PFE Book

2023 - 2024

Mantu

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MANTU
GROUP

MANTU AT A GLANCE

Mantu is an independent international consulting firm.

We are in business to build the next generation of sustainable pioneers.

Mantu brings together expert and complementary brands to guide clients throughout their evolution.

MANTU TODAY: ESTIMATED KEY FIGURES 2023

We connect and power companies with leading teams and technology to succeed faster and sustainably.

10,000
people

€810M
Total revenue

Swiss-born
global player

100+
nationalities

Present on
5
continents

Offices in
60+
countries

2022 HIGHLIGHTS

Pioneer I

Launch of our 3-year strategic plan

PEOPLE

Top

100

Recruiting Companies in 2022 by Le Figaro

Qualiopi processus certifié – RÉPUBLIQUE FRANÇAISE

Qualiopi-certified learning management system

28,000+

hours of training delivered

SUSTAINABILITY

WeCare together program

launched in June 2022 to empower our people's initiatives

200+ volunteers

300+ beneficiaries supported

GOLD 2022 ecovadis Sustainability Rating

placed among top 5 percentile in our industry

Commitment to Science-Based Targets initiative

GHG emissions reduction -90% by 2050

WOMEN'S EMPOWERMENT PRINCIPLES

Signature of the United Nations' Statement of Support for the Women's Empowerment Principles

THE GLOBAL COMPACT

Remaining a signatory of the United Nations Global Compact Commitment

BRANDS

Amaris Consulting

Nominated for two French-Swiss Chamber of Commerce Awards in the industry and technology categories

Amaris Consulting

Singapore

Named "Best Independent Technology Consulting Firm"

Portalia

New director Cédric BAZIN

+47.8% revenue growth

in comparison to 2021

Novelab

8 projects

selected for international film festivals and competitions

UNDERSTANDING MANTU

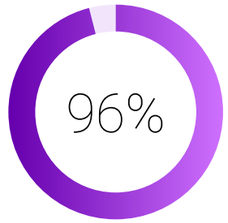
Exploring and growing since 2007

		Total revenue (€M)	People
2007	Creation of Amaris in Geneva, quickly followed by subsidiaries opening in Spain and then in France in 2008.		
2011	Presence in 12 European countries and first offices opening in Asia and the Middle East.	32	600
2015	Expansion in 5 continents and service hubs operating 24/7 to support business operations.	120	2,000
2019	Transformation into the Mantu Group to reflect the evolution from a digital and technological transformation firm into a company that takes a 360° approach to the business transformation of clients.	480	6,500
2022	Development and roll out of the Pioneer I strategic plan, which proactively addresses the changes coming to the world of work.	616	8,500

