



Estonian largest
student career event

VÕTI  TULEVIKKU

**TAL
TECH**

7th–17th of March 2023
at Tallinn University of Technology

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Dear student,

You are holding **the catalogue of the Vöti Tulevikku 2023** career event. You can find a lot of useful information in this catalogue, for example, a list of the attending companies, information about the career event and a more profound introduction about the 25 attending businesses and much more.

By browsing the catalogue, you can get acquainted with what is happening within the event and read a little more about some of the attending companies.

While wandering around the **career fair** do not forget to ask important questions from the companies you are interested in. For example, you may ask the following questions:

- In what fields are they offering job and internship possibilities;
- What are they expecting from their future employee or intern;
- What makes them stand out from the crowd;
- Do they have a paid internship;
- Is it possible to travel as a part of the work;
- Is it also possible to work online etc.

BOARD OF EUROPEAN STUDENTS OF TECHNOLOGY

BEST is **the biggest non-profit and non-political organisation run by students of technology** themselves. BEST (Board of European Students of Technology) was founded in 1989 in Berlin connecting students all over Europe.

Local BEST Groups are located across 88 universities in 31 different countries bringing together over 3300 active students. International BEST is chaired by a seven-member board of technical students elected by the General Assembly for one year.

The mission of BEST is to **create opportunities for personal development.** We offer the opportunities to get practical experience during study time for developing capacities to work on an international basis. BEST local groups are led by boards elected at local level.

BEST-Estonia is a local group of Tallinn University of Technology, which has been active since 1991. It has **more than 80 active members from different faculties of the university.** The activities are primarily aimed at developing students of TalTech and bringing them together with leading companies.

We organize many events, the most important of which are:

- Career fair **Võti Tulevikku**
- Engineering competition **Enginaator**
- International courses: **BEST Courses**



WHAT IS VÕTI TULEVIKKU?

Võti Tulevikku (Key to the Future) is the largest student career event in Estonia, which will take place for the 33rd time from the **7th to the 17th of March 2023**! The event consists of general educational and motivational lectures, the career fair, company visits and seminars organised by participating companies.

Join the Career Fair

Võti Tulevikku 2023 Career Fair will take place on the **7th of March 2023** at TalTech. Around 100 companies from different fields will participate in the fair. It's a great way to communicate face-to-face with the companies and find out what are their values and goals, who are they looking for and what their expectations are for future employees and trainees.

Visit Companies

In addition, this year there will also be company visits on the following days of the Career Fair, from the **8th to 10th of March**.

Participate in a seminar

The seminars will take place from **13th to 17th of March**. Participating in the seminars is a good opportunity to stand out to the company that interests you. This makes it easier to apply for a job or internship. Participation in the seminars allows the student to get to know the company's activities in more detail, and the student can discuss issues related to the field, solve practical tasks and much more.

The number of places in seminars is limited, so be quick and register at www.vt.ee.

THE ORGANISING TEAM



Raul Palk
Project manager



Johanna Õun
Sales manager



**Heiki Juhan
Ratasep**
Career Days
Coordinator



Liisi Nõojärv
IT-manager



**Henri
Suomalainen**
Marketing
manager

PARTICIPATING COMPANIES 2023

1. ABB
2. ADVEN
3. AFRY Estonia
4. AQ Lasertool
5. Baltic American Freedom Foundation
6. Bauest OU
7. BIGBANK AS
8. birkle IT
9. BLRT Grupp AS
10. Bonava Eesti OÜ
11. CGI Eesti
12. Comatec
13. Connecto Eesti
14. COOLBET
15. CV Keskus
16. CYBERNETICA
17. Devtailor OU
18. DMT Insenerid
19. EAS | Work in Estonia
20. Eesti Energia
21. EESTI RAUDTEE
22. EFC Norge AS
23. ELERING AS
24. ELISA
25. Entain
26. ePPC Digital
27. ERGO
28. ERICSSON EESTI AS
29. ERNST & YOUNG BALTIC AS
30. ESTANC
31. ETS NORD AS
32. EULE.EE
33. Favorte
34. Fermi Energia AS
35. Finantsinspeksioon
36. FINESTMEDIA AS
37. Fujitsu Estonia
38. Gofaizen & Sherle
39. GUNVOR SERVICES AS
40. HANZA Mechanics
41. Harju Elekter
42. HEISI IT OU
43. Helmes
44. Hitachi Energy
45. HURTIGRUTEN ESTONIA
46. Inbank AS
47. INSERO OÜ
48. JELD-WEN
49. JOBLING
50. JOT Automation
51. Kaitsepolitseiamet
52. Keskkonnaagentuur
53. Kõu Mobility Group OÜ
54. KPMG Baltics OU
55. Kuehne+Nagel IT Service Centre AS
56. Lennuliiklusteeninduse AS
57. Levira
58. LHV Pank
59. Luminor Pank
60. MAGNETIC MRO AS
61. Malwarebytes
62. MANPOWER OÜ
63. MARU BETOONITÖÖD
64. MICROSOFT ESTONIA OÜ
65. Milrem Robotics
66. Nordea Bank Abp
67. Nordecon AS
68. Nordecon Betoon OÜ
69. NORMA AS
70. Orkla Eesti AS
71. Playtech Estonia OÜ
72. Politsei- ja Piirivalveamet
73. Postimees Grupp
74. PricewaterhouseCoopers
75. Rail Baltic Estonia OU
76. Registrate ja Infosüsteemide Keskus
77. Repligen Estonia OU
78. Ridango AS
79. Riigi Infosüsteemi Amet
80. Ruukki Products AS
81. SA Pärnumaa Arenduskeskus
82. Scanfil OÜ
83. SCORO
84. SEB
85. Siseministeeriumi infotehnoloogia- ja arenduskeskus (SMIT)
86. Southwestern Advantage
87. STUDIOWORKS
88. Swedbank
89. Tallinna Lennujaam AS
90. Tallinna Vesi
91. Tele2
92. Telia
93. Threod Systems
94. TIETOEVRY
95. TNG Technology Consulting GmbH
96. TREV-2 GRUPP
97. tuum
98. Utilitas
99. UUS MAA KINNISVARA-BÜROO
100. Verston OÜ
101. VKG
102. Wise
103. YIT Eesti



CONTACT US!

www.aqgroup.com

AQ Trafotek

AQ Lasertoo

AQ Components

Kodara

info.trr@aqgroup.com

info-lte@aqgroup.com

info-kodara@aqgroup.com

We are reliable



ABOUT US

AQ Group is a company located in Sweden and there are 3 production units in Estonia: AQ Trafotek AS, AQ Lasertool OÜ and AQ Components Kodara OÜ. AQ Trafotek in Harjumaa Juri is specialized in innovative solutions in filter, reactor and transformer production. AQ Lasertool OÜ unit in Pärnu is focused on manufacturing and assembling metal components for various industries, for example automotive and energy industries. Our other factory in Pärnu, AQ Components Kodara OÜ, produces and assembles metal components to railway and energy industry. 99% of our production is exported all over the world. We have approximately 540 employees in Estonia.

