
- Confidentiality and Information Security
- Incident Response
- Investigations
- Corporate Security Functions

Human Resources

- Global talent acquisition and exit processes
- Compensation and benefits
- People development
- Occupational health and safety
- People data management and reporting

Communications

- Internal communications, including planning, messaging and channels
- External communications, including financial, strategy, project, crisis, PR, media relations, change, leadership
- Marketing communications, including planning, events, messaging