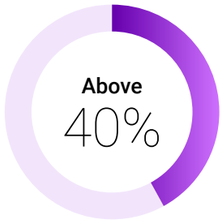
15 years in a category of its own

Experiencing uninterrupted growth since creation

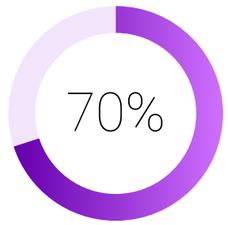
Almost entirely organic



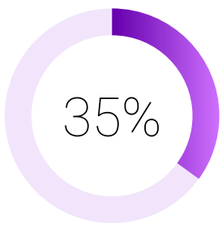
Average annual growth



Trusting and empowering teams

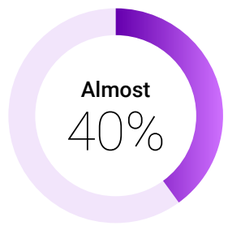


of key leaders joined our company at entry level



of top management is under the age of 35

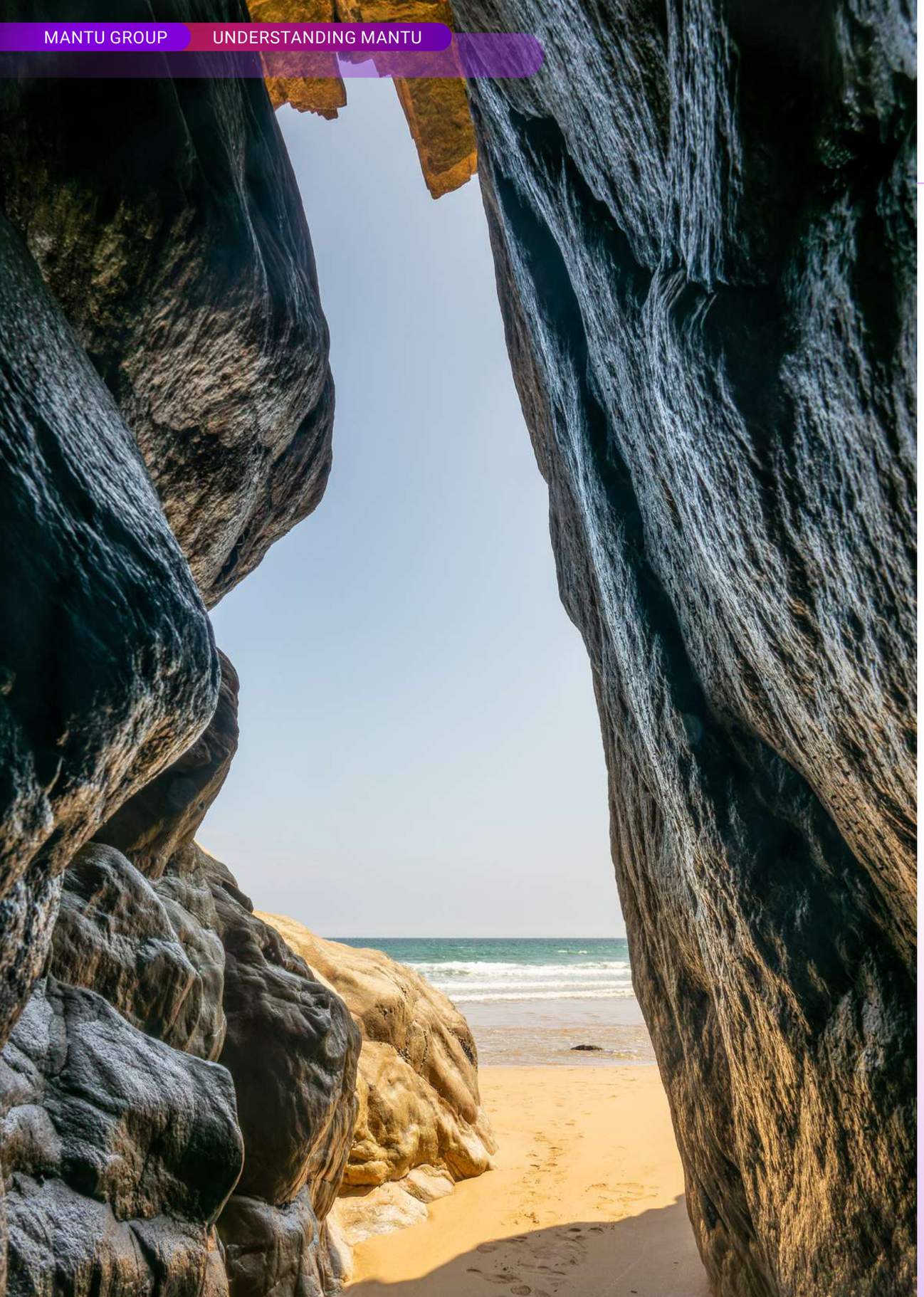
Achieving international stature



of Mantu's people live and work outside their country of birth

Choosing financial independence

Fully in the hands of our own people



Our practices

Our business activities are structured around practices which support our clients throughout their transformation.

OUR PRACTICES

The **Leadership & Advocacy** practice offers coaching, training, and consulting services to executive committees to help them define their purpose, positioning, and strategy.