OUR GOALS AND VISION

Our business is production. We have a long term view and we fully commit ourselves to live up to customer expectations for quality, delivery performance, technological development and service.

WE ARE LOOKING FOR

Great colleagues in engineering, production technology and specialists areas.

WE OFFER

The possibility to be a part of an internationally recognized professional team with long and broad experience in production. You will be working with top specialists in their field.

SOME FUN FACTS

- ✓ With our professional knowledge, we help the production development of Estonian Start-up companies - VOK, Comodule (Äike)
- ✓ We contribute to the production of green energy as our products are used in wind turbines or solar parks
- ✓ There are employees from 10 different countries represented in our friendly international team



birkle ^{IT}



CONTACT US!

Address: Mäealuse 2/4, Tallinn

Webpage: www.birkle-it.com

E-mail: contact@birkle-it.ee

We digitalize companies



ABOUT US

birkle IT AG is an international IT consulting and software development company mainly operating in DACH, Scandinavia, and the Baltics. The company employs over 165 technology-oriented specialists who help to deliver innovative solutions for industry leaders all over Europe. Together we create innovative solutions for various well-known global brands.

OUR GOALS AND VISION

Our vision is to be a leading IT consulting firm operating in the DACH and Nordic regions. We value creativity, respect, transparency, innovation, trust and sustainability.

WE ARE LOOKING FOR

We are mostly looking for Developers with various skills levels (from Junior to Architect). At birkle IT our tools of choice are Java and Angular, also Python Node.js, but you have a chance (and sometimes necessity) to learn new technology fast should the project require it.

#thisisyourtime

WE OFFER

In addition to a great team and exciting work, we offer private health insurance, sports and other compensation through Stebby, team events, and the usual benefits of a modern employer. You can combine working in our brand new office in Tehnopolis (Mustamäe) and in your home office.

SOME FUN FACTS

- ☒ We have a discoball in the office.
- ☒ We have people from 25 different nationalities in the company.
- ☒ Our internal first language is English.

CGI

A photograph of two women in professional business attire. The woman on the right, with blonde hair, is looking towards the left and smiling slightly. The woman on the left, with dark hair, is seen in profile, looking towards the blonde woman. They appear to be in a meeting or discussion. The image is framed by red geometric shapes in the corners.

CONTACT US!

Paid summer internship will take place
24.07-25.08. Applying for projects in Tartu and
Tallinn is opened. Applying period 06.02-14.03.2023
There are a limited number of places
More information:
<https://www.cgi.com/ee/et/suvepraktika>

**CGI Internship - expand your
skills during product development!**



ABOUT US

CGI has grown into the largest player in the Estonian space industry, whose reach extends not only to the e-state, energy and agriculture, but also to the defense industry. The focus is on solving complex problems in cyber security, big data processing and systems integration.

OUR GOALS AND VISION

During the summer internship at CGI Estonia, there is a great opportunity to build a software solution which will actually benefit society. In addition to applying technological skills, you can test yourself in various roles related to software development.

WE ARE LOOKING FOR

We are looking for IT-interested youngsters who have theoretical knowledge or practical development experience. You can get into the summer internship through the application process - first, applications with self-introduction are expected. Candidates must solve a practical task.

WE OFFER

Internship allows you to use ideas and most effective skills, as well as acquire new ones. You will become a valuable member. At CGI Estonia, you will find a supportive team and pleasant working conditions. It is a paid internship under the hands of experts.

SOME FUN FACTS

- ✓ As part of the 2022 summer internship, a prototype for querying citizen data and a spruce bark beetle damage detection application was created.
- ✓ In 2021, the prototype of the E-Citizen mobile application and the prototype of the landscape analysis map application were completed.
- ✓ In 2020, a smart budgeting calculator and a solution for calculating the potential of solar energy were developed.



CONTACT US!

E-mail: career@coolbet.com

Webpage: <https://www.coolbet.com/en/career>

STAY COOL.
BET RESPONSIBLY.



ABOUT US

We are an award-winning lgaming provider, proud of having most of our products built in-house.

Our goal is to offer some entertainment and have fun!

Sharing ideas, taking risks, and ownership is part of our work culture, we have a great multicultural atmosphere and highly skilled people you will love to work with!

OUR GOALS AND VISION

We are a dedicated team, working hard to give the best possible customer experience.

We want to be the first-choice gaming platform for a global audience.

For our employees, we want to offer flexible space where they can and are not afraid to develop and take ownership.

WE ARE LOOKING FOR

We are looking for employees with variously different backgrounds. As we are keeping all of our services in-house, there are a lot of different positions to work at. Specialists in information technology, information security, marketing, finances, business intelligence, and services, we have many positions in these fields!

WE OFFER

Fun environment, with awesome people and a multinational team!

In Coolbet you can learn from and work together with highly experienced professionals.

We have a large degree of independence and no micro-management.

Be ready for flexible working schedules, exciting team events and annual seminars

SOME FUN FACTS

- ☒ Over 40 different nationalities
- ☒ Over 1 million customers
- ☒ Present in 10 different countries
- ☒ Diverse Workplace Label owner

DMT

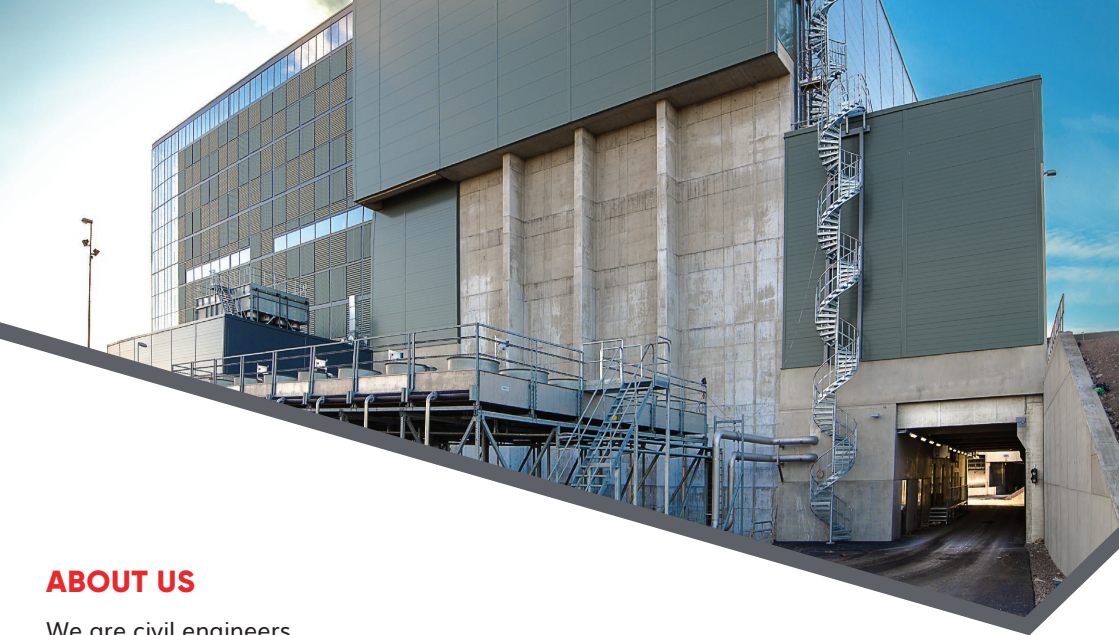
i n s e n e r i d



CONTACT US!

www.dmt.ee

...no dream will remain unfulfilled!



