



Join us!  
Work at zeb/

zeb/ the partner of change drivers

# Getting started

zeb/ offers graduates three options for getting started:

As a **Management Consultant (m/f)**, you perform project tasks in a team at the customer's premises from your first day on. You develop strategies and concepts in the thematic fields of Sales, Operations/Restructuring or Controlling, Accounting, Risk and Performance Management and support their implementation. The medium-term objective is the management of projects.

As a **Junior Account Manager (m/f)**, you work in the direct environment of a zeb/partner and co-operate in sales activities. In addition, you familiarise yourself with the consulting themes. You maintain intensive contacts to the top management of our customers and gradually take over more responsibility.

As an **IT Consultant (m/f)**, you work at the interface between IT and business administration. You develop IT strategies, IT evaluations and tailored software concepts for bank-wide management and sales, introduce our standard software at the customer's or design data warehouse solutions. The medium-term objective is the management of IT projects.

Do you want to know already during your studies whether a management consultancy is the right place of work for you? Then join us as a student employee or intern (m/f).

No matter which option you choose: You will learn the methodological basis of management consultancy at any rate.

# Development

## Training on the Job

You will start by taking the zeb/induction programme that will prepare you for consulting activities. Subsequently, you will directly work on projects and continue to learn on the job. Your line manager and your project manager will support you in your personal development. In close co-operation, they will define your objectives for the project, coach you, monitor the achievement of the objectives and identify any needs for further development. Thus, you have the opportunity to improve permanently and develop through continuous feedback.

## Mentoring

As a new employee, you can get support from a mentor who will assist you as a person of trust in your first year with zeb/.

## Further Training

Our zeb/training programme offers diverse opportunities for further training. Seminars provide fundamental specialised knowledge on the zeb/ themes and issues of the FSP sector. You can enhance your methodological and social competence in courses on facilitation, presentation, communication, feedback, etc.

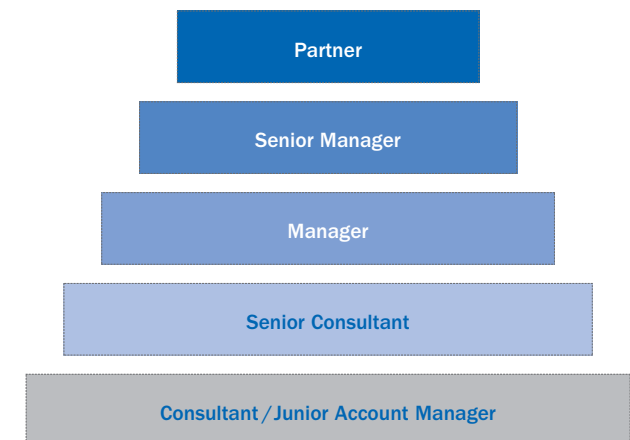
## zeb/PhD model

zeb/ supports employees in their PhD projects, for example, by giving them leave of absence and supporting them in the publication of their PhD theses.

# Career

The zeb/career model gives you responsibility early on, ensures individual, performance-oriented career development and provides continuous support. Here, we apply the principle of "stay and grow" instead of the "up or out" system.

Our employees are as manifold as our customers are. We value diversity. We support your development as a leader personality and as an expert. zeb/ provides a working environment in which everybody can develop their talents to the full and deliver top performances.



# Spirit

# zeb/values

We see ourselves as the “partners of change drivers”. zeb/’s employees change the financial world. Our work is based on in-depth knowledge of the financial industry, methodological competence as well as excellent analytical and conceptual skills.

zeb/ combines cutting-edge expertise, sustained success and an appreciative corporate culture. At zeb/, the focus is on achieving top performance, staying calm and cool, while never relenting.

We try to make this spirit tangible. zeb/employees have the human touch, they are relaxed, entrepreneurial and professional, contribute profound FSP expertise to client projects in an authentic and assiduous fashion and, hence, are successful as the “partners of change drivers”.

Our imagery refers to this spirit and focuses on symbolical places of change. They present the achievements of entrepreneurs that changed the world: the development of the PC by Steve Jobs and Steve Wozniak in a garage and the invention of currywurst sausages by Herta Heuwer who shaped the taste of a generation.

## Trust

Confidence in ourselves and trust in one another are the foundation of our corporate culture. Each day, we bank on mutual tolerance and helpfulness. A spirit of professionalism and calmness results from this confidence in our know-how. Therefore, we can rely on each other. [Rock-solid.](#)

## Partnership

Being a partner-led enterprise, we are independent. We pursue long-term goals and grow dynamically. We assume special responsibility for our employees and create a real added value for our customers. [Together.](#)

## Expertise

Since we are experts, we change the financial world and set new standards. Our concepts are based on methodology and experience. Applying this knowledge, we turn it into genuine expertise. After all, consulting only succeeds through first-class implementation. [Guaranteed.](#)