The **Technology** practice reinvents and transforms industrial and economic models through a cutting-edge digital and technological approach that leverages our expertise across diverse domains. With an unrivaled understanding of Life Sciences, Engineering, Telecom, Information Systems & Digital, and Retail Business Processes, we deftly navigate these realms to offer transformative solutions.

The **Digital Marketing & Experience** practice guides and supports our clients in bringing seamless customer experiences to life through augmented, virtual, and extended reality, through customized digital platforms or events.

The **Total Talent Management** practice brings together and responds to the rapid changes in the world of work by bringing together and creating bridges between different modes of collaboration: salaried employees, entrepreneurs, freelancers, and wage portage.

These transformational levers evolve as our organization evolves. In 2022, a key priority was to improve our target audience positioning by increasing readability, enhancing brand awareness, and expanding Mantu's footprint in our competitive landscape.

As a result, Mantu implemented the following changes:

Leadership Advocacy & Shaping Advisory became **Leadership & Advocacy,** to be more easily remembered and to better reflect the expertise it covers.

Disruption & Growth and Talent Solutions are now under the same banner and will be referred to as **Total Talent Management.** The choice of this name is motivated by the desire to bring together all the forms of collaboration that we offer our clients in an identifiable formula linked to the future of work.

The **Innovation** practice no longer exists as such. Innovation is both a prerequisite and a transversal aspect, so it is not limited to one practice. It nurtures all our activities, entities, and brands.

Explore our brands

Regardless of their expertise or the sector they operate in, all Mantu brands share a single mission: connect and power companies with leading teams and technology to succeed faster and sustainably.

Amaris Consulting is an independent technology consulting business that provides companies with high value-added technology services and clear guidelines for successful transformation in the digital and information systems, telecommunications, life science and engineering fields.

Arneo is a creative digital agency that addresses all digital challenges from consultation to design and supports its clients throughout their digital transformation process.

LittleBig Connection creates a direct and transparent link between companies and all their external partners so that they can team up more easily than ever before. LittleBig Connection enables companies to find the right expert for each of their projects, with no changes required, through its Saas platform, LittleBig Rise, and its marketplace, LittleBig Connect, which brings together a community of 400,000 technology, digital, engineering and sustainability experts.

Novelab develops immersive and interactive experiences thanks to its expertise in virtual, augmented, and extended reality, as well as metaverse technologies. Novelab provides unique value, allowing companies to offer their customers a meaningful journey to the heart of their brand strategy.

Pixel Alliance specializes in digital strategy. Its expertise encompasses brand image and influence, and lead generation. Pixel Alliance is well positioned to tackle the possibilities Web3 offers.