ABOUT US

We are civil engineers.

We model building constructions.

OUR GOALS AND VISION

...no dream will remain unfulfilled!

WE ARE LOOKING FOR

If you relate with the following:

- you are accurate and precise;
- you know what you want;
- it is in your nature to achieve your goals, yet also learn from your mistakes;
- you want to be valued;
- you want to contribute to the progress of yourself and your team;
- you notice and take into consideration other people around you,

then it is YOU whom we are looking for!

WE OFFER

- flexible working hours
- motivating salary
- interesting and challenging projects
- supportive colleagues and inclusive working culture
- structured tutoring;
- personal budget for additional educational trainings
- sports allowance.

SOME FUN FACTS

- ✓ More than half of our engineers started with us during their university studies.
- ✓ The average age of everyone in our company is 34.
- ✓ We have several non-work-related activities. One of the most loved ones is our annual skiing trip.
- ✓ Amongst many others, we have constructed the Uppsala City Government building which in 2022 received the Building of the Year award in Sweden.

WANT TO BECOME AN ENGINEER WITH US?





Eesti Energia



CONTACT US!

Webpage: energia.ee/praktika

E-mail: praktika@energia.ee

**Join us, let's work together
to make the world a cleaner place!**



ABOUT US

We are an international energy company. We provide useful and convenient energy solutions and produce energy in an increasingly environmentally friendly way. Eesti Energia's home market stretches from Finland to Poland.

OUR GOALS AND VISION

As experts in the energy field, we help clients plan their green journey in a personal, flexible manner and implement it with environmentally friendly energy solutions. Electricity production will be carbon-free by 2035 and energy production by 2045.

WE ARE LOOKING FOR

We welcome entrepreneurial and innovative students as well as recent graduates. We value ambition and the will to grow together. We have challenges in IT, engineering and technology, finance, analytics and support services.

WE OFFER

All our trainees can do meaningful work. With us you get personal mentoring, flexible work forms upon agreement and opportunities for self-development. We will involve you in team activities and pay your contribution according to the agreement.

SOME FUN FACTS

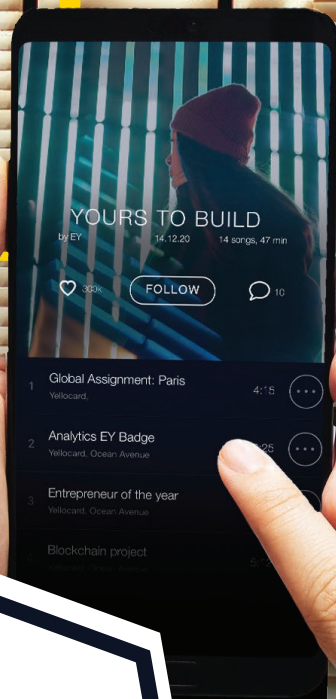
- ✓ More than 80 years of experience in Estonia
- ✓ One of the biggest employers in Estonia – over 5200 energy heroes
- ✓ Leaders in energy innovation in the Baltic Sea region
- ✓ Almost 200 trainees every year
- ✓ On average, every 10th new employee has been our trainee



Building a better
working world

What if you could
personalize your
career like you do
your playlists?

The exceptional EY experience.
It's yours to build.



CONTACT US!

Rävala pst. 4, 10143, Tallinn, Estonia
careers@ee.ey.com
+372 611 4534
www.ey.com

We bring together extraordinary people
like you to create a better working world



The better the question.
The better the answer.
The better the world works.

ABOUT US

EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.

OUR GOALS AND VISION

At EY our purpose - Building a better working world, sets out why we exist as an organization and provides deeper meaning to what we do every day. We are trying to build a better working world not only for our clients and our people, but also at a larger scale - for our communities.

WE ARE LOOKING FOR

At EY we welcome future talents who like to learn new things and want to work with EY team on projects that impact Estonia's development and economy.

We expect students starting in their second year to do internships and to hire university graduates.

WE OFFER

We are investing more time and money than ever before in skills and learning for our people. This includes the first-of-its-kind EY Tech MBA and Sustainability Masters in collaboration with Hult International Business School. Our EY employees can study for free.

SOME FUN FACTS

- ▶ EY has over 300,000 employees in more than 150 countries around the world
- ▶ EY is committed to the education of young people and has partnered with TalTech to establish the EY Academy, where EY experts and specialists share their practical knowledge
- ▶ EY is the largest Auditing company in the Baltics and took third place in the ranking of auditing companies in 2022



CONTACT US!

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Rae vald, Harju maakond, Estonia
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E-mail: info@estanc.ee
Telephone: +372 614 5400

**Your partner in providing
static processequipment for
high impact industries**



ABOUT US

Estandc is process equipment engineering and manufacturing company. We have international experience with large scale projects. Our scope of service includes design, mechanical and process engineering, documentation, delivery and installation. Our product portfolio includes pressure vessels, heat exchangers, scrubbers, chimneys, non-pressure tanks, LNG storage tanks and piping modules.

OUR GOALS AND VISION

Our vision is to be a part of building a sustainable world while creating better lives for everyone. Our mission is to offer process equipment engineering and manufacturing services on the highest level. Our values are PEOPLE PASSION PROCESS PURPOSE.

WE ARE LOOKING FOR

Mechanical engineer, process engineer

WE OFFER

Sports and health promotion opportunities

Role-based autonomy and value-based management.

Possibility to offer added value to world leading industrial companies with world class team.

Flexibility and opportunities to combine family and work life.

Modern facilities and a healthy working environment.

Two additional days of leave per year.

The opportunity to be part of building a sustainable world.

SOME FUN FACTS

- ✓ We have a 550,000 liter rainwater pool for pressure testing. With this, we save more than 1,000,000 liters of drinking water per year.
- ✓ We are the only company in Estonia that supplies to nuclear power and carbon capture projects.
- ✓ The largest manufactured vessel in Estandc's history is a 200-ton, 6-meter-diameter, 40-meter-long feedwater tank.



ETS NORD



CONTACT US!

ETS NORD AS
Peterburi tee 53, 11415 Tallinn
etsnord.com
info@etsnord.ee

Let's move the air together!



ABOUT US

ETS NORD is specialized in the design and production of innovative ventilation solutions. We operate in Finland, Estonia, Sweden and Middle-East. Thanks to our extensive experience, skilled staff and trustworthy partners, we are leading the way in ventilation solution development and production. Our key success factors are high quality, innovation and business growth in new markets.

OUR GOALS AND VISION

We believe that success is driven by continuous development of our staff and organization. With our dedicated team we design and produce energy-efficient ventilation solutions that help to create a healthier indoor climate in a sustainable way.

WE ARE LOOKING FOR

We are looking for bright-eyed, proactive and innovative people. If you have studied engineering, information technology or economics, you are welcome at ETS NORD!

