



**CORPORATE
ARTICLES**

amazon



**IDCN
EVENTS
MINGLE HOUR**

**LUXEMBOURG
ACTIVITIES
MAY 2020
JUNE 2020**

**SUCCESS
STORIES
ELISABETTA
TONIA**

Photo Credit: Maria Magdalena Balos

WHAT TO EXPECT FROM IDCN?



Photo Credit: Maria Magdalena Balos

- High quality events
- Facilitate professional integration
- Build professional network
- Meet recruiters
- Learn new skills through volunteering
- Increase awareness of local job market tactics
- Train through workshops and presentations
- Maintain professional development
- Learn about the local work culture from corporates
- Create local professional experiences





INTERVIEW TIPS

AUTHOR: Aude Vialet - Arrete | Program Manager -
Amazon Devices & Alexa - EMEA

CORPORATE ARTICLES

Amazon's interviews are rooted in behavioral-based questions which ask about working experience or challenges that candidates have faced, and how they handled them, using Leadership Principles to guide the discussion. At Amazon, we believe that past performance is the best indicator for future success.

In their answers, we encourage candidates to provide facts and data that lay the foundations for an objective assessment and hiring decision process.

The questions asked in this type of interviews focus on examples or instances in the past, starting the questions with 'Tell me about a time', or 'Give me an example of'. A good way to answer is using the STAR method. STAR stands for Situation, Task, Action and Results.

Starting with Situation, candidates should describe the context of their example. We recommend not to shy away from details and to provide relevant information as the interviewer needs to understand the circumstances. As an example, 'In April 2018 I was responsible for x, y, z...' is a good Situation description.

Task describes the actual goal of the candidate's activity. While Situation sets the scene, Task provides information of the desired outcome. A Task description can be short and focuses on what candidates aimed to achieve. 'My goal was'

or 'In this situation, I had to' are two examples of how to describe a task.

The next step is to walk the interviewer through Action. In this part of their reply, candidates should focus on 'How' and 'What'. We recommend candidates to be clear on their specific contributions (What did you do and how did you do it?). Describing group efforts is totally fine, however, it is important that the interviewer gets a clear understanding of how candidates specifically contributed to the team efforts.

An often overlooked but essential piece to the example is the description of Results. While the previous part of the reply was about the 'What', Results concludes with the 'So what'. In this section, providing data will help put the outcome into perspective. Results should relate back to the Situation, Task and Action described previously. Being explicit and being complete is key in this section. If candidates didn't achieve the desired results, they should be open and explain why.

In conclusion, each example is a story and should include a beginning (Situation and Task), a middle (Actions) and an end (Results). Only the combination of these elements provides the interviewer with all the details necessary to come to a fact-based conclusion.

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[interviewing at Amazon](#) and
get more
[In-person Interview tips](#).



PARTNERING FOR PROFESSIONAL SUCCESS

CORPORATE ARTICLES

AUTHOR: Una Clifford - Bahçecik | EIB Diversity and Inclusion Office

It's not always easy to take the decision to move to another country, even another continent, for a new job.

This is frequently the case for new employees at the European Investment Bank (EIB) with some one-third of the 3500-strong staff having joined the EU Bank in the past five years.

Encouraging some of Europe's most talented and forward-thinking bankers, engineers, economists, and sector specialists to join us to build Europe's future is a serious business. The EIB's HR department has understood what a tough decision this can be. Being a founding member of IDCN Luxembourg plays an important role in demonstrating some of the many career opportunities which Luxembourg has to offer for dual-career partners.

When Reneta Dimitrova, an EIB Credit Risk Management Officer, decided that a move back to Europe would enable her to be closer to family in Bulgaria, the EIB was on the top of her list for future employers. Reneta's husband, Ted Hickey, had just completed his MBA at INSEAD so he had no career to disentangle himself from in D.C., but he was making a career transition from private equity to technology start-ups and moving continents, so didn't have an immediate network to leverage in Luxembourg.

As soon as Reneta accepted her offer over the summer, Ted began networking through the INSEAD alumni community in Luxembourg to arrange two informational interviews during the couple's house-hunting trip in October. One of those interviews was with Tadaweb and turned

into a formal interview when the couple moved to Luxembourg in early November. Ted accepted and signed an offer with Tadaweb shortly thereafter and both Ted and Reneta were fortunate to start their new jobs on the same day back in November 2014!

When we spoke to Ted about his Luxembourg professional experience, he told us:

"Luxembourg's start-up ecosystem is growing and has a huge need for strong, international talent in business and engineering, but the ecosystem is still significantly smaller than cities like Paris, Berlin or Amsterdam. I had to take a significant pay cut when joining Tadaweb but knowing that my wife Reneta was working in the stable environment of the EIB I felt able to do this."



Ted tells us that he would be happy to speak with any partners of Luxembourg-based employees who are interested in the start-up community, and Tadaweb is always hiring!

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Hailing from somewhat closer, Dawid Kieres joined the EIB in 2019 as a recruitment administrator. Having worked as a consultant at the EU bank previously, he was eager to come back to Luxembourg with husband, Adam Naruszewicz.