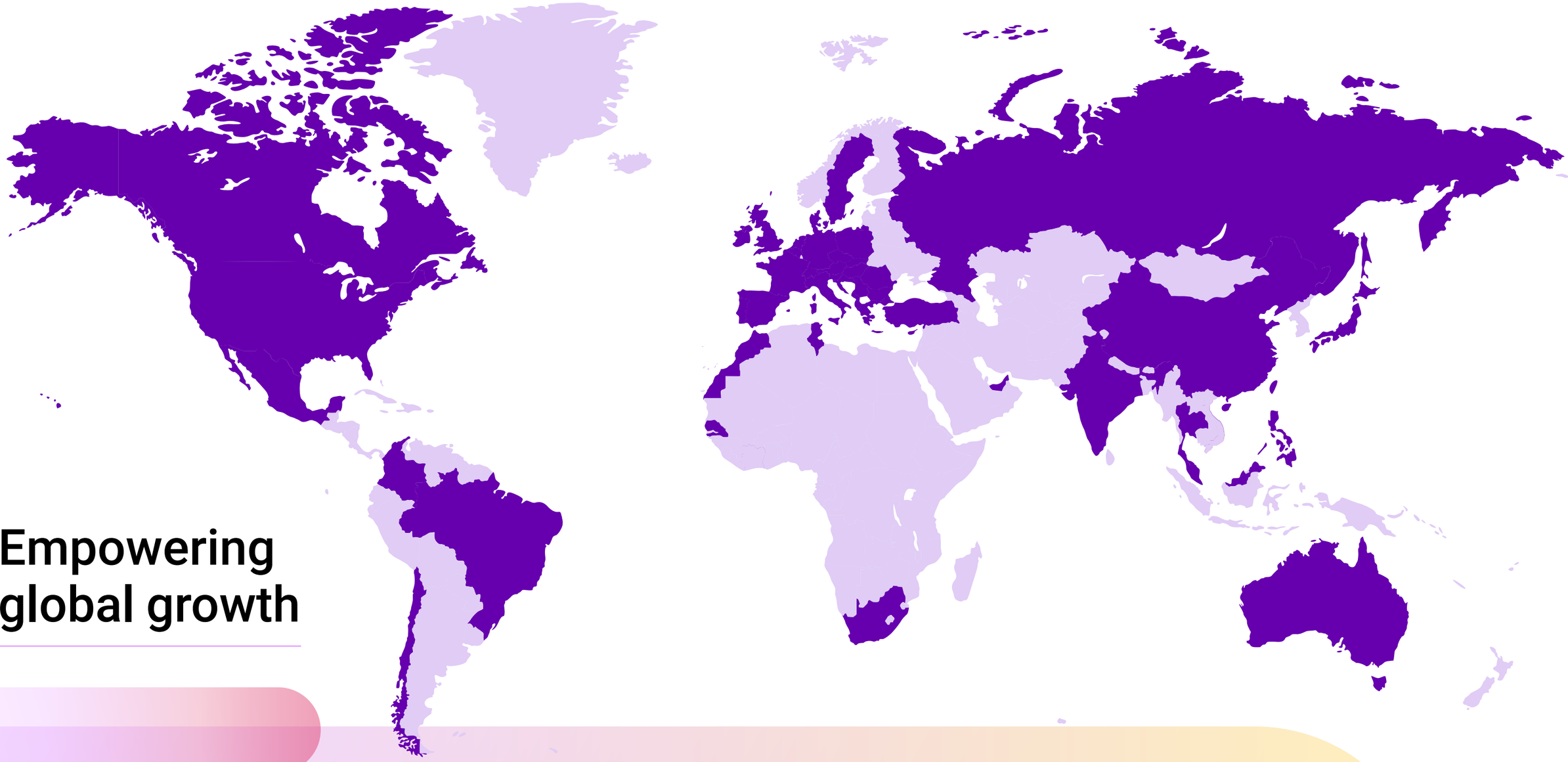
Portalia supports talented individuals who prefer to remain independent at every stage of their career despite the numerous challenges of self-employment. It provides advice, training, and support to self-employed workers, enabling them to remain at full strength.

Revibe transforms the relationship between companies and their teams and clients, creating unique and unforgettable opportunities to meet, share, and connect that cross the boundary between the physical and digital.

Seven Circles designs and develops tailor-made platforms for corporate teams and end consumers. By relying on its mastery over processes and its sectoral expertise, Seven Circles guarantees exceptional user experiences.

Valuement specializes in business processes and data analysis, revealing and ensuring long-term competitiveness for its clients. Valuement ensures compliance with corporate policies, and enhancing organizational and operational efficiency through continuous support in the change management process.

WEMEAN enables companies and senior management to find meaning through their work, helps them magnify their positive impact, and collaborates with every part of an organization to effectively transform corporate culture.



Empowering global growth

Driven by pioneer spirit, Mantu has always believed in scaling globally and expanding internationally. Our ambition is to build the next generation of sustainable pioneers, which can only be accomplished by establishing an international presence.

From the very beginning, Mantu has recognized the importance of scaling our services and seamlessly supporting our clients across various locations. Our strength lies in our international capacity and size, enabling us to offer added value by effectively tackling client challenges that span multiple countries. In today's globalized business world, this ability is indispensable. We continuously endeavor to evolve and anticipate change, ensuring our ability to deliver quality services anywhere in the world tailored to the precise needs of our clients.