WE OFFER

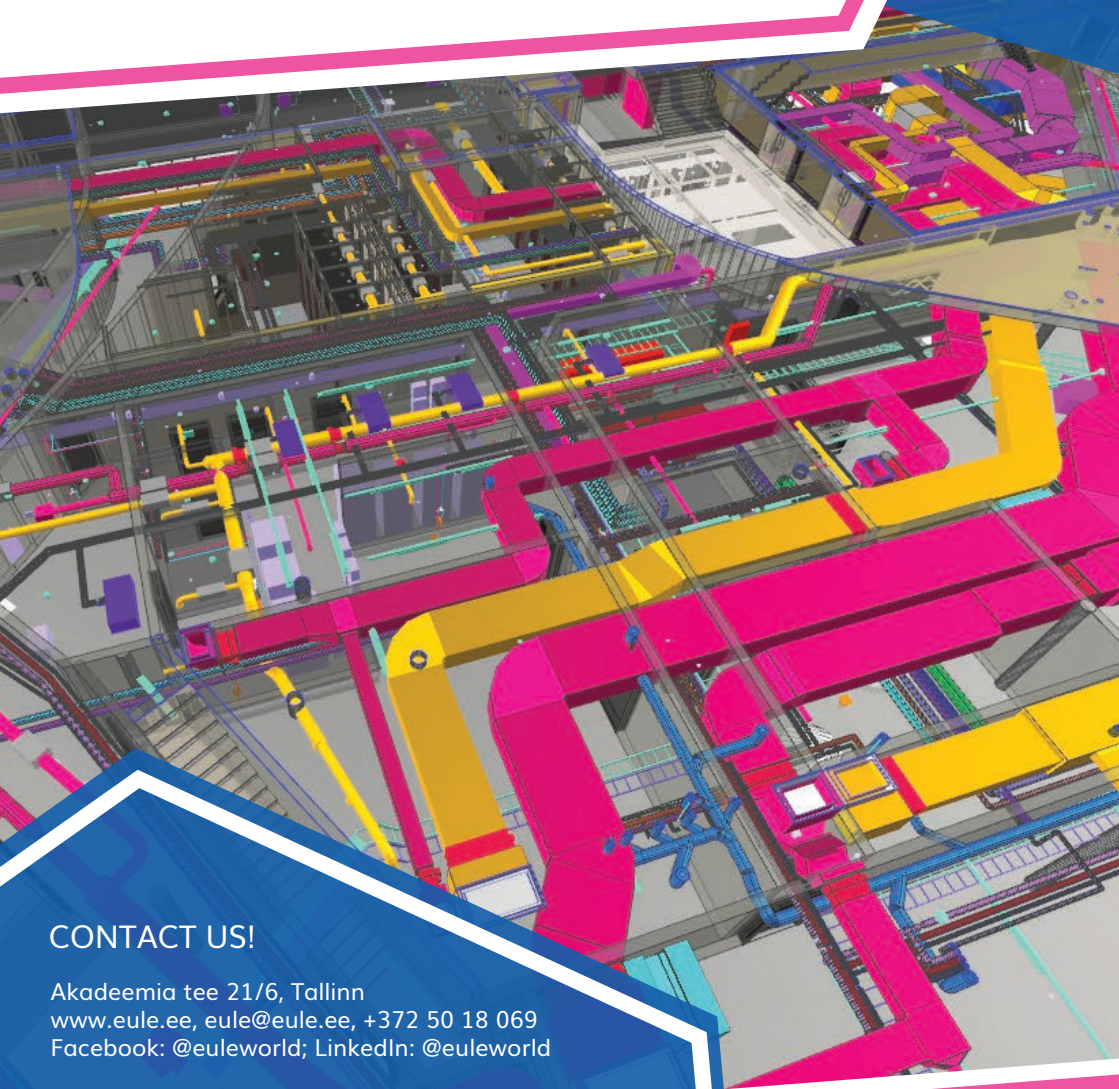
Our employees are our most valuable resource, and we want to develop our staff through good leadership and cooperation. There are over 470 people in our international team. We encourage and value our coworkers and we believe that together we can achieve more. With us, you can become part of a team, which works towards a common goal. We are constantly developing our work environment and provide modern equipment necessary for the job.

ETS NORD has several opportunities for professional development both in Estonia and abroad. Working with different projects and teams offers variety and continuous learning opportunities.

At ETS NORD it's possible to balance your work, family and school life.

SOME FUN FACTS

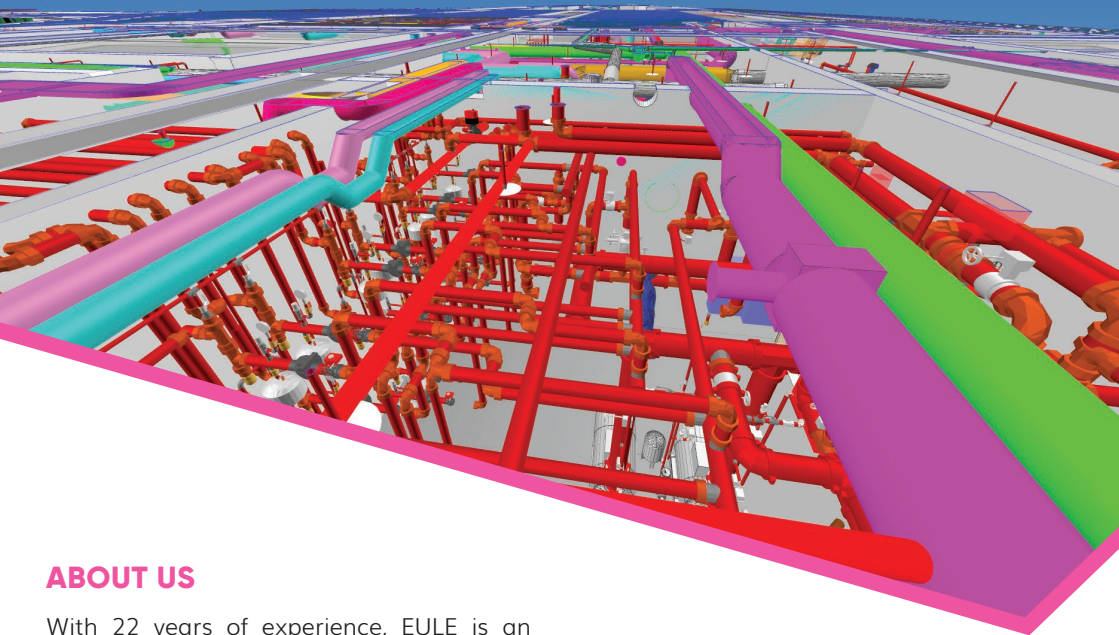
- ✓ We have 25 years of experience in the ventilation industry.
- ✓ During the last year over 145 new employees started working at ETS NORD.
- ✓ ETS NORD recently started to sell its products in Dubai.



CONTACT US!