“During my previous time with the EIB I was able to get to know the environment and the work culture and it was something I really liked from the beginning. After my assignment in Luxembourg ended I returned to my home country. A couple of months later we decided with my husband that we would like to relocate to Luxembourg as we really liked the diversity and openness this country offers. The positive environmental impact the EIB has was also very important for me. It’s a great feeling to be a part of the institution that actively tries to save the planet and improve the lives of millions.”

Dawid’s husband, Adam, took a leap of faith and dove into the Luxembourgish job market. Having spent only two months searching for a job that could suit him, he is now delighted to be starting a new role as a recruitment consultant at Amazon. These couple of HR specialists are hopeful for their future in Luxembourg!



For more information on jobs at the EIB, please consult our website: www.eib.org/jobs

The British Chamber (bcc.lu) was established in Luxembourg over 25 years ago to facilitate contact and communication among decision makers, opinion formers and participants in Luxembourg's local and international business communities. Membership encompasses a wide range of nationalities and is open to any commercial enterprise or business person for whom the English language is an essential business tool. The Chamber's objectives are to follow and influence developments in the economic and business world in Luxembourg affecting members' interests, and so contribute to making Luxembourg an attractive place for British business and Britain an attractive place for Luxembourg business, and to promote trade between Britain and Luxembourg.

Interactive & Welcoming Social and Business Events

Today, the British Chamber is appreciated for its programme of social and business events, ranging from business lunches with speakers from politics and business; its breakfast workshops exploring people and leadership topics; financial, legal and tax forums to share and discuss the latest developments. Members particularly value the friendly atmosphere and topical insights that the events provide.

"Ethical Leadership", "Positive Psychology", "Artificial Intelligence", VAT, Personal Tax, Developments in the Insurance Industry... These were just some of the events run by the British Chamber of Commerce in 2019.



Special rates for IDCN members

The BCC is proud to support the International Dual Career Network. As an IDCN member, you can sign up for the BCC's events as an individual/business member. Simply enter "IDCN" in the company name box upon registration and take advantage of reduced rates to our events. We look forward to welcoming you at one of our upcoming events!

Find the Chamber's 2020 programme here: www.bcc.lu/events/upcoming-events



HOW TO IMPROVE YOUR LINKEDIN PROFILE

CORPORATE ARTICLES

AUTHORS: Luis Salerno | Digital Communications Manager, Maria Bravo | Diversity & Inclusion Officer, Mary Carey | Media Relations and Editorial Senior Manager

It's surprising these days to discover that a person is not on LinkedIn. If that's your case, the chances to ask for professional help, meet professionals in your field or reach out to recruiters diminishes considerably. Whether you have never created a profile, or whether you are on LinkedIn but looking for more visibility, here we offer a few top tips to help to get you more "Connected to Opportunity", (LinkedIn's motto) by creating a stellar profile.

- LinkedIn had 100,000 members just one year after it was founded.
- LinkedIn has 303 million active users per month, 40% of whom visit daily.
- 77% of recruiters are on LinkedIn.
- 90% of LinkedIn members use Facebook.

Here's how to make the most of all that opportunity. Build your profile:

- Use an active email address, check often and make sure you keep your email up-to-date.
- Complete the profile as much as possible starting with your basic demographic information.
- Your title is very important as it is read by LinkedIn's search engine when someone looks for information. You have several options here: one is to write your current job position, the other is to write that and also include some domains of expertise. A third option is to write a smart title that summarizes who you are and what your key skills are.
- Write a killer summary of your professional life. This should primarily talk about what your value as a professional is and highlight that special characteristic that makes you unique or that expertise that will help the world to become a better place. Remember: the first paragraph is the most important! Three or four lines are enough.
- Make sure you use a photo and a good one. No one is going to trust you without one.
- It's up to you to add a phone number; some people like their privacy, but it's also true that the easier a potential employer can get in touch with you, the better.
- LinkedIn offers you a section to describe your different job experiences. Use it! Tell the story of what you did before or what you're currently doing. Spice the sections up with what was your main lesson learnt after each experience.
- Start making connections, even while still building your profile. There isn't much point being on LinkedIn without contacts.
- Be selective with your contacts. Numbers do count, but quality counts more. Make sure to check out people's profiles and don't just say yes to everyone. Why not? Because by allowing them into your network, you are moving them closer to your contacts' network. You don't want a bad reputation.
- LinkedIn is not Tinder. It's a business network. Keep it professional at all times.

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HOW TO IMPROVE YOUR LINKEDIN PROFILE

CORPORATE ARTICLES

- Follow topics that interest you and are in line with your business/social and volunteer interests and activities.
- LinkedIn will ask about current employment status. This is a tricky one, but it's no problem to say, "currently looking for employment opportunities" or "advertising student seeking challenging employment opportunities." Lying never works on LinkedIn - that's the beauty of it. Be positive with your profile and your messages.
- Keep your profile up to date. Did, or do you, do volunteer work? Add it. It links you to other volunteers and recruiters look at this.
- Before you go to an event, meeting or interview, look up the profiles of the people you will meet. Try and connect with them.
- Match your LinkedIn profile with your Curriculum Vitae (resume). It makes little sense to have a completely different professional story!