Our international expansion not only benefits our clients but also enriches the growth of our talent community, fostering enhanced efficiency, creativity, collaboration, and cross-cultural understanding within our company.

By embracing a global mindset and constantly pushing boundaries, we continue to grow and innovate, both as a company and as individuals. Mantu's commitment to scaling and international expansion is not only vital to our business success but also integral to our corporate culture and values.

Global hubs: nurturing multidimensional talent

As we strive to support our core business, relying on dynamic and multicultural teams, our organization must favor performance and operational independence.

We have chosen to set up hubs on 4 continents to cover all time zones. This structure enables us to offer our teams an international and yet unified working environment. It involves spreading and sharing our resources and services, such as finance, recruitment, and marketing, across many countries. Our international environment guarantees our clients continuous availability.

Our Hubs are valuable assets. They guarantee our scalability, our ability to adapt our services and delivery of corporate functions as we grow and continuous availability for our clients.

Our hub model enables us to recruit exceptional people from all around the world and to organically build international teams. While working in a Hub, the careers of our team members evolve in an international environment. Their opportunities in terms of mobility, both geographical and functional, are multiplied.

This structure allows our people to develop their skills and to make the most of team synergies: time spent in a Hub can have a huge impact on the lives of our people.

OUR HUBS ARE LOCATED ON FOUR CONTINENTS

Our Mantu Hub in Tunisia

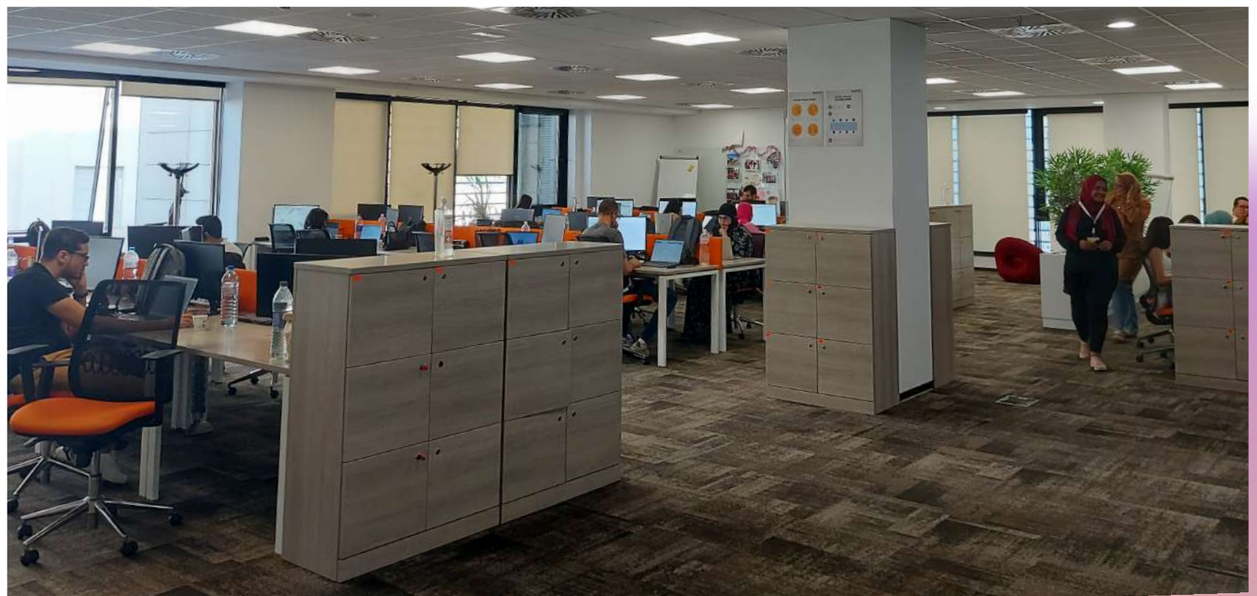
Our Growth

		People
2017	Our start in Tunisia. In 2017 we opened our first office in Tunisia with a team of 17 people.	17
2020	We decided to change our strategy and adapt to the new times.	66
2021	We have almost doubled our growth from one year to the next.	107
2022	We continue to set ourselves growth targets.	130
2023	The objectives for 2024 remain the same and more ambitious than in previous years. We want you to be part of them.	180