Akadeemia tee 21/6, Tallinn
www.eule.ee, eule@eule.ee, +372 50 18 069
Facebook: @euleworld; LinkedIn: @euleworld

**Electricity. Automation.
System solutions. BIM.**



ABOUT US

With 22 years of experience, EULE is an expert in electrical and automation system solutions. Systems designed and modeled by EULE are well-thought-out, blend into the environment and work seamlessly together. EULE operates independently of installers.

OUR GOALS AND VISION

EULE's goal is to help create and deploy technologies in making the space around us smarter, safer, more comfortable and environmental friendly. EULE's vision is to be a well-known, preferred and reliable key partner in the Estonian market in its sector by 2025.

WE ARE LOOKING FOR

EULE is looking for energetic, yet stable students, who can manage themselves and have natural interest in the field of electricity, automation and technology in general, and whose eyes start to shine brighter than stars when the topic is designing and BIM-modelling of automation and electrical systems (high and/or low current).

WE OFFER

EULE offers flexible working hours and the possibility to share it between the office, school and remote workplace, a clear career path within the company, which correlates positively with your personal development and pay, and the possibility of doing internships. Since the projects carried out by EULE are challenging, they are balanced by a calm work environment and educational but entertaining activities.

SOME FUN FACTS

- ✓ The scale of the EULE's projects ranges from kindergartens, schools and offices to the objects with highest security levels and complex construction solutions. Among them are, for example, Rail Rail Baltica Ülemiste joint terminal, University Hospital in Tartu, Estonian National Museum, Tallinn TV tower, Patarei Sea Fortress, University of Tallinn and that's not by far all.



CONTACT US!

Address: Tornimäe 5, Tallinn
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E-mail: tlh.hr@gunvorgroup.com
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**Your energy multiplies
with us. Globally.**



ABOUT US

We are one of Estonia's first and the largest service provider for physical tradinghouses, and offer one of the most experienced trading support teams in the world.

Founded in Estonia, in 2000, we are experienced, competent, and professional, and thus successful globally. We know that people are the foundation of everything and form the basis for everything we do.

Gunvor Services moves physical energy worldwide, from where it is sourced and stored to where it is demanded most. We provide shipping logistics and operations, as well as expertise in accounting, compliance, and IT functions.

With us, you can be a part of our success story and have the opportunity to grow—personally and professionally—as we together enact Gunvor's global sustainability agenda. Join us and embrace the future of trading through the Energy Transition.

OUR GOALS AND VISION

Provide world class trading operations (logistics solutions) and support services to our global Group of companies.

WE ARE LOOKING FOR

We are offering full time work as well as internship opportunities in different areas – logistics, economy, IT.

WE OFFER

Self-realization in rapidly growing global company.
Professional development trainings.
Supportive and friendly colleagues.
Good working conditions and modern office in Tallinn city center.
Generous Employee benefits package and plenty of team events.

SOME FUN FACTS

- ✓ We are the world's largest LNG (liquefied natural gas) trader and belong to the world's TOP 5 trading houses based on private capital.
- ✓ Gunvor Group is founded in Estonia and we have around 1700 employees, approximately 230 in Estonia.
- ✓ Headquartered in Geneva, the company is represented in more than 100 countries around the world. Our biggest offices are located in Geneva, Tallinn, Singapore and Houston.

HITACHI

Inspire the Next

 **Hitachi Energy**



CONTACT US!

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Webpage: www.hitachienergy.com
E-mail: johanna.laiv@hitachienergy.com
Telephone: +37256801632

**Advancing a sustainable
energy future for all**



ABOUT US

Hitachi Energy advances the world's energy system to become more sustainable, flexible and secure whilst balancing social, environmental and economic value. We operate in more than 140 countries, with our headquarters in Switzerland, we employ around 40,000 people in 90 countries.

OUR GOALS AND VISION

We offer our customers in the utility, industry and infrastructure sectors with innovative solutions and services across the value chain. Together with customers and partners, we pioneer technology and enable the digital transformation necessary to transition to a carbon-neutral future.

WE ARE LOOKING FOR

We are looking for young people to join the Service Center where we provide financial and supply chain services. In addition, we also welcome those who are interested in engineering in electrical energy. Our range of job offers is wide and you should keep an eye on our career portal.

WE OFFER

We value diversity and differences! We offer a diverse experience with interesting and challenging tasks. The internship is paid and we also offer the opportunity to continue your career at Hitachi Energy. Other benefits include the possibility of a home office, sports compensation, additional winter vacation, flexible working hours and much more.

SOME FUN FACTS

- ☒ Our statistic shows that 80% of our trainees continue their careers at Hitachi Energy.
- ☒ In Baltics we are almost 200 employees.

KUEHNE+NAGEL



CONTACT US!

Address: Lõõtsa 2b, Tallinn

Webpage: <https://ee.kuehne-nagel.com/en/homepage>

E-mail: kn.it.school@kuehne-nagel.com,
tll.hr@kuehne-nagel.com

Inspire. Empower. Deliver.



ABOUT US

At Kuehne+Nagel's Tallinn IT Centre, you play a key role in leading the digital transformation of the logistics industry. We are building IT solutions that touch on everything from vaccine delivery to windmill engines. Be part of the solution for innovating warehouses and other touchpoints along supply chains.

OUR GOALS AND VISION

We shape the world of logistics driving the digital transformation of our industry.

WE ARE LOOKING FOR

We are looking for software engineers, analysts, coaches, DevOps. We have suitable jobs for beginner engineers and also for employees with more experience.

WE OFFER

There are more than 80 000 employees in 1300 offices in over 100 countries. We offer working and development opportunities in a large corporation which is elevating the logistics and supply chain industry. We value the balance between work and private life and contribute into the work hours being as comfortable and productive as possible.

SOME FUN FACTS

- ✓ Our employees really like their colleagues so we have several sports communities and even two bands who meet outside the work hours.
- ✓ Our employees come from 45 different countries from all over the world.
- ✓ Kuehne+Nagel Tallinn IT Service Centre AS supports a Fortune 500 company which is also the world's biggest freight forwarder.

Luminor



CONTACT US!

Address: Tallinn Liivalaia 45

Webpage: <https://luminor.ee/>

E-mail: madis.laanesoo@luminorgroup.com

Telephone: + 372 5194 1585

Busy building a bank!



ABOUT US

The Baltics are a special land, where people share common values, are connected by similar drive and vision. People like this deserve their own bank that is like the Baltics themselves – dynamic, agile, and forward-looking.

OUR GOALS AND VISION

Curious - Curiosity drives the change for better tomorrow.

Collaborative - We praise teamwork and value team targets above individual ones.

Focus - With a clear purpose, we are empowered to take initiative and act.

WE ARE LOOKING FOR

We are looking for people in the fields of IT, data, legal, human resources and marketing for our bank, this is a small part of the positions we have to offer. In March, our Illuminate program will start, which gives you the opportunity to do internship at Luminor.

WE OFFER

Being part of an outstanding team at Luminor means working together. With great people who are among top talent in their field and who value. Challenging work together with good humor and having fun.

SOME FUN FACTS

- ☑ Luminor is a pan-Baltic bank, our head offices are in Tallinn, Riga, Vilnius
- ☑ Motivating rewards and benefits package: health insurance, additional week of vacation, training budget etc.
- ☑ Professional growth & development opportunities. Average hours spent per year on development for an employee at Luminor – 20h



MILREM ROBOTICS



CONTACT US!

