

Employee Journey

A Transformative Experience.

Hi, I work for Echez Group and this is my story.

Like many people, I wanted to continue growing professionally and I was drawn to a job offer from this organization. I was looking for a company with a global presence, stability, a human quality, a good organizational climate, fair compensation, timely compensation and a place that offered me challenges and opportunities that allowed me to contribute with my knowledge and experience. This is how I discovered Echez Group, a company that offers numerous technological and innovative solutions.

Through their social networks and website, I discovered they have global reach. I saw that they are successful in what they do, and that are well recognized in the market. I found that they have alliances with different recognized companies, and that they have certifications in multiple areas of knowledge. I could also see that they have known clients in the market and that they have a good relationship with them. I identified with their work as a technology and innovation company and realized that not only do they accompany organizations by speeding up their digital transformation process, but they would also transform my professional development.

When I applied for the vacancy, I had a transparent selection process in which I was professionally assisted to and where I was permanently accompanied. I realized that there was no bias and I had the opportunity to be interviewed by the same people I would work with if selected. They all treated me kindly and with empathy and I knew I could identify with their organizational culture.

I understood that the tests performed in the selection process were necessary for the position I was applying for and I felt comfortable during this one.

The proposal was striking and competitive from a human development perspective since it demanded many challenges and great professional skills. The objectives were clear and reasonable, and the compensation was aligned with the labor market.

Also, the offer included other benefits such as a flexible schedule, the possibility of working

remotely and a professional growth and development plan, among others.

On my first day with Echez, I had a scheduled agenda, my elements and work tools were ready, and I was also given a kit that included a welcome message from the president of the company. I felt like they were waiting for me! I had the opportunity to interact with different teams and their members, who shared with me what they did, and what their processes and best practices were.

At the induction I learned about Echez, its portfolio of services and its main processes, always focusing on the customer and the solutions designed to meet such customer's needs. From the first moment they were clear about my responsibilities, and my leader's expectation about my work here. It definitely was a two-way conversation and once again I felt I could grow professionally. I was informed about internships in other departments which I could apply for if at any time if I were interested in another position. I found a diversity of talent with a high degree of excellence, and my new team welcomed me in a warm, safe, respectful, and trustworthy manner.

All documents were digitally signed, it was a very agile, fast, and effective process. What a thrill to arrive to the world of technology!

From the beginning Echez allowed me to participate and add value to the processes and identify opportunities for improvement. My ideas were and have always been well received. Currently, I have on-going communication with my leader and with my team, which allows me to give feedback and continuously improve on the job as well as to always have clear objectives. In addition, I have attended several training sessions related to my position.

My work allows me to interact with people from other countries, which provides me with the opportunity to enhance my English-speaking skills or learning another language.

I am where I want to be, in a very human environment, full of challenges and successes, with clear values and principles, opportunities for growth and continuous learning. This is the perfect balance between my personal and professional life. Every day I feel that my work should be better and better in return for what I have received.

Thank you Echez Group!

Employee