47% ♂ ♀ 53%

IT: 109 | Telecom: 161 | Corporative: 30

Our Offices



Guided by purpose: our values

Our values are the guiding principles that steer everything we do, from the way we work with our clients and partners to how we interact with our teammates and candidates. They remind us of what is important, and why we do what we do every day. They are the pillars that shape our added value and our uniqueness.

The business world has changed over the past decade, and so has Mantu. In 2022, Mantu decided to revise and clarify our values.

Pioneer spirit

The idea of exploring new technologies, new ways of thinking, and new competencies is what connects us to one another and leads us to success. We are pioneers and we move quickly: our innovative guidance helps organizations find new paths to building a more sustainable world.

Care

It is at the heart of everything we do for our teams, clients, partners, and planet. From actively contributing to climate change mitigation to building empowering workplaces, Mantu channels a more human approach to work and business. We value diversity and meritocracy as key enablers for the new generation of pioneers.

Trust

The foundation of all relationships, trust, enables us to promote freedom of expression, creativity and innovation. We believe that businesses are above all a human adventure that carries the world forward. We put our trust in a great talent community to build a global company. We put our trust in people to shape innovation, to change the world and improve our way of life, so that tomorrow will be human.

Performance

This translates into a constant desire to move forward and never stop asking more of ourselves. Our ambition pushes us to think differently every day in order to stand out and consistently rise to the challenge for our clients. The secret to our performance lies in the combined power of human creativity augmented by technology.

OUR CORNERSTONE: INDEPENDENCE

Mantu belongs to those who created it and to those who develop it every day. Independence is the key to successful sustainable development. It gives us the freedom to make our own choices and build our future the way we want to. It gives us the ability to anticipate change and to be flexible over time as the economy evolves. Staying independent sets us apart on the global market.

Independence enables us to achieve our purpose and to materialize it in everything we do.

CHANGES

Boldness becomes pioneer spirit.
While boldness translates to the initial momentum that drives people towards action, it lacks the foresight that is essential to any entrepreneurial adventure. Pioneer spirit emphasizes this crucial dimension and can be easily found at the root of everything we do.

Commitment becomes care.
The word care contains the idea of consistent effort - already channeled in the word commitment - but it also adds the notions of empathy and comprehension. We wanted a value that signified both consistent effort and empathy, to channel a more human approach to work and business.

Mantu officially recognizes independence as our cornerstone.
Independence has always been a core Mantu value, but we now acknowledge it as the very foundation of our values.

How to Apply

If you would like **to apply** for any of the following opportunities, you can do so **by scanning the following QR or by typing** in a search engine **the web address** directly.

Remember to apply with **an updated CV in English.**

In addition, you can learn more about our opportunities, as well as discover more about us, our culture and the benefits we have as a company.

SCAN ME

https://me-qr.com/61VQfIql

Telecommunication

mantu

Telecommunication

RADIO MOBILE

Topic 1 : **Radio design engineering**

- Initially familiarize yourself with the French operator's radio environment.
- Discover and assimilate the technical instructions, strategies and radio tools used (Atoll,
- Référentiel Radio, OSMOSE, RESO, NODE, Google Earth...).
- Carry out qualifications and qualification audits for the design of radio sites in initial deployment and during the life of the network.
- Optimization of the radio qualification audit process via RPA development.