Address: Betooni 1, 13619 Tallinn

Webpage: www.milrem.com

E-mail: careers@milrem.com

Telephone: +372 662 0865

Innovative robotic solutions for challenging environments



ABOUT US

Milrem Robotics is the European leading developer of robotics and autonomous systems. Our robotic systems help soldiers on the battlefield, firefighters during fires and industries in increasing efficiency. We help the defence forces create concepts for the best implementation of robotic systems, offer engineering services, technical consultations and prototyping.

In short: we develop awesome things every month, every week, every day.

OUR GOALS AND VISION

To be a global innovation leader of autonomous systems and the largest provider of defence robotic ground systems in Europe.

WE ARE LOOKING FOR

Mechanics, mechatronics and software engineers, project managers

WE OFFER

Opportunities to implement your thoughts and ideas with a dedicated and innovative team.

Opportunities for self-development in an ambitious company.

Opportunities to participate in exciting international projects in cooperation with world-leading technology companies.

Opportunities to contribute to shaping the future of robotics.

SOME FUN FACTS

- ✓ Milrem Robotics started as a subsidiary of the bus company SEBE, which offered lifecycle management to the Estonian Defense Forces.
- ✓ By today the company has grown into Europe's leading developer of robotics and autonomous systems.
- ✓ The company's products and services have been sold to 16 countries, eight of which are NATO members.

Nordea



CONTACT US!

Address: Valukoja 8/1, Tallinn 11415

Lõõtsa 1a, Tallinn 11415

Webpage: joinnordeaestonia.ee

nordea.com/estonia

E-mail: joinestonia@nordea.com

Grow. Dream. Make it happen



ABOUT US

We are the largest bank in the Nordics. Sustainable choices and ethical banking are our core purpose. You are welcome to join our dynamic and multicultural team and grow with us. Nordea is your gateway to banking and growth!

OUR GOALS AND VISION

Our purpose and values link our daily efforts to help our customers fulfil their dreams and aspirations and our commitment to work for a greater good and be a sustainable part of the societies in which we operate.

WE ARE LOOKING FOR

We are searching for the future talents of banking. Students looking to kickstart their career or jump into the world of banking - we offer a variety of work possibilities. Our main working language is English.

WE OFFER

We provide sport benefits, private health insurance, additional wellbeing days, social and team events, additional one week winter holiday, hybrid work model. We promote internal careers, development opportunities and training courses.

SOME FUN FACTS

- ✓ We have 49 nationalities
- ✓ We promote giving back to the society, by enabling our employees to do volunteering work. In 2022, around 8000h of volunteer work was done by Nordea employees
- ✓ Nordea grows fast, we are over 1000 employees in Estonia and about 30000 employees worldwide.



CONTACT US!

Address: Toompuiestee 35, Tallinn
Webpage: www.nordecon.com
E-mail: cv@nordecon.com
Telephone: +372 615 4400

**Come and write your name among
the authors of the great objects!**



ABOUT US

Nordecon is one of the largest construction groups in Estonia. Complex and exciting objects are our strength. We handle general contracting of various buildings and infrastructures. We are one of the most modern construction companies in Estonia by using digital solutions.

OUR GOALS AND VISION

We create a healthy living environment with modern solutions.

WE ARE LOOKING FOR

We are looking for you, if you want to be part of the evolving construction sector and work in an innovative environment. You can come to the internship both for work on the construction site and for pre-construction.

WE OFFER

Interesting and versatile work in a modern team.

Good learning and development opportunities in the construction sector.

Paid internship program.

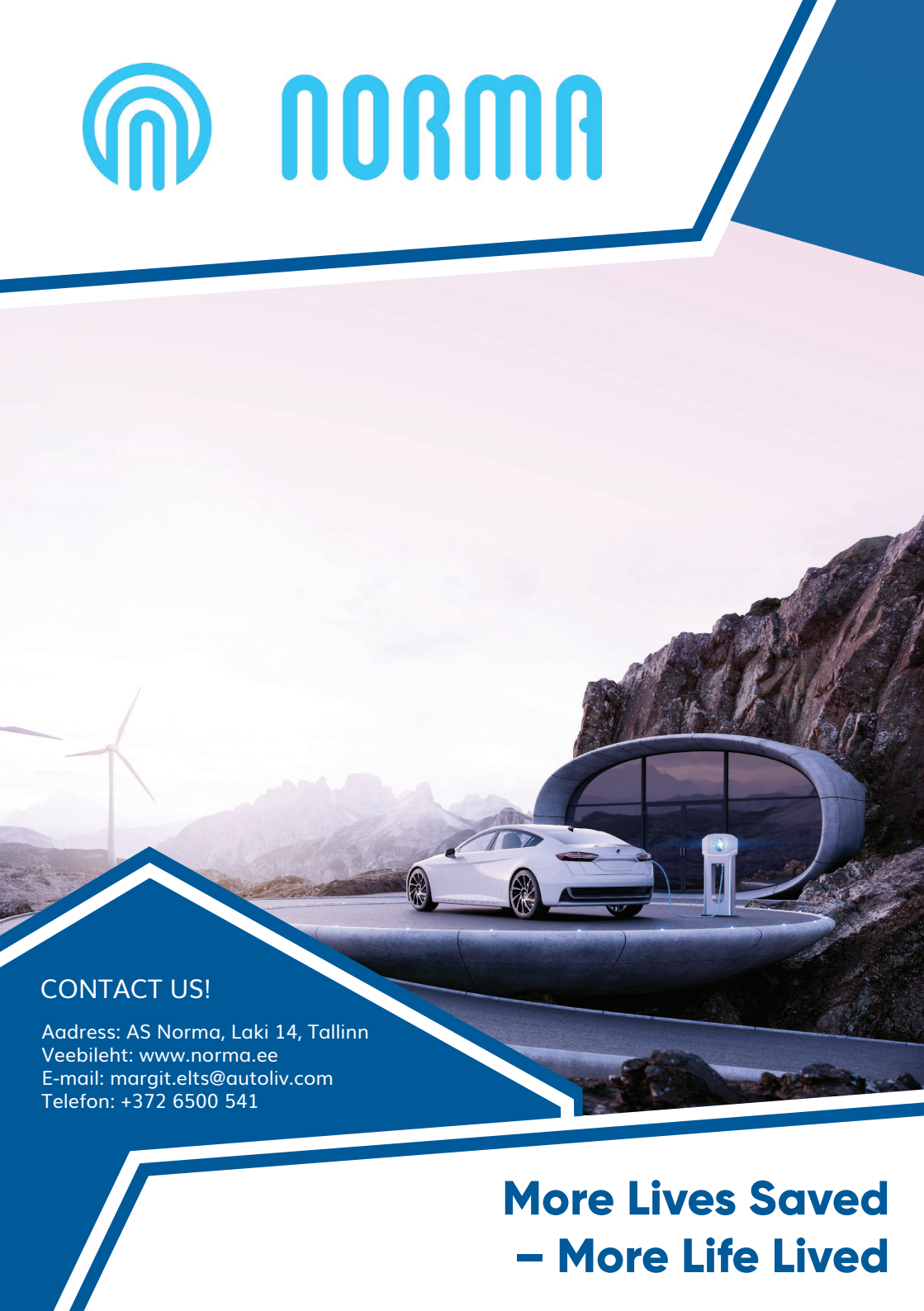
Flexible working hours (part-time work possible).