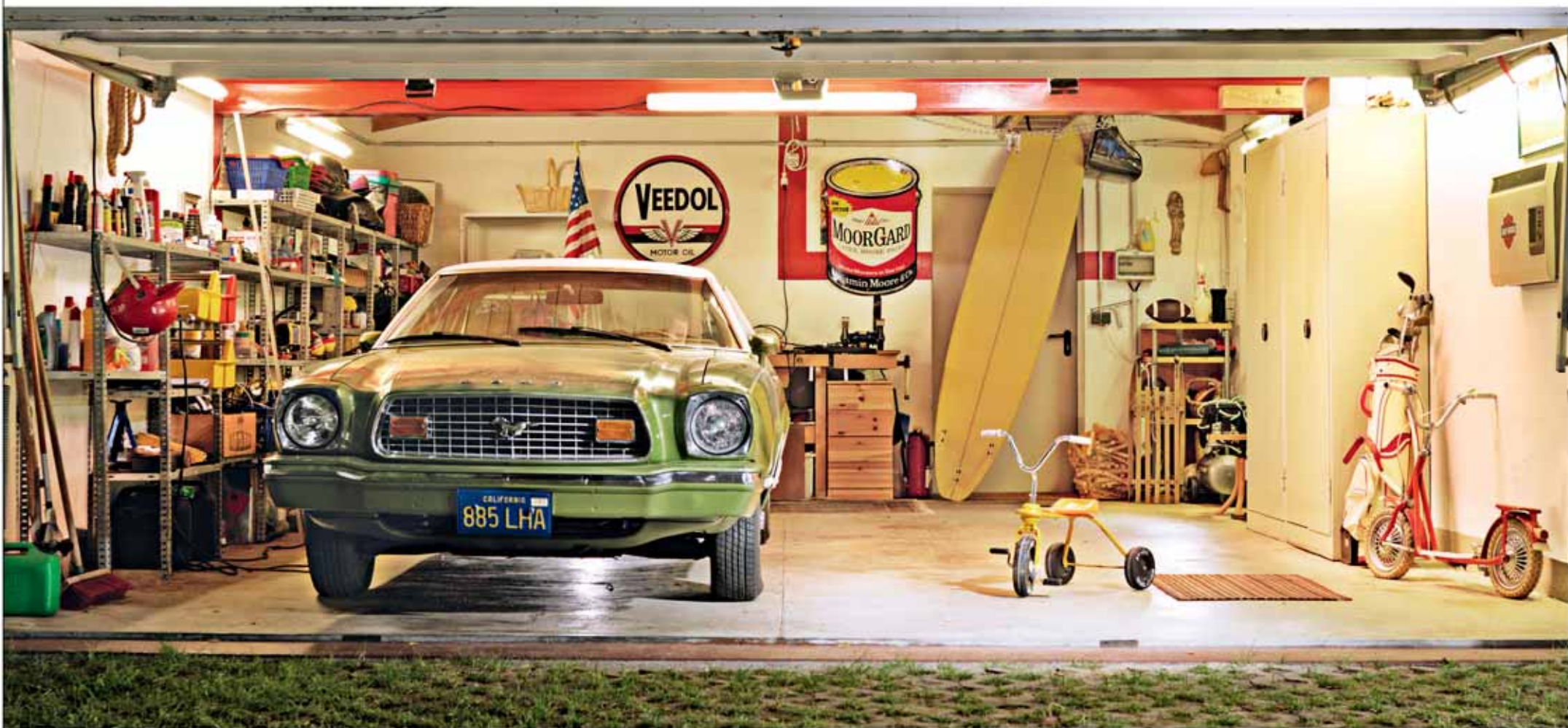
## Impact

Our work shows great impact: we achieve ambitious goals, create new values, and improve workspaces. We consistently focus on results and provoke future-oriented decisions. That is how our customers become more successful. [Effectively.](#)



## A cafeteria at zeb/

Herta Heuwer – the inventor of currywurst sausages – shaped the taste of an entire generation. Innovativeness, perseverance and a fair amount of energy paved her way to success. With a taste for change, we improve the results of companies in the financial services industry today. Share our passion – also while enjoying a currywurst at our cafeteria.



## An office at zeb/

Steve Jobs and Steve Wozniak changed our working life by popularising the concept of personal computers. Pioneering spirit, entrepreneurship and, above all, stamina were the basis of their success. With our hearts and souls as well as a sharp mind, we modernise companies in the financial services industry today. Share our passion – also with parking space in our garage.

Berlin ▪ Budapest ▪ Frankfurt ▪ Hamburg ▪ Kiev ▪ Munich ▪ Münster ▪ Prague ▪ Ulm ▪ Vienna ▪ Warsaw ▪ Zurich

zeb/rolfes.schierenbeck.associates

Hammer Straße 165 | D-48153 Münster

Phone +49.251.97128.333

Fax +49.251.97128.104

E-mail [recruiting@zeb.de](mailto:recruiting@zeb.de)

[www.zeb.eu](http://www.zeb.eu)

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