Topic 2 : **Assessment and optimization of service quality for initial deployment.**

- Familiarize yourself with the French operator's radio environment.
- Discover and assimilate the technical instructions, strategies and radio tools used (Atoll,
- IPod, Lynx, GIR, Référentiel Radio, Google Earth...).
- Carry out static calculations of several Radio KPIs to assess the intrinsic contribution of a commercially open DI and its gross capacity to unload objectives.
- Carry out optimization investigations, notably on tilts, neighborhood relations and Ret configuration. The aim is to improve Radio performance (PRB offload, throughput gain, traffic stability, etc.) by injecting them directly into the operator's OMC.
- Assess the relevance of the optimizations made previously, by means of a new analysis of the QOS before/after Optim.
- Prepare an analysis report according to a predefined format, and manage subsequent Amaris/operator exchanges.

Topic 3 : **Radio Operations Planning Center**

- Verification of radio site eligibility/compliance.
- Creation of instances based on a well-defined process per production line.
- Automatic/manual recovery of site information.
- Creation of the first production banner.
- Management of Promo tool blockages/irritants (production tracking tool).
- Management of blockages/irritants for Tamis (injection and eligibility/conformity testing tool).
- Drafting of requirements to automate a production line on the "Tamis" injection tool.
- RPA solution for automating complex production lines.

Topic 4 : **Initial radio deployment deliverables**

- Audit preliminary declarations.
- Auditing town hall information files, city of Paris information files and Charter files.
- Audit landlord files.
- Check Cellnex vaux.
- Check construction files.
- Track compliance rates for each project manager, and lead follow-up meetings.
- Draw up monthly reports to assess project managers' performance.

Telecommunication

OPTICAL FIBER

Topic 1 : FTTX operational engineering

- Design the fiber optic network using geographic information systems (GIS).
- Carry out fiber optic connection studies in the form of APD Fibrage for businesses (FTTO) and radio sites (FTTA), ensuring compliance with the engineering rules set up by the customer.
- Processing completed works files and ensuring that field work complies with standards.
- Managing technicians and delivering hotline solutions to unblock site connections.

Topic 2 : Supply of the Network Access Point for the RAMI-Orange project

- Identify the network access point (NAP) to be granted to the customer for connection to the telecom network, using Georeso (new version of Geo-fibre).
- Check the conformity of the work carried out by the customer following the granting of the RAP.
- Check customers' eligibility for the fiber or copper network.
- Verify the completeness of customer files and the creation of estimates according to the customer's prior choice.
- Process quotations received from customers for adduction and connection work.

Information Technology

mantu

Information Technology

DATA

Topic 1: Data science - Azure ML

- Develop, test and deploy Machine Learning models using Azure ML.
- Work across the entire Data Science project lifecycle, including data collection and cleansing, data exploration and analysis, model creation and testing, data visualization and reporting.
- Collaborate with a multidisciplinary team to understand business needs and develop Data Science-based solutions.
- Present the results of analyses and models to stakeholders in a clear and understandable way.
- Keep up to date with the latest trends and technologies in Data Science and Azure Machine Learning.

Topic 2 : Data engineering - Azure

- Assist in the design, construction and launch of new data infrastructures in Azure.
- Develop and maintain data pipelines, architectures and data models.
- Work with our data science team to help optimize the performance of data systems.
- Ensure data accuracy and integrity through testing and validation.
- Participate in data analysis and resolution of data performance issues.

Topic 3 : Predicting development times of a BI project

- Identify the parameters that define the complexity of a project.
- Build a database of project input parameters with actual development time as an out put.
- Test different Machine Learning and/or Deep Learning models
- Select the model that best meets your needs

Topic 4 : Chat bot for company database

- Choosing technology.
- Conversation design.
- Data and content collection.
- Build/develop the chat bot based on confluence documentation to meet the needs of different users.
- Integrate chatbot into customer environment.

IMPACT

These internships will provide you with valuable experience in various fields in a cutting-edge environment. You will have the opportunity to apply your academic skills to real-life situations and contribute to projects that have a direct impact on MANTU.

Hayfa Ghozzi
Talent Acquisition Manager

Maryem Jendoubi
Senior Talent Acquisition Specialist

Slim Ben Abderrazak
Operational Director Tunisia

JOIN OUR TEAM

LAY THE FOUNDATION FOR YOUR CAREER!

mantu