SOME FUN FACTS

- ✓ Nordecon is the most attractive employer in Estonia among technology students
- ✓ Each trainee can experiment with 3D modeling
- ✓ We build complex objects all over Estonia



NORMA



CONTACT US!

Address: AS Norma, Laki 14, Tallinn

Veebileht: www.norma.ee

E-mail: margit.elts@autoliv.com

Telefon: +372 6500 541

**More Lives Saved
– More Life Lived**



ABOUT US

Norma manufactures car safety system components and is part of the Autoliv group, the end clients of which are well-known car manufacturers from all over the world (VW, Porsche, Audi, Ford, Volvo).

OUR GOALS AND VISION

Our vision is to save more lives and prevent serious injuries.

Our mission is to provide world-class life-saving solutions for mobility and society.

Our behaviors are:

Take responsibility - it all starts with me.

Add value - I make sure that my clients share in the value I create.

Collaborate - I demonstrate a willingness to collaborate by seeking and offering support.

Simplify the Complicated - I keep things focused and simple.

Be curious - I'm looking for the best ways to do things.

WE ARE LOOKING FOR

Technically and intellectually savvy engineers who are ready to keep up with new technical and technological solutions in today's fast-changing world in order to test, develop and touch the limits of human creativity and technical capabilities together.

WE OFFER

Uncompetitively, the most comprehensive fleet of metalworking machines and the possibility of working with these processes, which is one of the most unique technological opportunities in Europe.

An accompanying professional team of specialists in their field.

Opportunity to make a career within the company.

A company with a stable and long history.

SOME FUN FACTS

- ✓ To stay competitive on the world market, we invest millions into new cutting-edge technology every year.
- ✓ Our new NiCr3 line is the first approved (EU REACH directive) line in Europe created for the automotive industry
- ✓ Our development work and production reaches every part of the world and to such top players as (Porsche, Audi, Ford, Volvo, etc.).
- ✓ More than 130 years of operation have brought a lot of experience to this house, traditions and possibilities, where the limits of achievement are limited only by yourself in the world of thought.

Postimees

— GRUPP —



CONTACT US!

Address: Tartu mnt 80, Tallinn

Webpage: www.postimeesgrupp.ee

E-mail: cv@postimeesgrupp.ee

**Join the largest media
group in the Baltics!**



ABOUT US

Postimees Grupp is a media company with a unique combination. We own both historically strong and young aspiring brands, which enables us to offer diverse career opportunities in different fields.

OUR GOALS AND VISION

We are the largest and most reliable media group in the Baltic States.

WE ARE LOOKING FOR

We offer work and internship opportunities in online media, print media, television, radio, as well as in sales, IT, marketing, digital development, etc. We are looking for creative, courageous and passionate people to join our team, who do their work professionally, responsibly and reliably.

WE OFFER

Our employees value our scale and status. We are in constant development, which creates an exciting balance between change and tradition. This is how we work together in a creative and innovative environment, being ambitious and courageous in our undertakings. We celebrate victories together, recognize employees and have a good time at joint events. We respect sports and healthy lifestyles.

SOME FUN FACTS

- ✓ Our oldest brand Postimees is 165 years old.
- ✓ We are the only media group in Estonia that has outlets in the form of print media, online media, radio and television.
- ✓ We are the first media company in Estonia to test the four-day working week.
- ✓ What does Raju Friday mean in our company? Join us and find out!



CONTACT US!

Address: Tatari 1, Tallinn

Webpage: www.pwc.ee

E-mail: ee_info@pwc.com

Telephone: +372 6141 800

Be a part of The New Equation



ABOUT US

We are truly global: PwC network spans over 152 countries and includes more than 328 thousand employees. This means that there are literally no limits or borders to your development - you might soon be working in New Zealand or Portugal, participate in a training in Berlin or cooperate with a team of members from 10 different countries around the world!

For us the future is already here - robots and AI are a part of our team, as there are over 2,000 AI specialists in PwC globally. We believe that teamwork is the foundation of everything - there are no solo players here as we are convinced that there is a huge potential in the team.

In addition, we all have our own career coaches under whose guidance we are sure to find our unique superpowers. :)

We combine people's ingenuity, experience and technological innovation to achieve lasting results and build trust in society.

OUR GOALS AND VISION

To build trust in society and solve important problems.

WE ARE LOOKING FOR

We are welcoming all economics/business administration and business-IT students but also everyone else interested in pursuing their career in the finance and business consulting world.

We are looking for awesome teammates with whom to reach new heights!

WE OFFER

Accelerated development through challenging projects, an global network of experts and international training programs, motivated youthful team and a personal career coach, really cool events, health-centered benefit package and flexible working arrangements, socially responsible employer who values diversity and inclusion.

SOME FUN FACTS

- ✓ Every month we have at least one awesome joint event, ranging from going to the movies to a joint cooking class to Office Olympics!
- ✓ We have over 300 thousand colleagues around the world - just a quick chat away!
- ✓ In 2022 we moved to a new, even more modern office right in the heart of the city - but you will decide where you prefer to work!

SCANFIL

A photograph of two workers, a man and a woman, in a factory or laboratory setting. They are both wearing white lab coats and are focused on working on a circuit board. The man is in the foreground, looking down at his work. The woman is slightly behind him, also looking down. They are using a soldering iron and other tools. The background is blurred, showing industrial equipment and lights. The image is framed by a dark blue geometric shape in the top right corner.

CONTACT US!

Address: Vana- Sauga 40, Pärnu.

Webpage: <https://www.scanfil.com/>,
<https://careers.scanfil.com/>

E-mail: scanfil@scanfil.ee

Moved by technology



ABOUT US

If you want to put high-rise elevators, energy mills in wind farms and propellers of ocean liners to move, then Scanfil is for you.

For the technology that improves the environment, can give life only the team where everyone works, where each work is evaluated and where everyone is important.

We are an international team from Pärnu to Stockholm, From Malmö to Suzhou. Engineers, production workers, trainees. You have a secure job in our team and income in a rapidly developing and changing world.

Scanfil's demanding and fast-paced work culture ensures yours development, the best opportunities to use yours strengths and grow with the ambitions of international customers.

We focus and achieve together, support and share together, we exceed our own and the customer's expectations together, we recognize and celebrate together. Together we are brave, varied and experienced professionals.

OUR GOALS AND VISION

Scanfil vision- Your Trusted Partner.

WE ARE LOOKING FOR

We are looking for engineers to join our team who are interested in developing their skills and knowledge in various production processes and helping to provide our customers with high-quality products.

WE OFFER

Scanfil OÜ offers its employees the necessary training and opportunities for self-realization and development in a large international company.