Follow these tips and you will be on your way to All Star Status. If you are interested in knowing more go to this [article](#).



| MINGLE HOUR #2

IDCN EVENTS

- Among the high-quality events organized by IDCN Luxembourg, the Mingle Hour is meant to create an informal and pleasant setting for networking, getting the chance to meet other volunteers and know more about the association and how one can benefit of being a partner.
- Every two months we intend to organize such an event and this year we had our Mingle Hour #2 event at Konrad Cafe in Luxembourg. It was just the right place to network and enjoy a hot cup of coffee on a raining morning. Many thanks to all 22 participants. We look forward to seeing you at our next event.



TESTIMONIALS



ORNELA *"The thing that I liked most about Mingle hour is that I got the chance to meet new people, exchange ideas and have interesting discussions. Being new in a city and searching for career opportunities can be quite challenging, thus, such a network (IDCN) can be only beneficial for any individual in personal and professional aspects."* | Ideas for the next events: *"Mingle hour was a really enjoyable experience, what I would like was to maybe have an intro on the beginning for the newcomers, so they understand better the organization and its cause."*



DHAVAL *"I admire the quality of discussions that take place at the IDCN events and everyone's readiness to support each other. I am quite happy with the idea of meeting new members and catching up with the earlier ones."* | Ideas for the next events: *"I would suggest that we invite those who had been earlier part of the group and now professionally placed. This is my view would strengthen the network / alumni as well as help us all celebrate a milestone achieved by those members."*

Photo Credits: Maria Magdalena Balos

LUXEMBOURG ACTIVITIES

Photo Credit: Maria Magdalena Balos

MAY 2020

JUNE 2020

STREET PHOTOGRAPHY 7 MAY -10 MAY

At the festival visitors will see an exhibition showcasing the best of street photography from Luxembourg and beyond.

PLUG & WORK JOB FAIR 27 MAY 2020

The Plug & Work evening, dedicated to tech savvy profiles and Finance, Legal professionals

LIST TECH DAY 2020 17 JUNE

This event aims to demonstrate the impact of research to business leaders, policy makers, entrepreneurs, investors and early adopters.

MUSEUMS DAYS 16 MAY -17 MAY

Created in 1997, this cultural event offers the possibility of visiting museums in Luxembourg free of charge.

MOOVIJOB JOB FAIR 12 JUNE 2020

The biggest job & career development fair in Luxembourg,

| IDCN ALUMNI - THEY'VE MADE IT!

SUCCESS STORIES



**Communication Specialist at
EASA European & World Charter Ltd**

ELISABETTA GIORGERINI

Elisabetta Giorgerini (middle) looked intensively for a role in Luxembourg for more than a year, but finally ended up landing the job that she wanted by doing research for her own full-time start-up. She believes the things that helped her the most getting the new role were networking and being active on social media, where she noticed there is the biggest amount of job posts. During this year she volunteered at IDCN, started learning French and some other skills and all of those were instrumental in achieving her goal.

TONIA NGUYEN

Tonia Nguyen gave us her job seeking tips: "Consider companies in different industries and jobs that you are interested in to understand where you are potentially a strong candidate as well as what skills you may be missing; Build a strong and tailored resume: highlight transferable skills and tailor to each position. Applying through local job portals locally like jobs.lu can help you stand out (I had interviews with 3 companies and 2 of them came from jobs.lu). Remember it is about what you can bring to the company, the initial trust and why you are worth the investment. Be patient! Keep working on yourself and explore the market."



**Social Media & Email Marketing
Manager at Namespace Group**

| NEW VOLUNTEERS 2020



Rinku Khan
Measurements Team Leader



Milena Plazinić
Newsletter Manager/ IDCN Partner
President as of 1.4.2020.



Maria Magdalena Balos
Social Media Manager



Leora Haenel-Kronitz
Membership Manager



Burcin Ceren Olcum
Designer / Events Manager



Sevcan Akgün
Events Manager

Interested in volunteering with us?

Is your partner working for any of our **corporate members**?

If the answer is "Yes", you can benefit from our services - from support in professional integration to the opportunity to network with CM representatives and other professionals. Join us as a volunteer or a member!

Send us an email at: volunteer.luxembourg@idcn.info
luxembourg@idcn.info

| EDITORS

NEWSLETTER MANAGER

Milena Plazinić

GRAPHIC DESIGNER

Maria Magdalena Balos

COMMUNICATIONS TEAM LEADER

Diana Trisca - Rusu

Contact: communication.luxembourg@idcn.info

| ABOUT IDCN

IDCN is a global Non-Profit Association of companies, NGOs, and academic institutions in different locations. It started in Switzerland in 2011 and has expanded globally since 2012.

The Luxembourg IDCN group was established in May 2018. We are here as a support network for people who have chosen to relocate with their partners. We propose a variety of services such as information on the local job market, helping with CV, social and networking events and opportunities to contribute meaningfully by volunteering to run some of our activities. We also offer access to local business players involving our corporate members.

| IDCN CORPORATE MEMBERS

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 **FERRERO**


pwc

 The British Chamber
of Commerce for Luxembourg

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