We stand up for your health by organizing health checks and offering sports opportunities in Tervise Paradiisi or Tervise Spa and a health day. We offer the service of a work psychologist.

Congratulating employees on birthdays and work anniversaries, seniority bonus, recruitment bonus.

S|E|B



CONTACT US!

Address: Tornimäe 2, Tallinn

Webpage: www.seb.ee

E-mail: praktika@seb.ee

**People at the core
of everything we do**



ABOUT US

SEB will help you to achieve the goals that are the most important for you. We have strong belief that entrepreneurial minds and innovative companies create a better world. Our daily efforts are meant for you to achieve even the most ambitious goals.

OUR GOALS AND VISION

We exist to positively shape the future with responsible advice and capital. Today and for generations to come.

WE ARE LOOKING FOR

We often search for bright young people to take innovative and creative steps to support the growth of Estonian banking. If you are enthusiastic about working on real business projects and making your Youth LAB summer spectacular, join the SEB team.

WE OFFER

You will have the opportunity to work in an international, modern and flexible environment and get a solid career start and professional community. You can have the longest career horizons and climb towards the area/topics that really interests you.

SOME FUN FACTS

- ✓ In 2022 the SEB Diverse Workplace Label was prolonged.
- ✓ 502 students applied to Youth LAB in 2022; 34 interns started the program and ca 50% continued working at SEB after the Youth LAB ended.
- ✓ The first sustainable bank card idea in Estonia #maisic was proposed to SEB by Youth LAB 2019 interns.

Swedbank



CONTACT US!

Address: Harju maakond, Tallinn,
Liivalaia tn 8, 15040

Webpage: www.swedbank.ee/kickstart

Kick start your career at Swedbank!



ABOUT US

Swedbank is the largest bank in Estonia as it has more than 850,000 private and 130,000 business customers. We offer a wide selection of financial services, including accounts, mortgages, insurances, credit cards, loans, pensions and investments, both for private customers and companies.

OUR GOALS AND VISION

Our goal is to help people and companies keep their finances in order over the long term. We follow three guiding values in all our activities: we are open, simple and caring.

WE ARE LOOKING FOR

There are over 2500 people working at Swedbank, each of us different. But we are all connected by a shared work environment, regardless of whether we work in the office or at our home office. If you are driven by helping people, businesses and society to grow, then we have something in common.

WE OFFER

Our culture is based on trust, respect and sustainability, where your voice is heard. We support continuous development, motivate you to lead your career and find challenges that inspire you. In addition, we offer different benefits ranging from health insurance to additional vacation days.

SOME FUN FACTS

- ☑ There are over 360 different job positions in Swedbank.
- ☑ The most popular job position is Software Engineer.
- ☑ Our CEO started his journey in Swedbank as a trainee.

VERSTON

SÜDAMEST RAJATUD TEED



CONTACT US!

Address: Sepise 7, Tallinn
Webpage: www.verston.ee
E-mail: praktika@verston.ee; cv@verston.ee
Telephone: 5399 7207

**We pave the road
to a greener future**





ABOUT US

Our core business is road construction and maintenance. We also produce road construction materials and asphalt concrete mixtures, and install asphalt. We are ambitious and green-minded, participate in innovation, and place emphasis on high quality and teamwork.

OUR GOALS AND VISION

Our vision is to be the greenest infrastructure company in the world. Our goal is to improve lives through long-lasting and environment friendly infrastructure. By acting and working wisely, sustainably and with heart, we want to become the leader of the road construction industry in our region.

WE ARE LOOKING FOR

People are at the heart of our business. To join our team you must have passion for road works, courage to take responsibility and accept challenges, and ambition to become the best. We welcome interns in all fields of business, as well as site managers, project managers, and road workers.

WE OFFER

At Verston, you will find a thorough and well-paid internship program, exciting projects, and a top-notch support team. You will learn a lot, grow as an individual, and kick off your career.

SOME FUN FACTS

- ✓ Verston was founded in 2010 by two men from Paide, today we employ 350 people.
- ✓ Verston continued to grow also in 2022, when the construction world was hit by a number of challenges.
- ✓ In 2022, the Rakvere-Rannapungerja road section built by Verston was awarded the title of the smoothest road in Estonia. The same title was awarded to Verston for another project the year before.
- ✓ Verston is the head sponsor of the FC Paide Linnameeskond.
- ✓ Verston promotes innovation of construction industry and participates in applied research projects.

The background of the entire page is a dense, blue-tinted collage of numerous small, square photographs of people from various ethnicities and ages, representing global diversity.

Be without
borders.

CONTACT US!

Address: Wise, Veerenni 24, 10135 Tallinn
Webpage: <https://wise.com/>
E-mail: earlycareers@wise.com

A cluster of white balloons with various blue currency symbols (Dollar \$, Euro €, Pound £, Yen ¥, and Euro cent symbols) floating in the air. In the background, a crowd of people is visible, and a person in a red jacket is standing in the foreground near the balloons.

Money without borders!



ABOUT US

Wise is a global technology company building the best way to move money around the world.

Whether sending money to another country, spending money abroad, or making and receiving international business payments, Wise is on a mission to make people's life easier and save them money.

15 million people and businesses use Wise, which processes over £9 billion in cross-border transactions every month, saving customers over £1 billion a year.

OUR GOALS AND VISION

1. This is not just a job, we are a revolution!
2. We get it done!
3. Customers > team > ego
4. No drama. Good karma.

WE ARE LOOKING FOR

At Wise we are looking for people who follow our passion. We're on a mission: to make money without borders the new norm. Help us take Wise to the next level as we scale to impact millions more customers.

We're people without borders — without judgement or prejudice, too. We want to work with the best people, no matter their background. So if you're passionate about learning new things and keen to join our mission, you'll fit right in.

If you want to find out more about what it's like to work at Wise visit [Wise.Jobs](https://wise.jobs).

WE OFFER

Choose your path to impact. We believe people do great things when they can act autonomously. So, instead of being told what to do, you'll work with your team to create a vision of your own. You can always gather feedback from smart, curious people across Wise, but you'll have the freedom to make your own calls

Be flexible in how and where you work. We understand everyone needs a little something different – so we'll do our best to make it happen

Travel to work with our teams in different locations. You'll also meet various partners and organisations when needed

-Experience working in one of the fastest growing European FinTechs

-Fun offices with social activities, with lots of team activities

SOME FUN FACTS

- ✓ 4,300+ people work at Wise - from 110+ nationalities in 17 countries
- ✓ 66% customers find us via Word of Mouth
- ✓ #2 Winner of 'Most attractive employer to work for' voted by experienced professionals in Estonia 2022, Instar

VÕTI TULEVIKKU 2023 PARTNERS



PRIMULATOR

CVKESKUS.ee



TAL
TECH

WRITE YOUR **THOUGHTS** HERE AND
SOLVE THE SUDOKU!

			8	1	5			
	5						7	6
	3		2					
							9	8
2				5				
4	7	3			2			
	8	1	3			4		2
		4				1		9
		5		2	4			



ENGINEAATOR

Form a team and participate in the nationwide **engineering competition!**

The grand prize is **1000** euros, as well as the opportunity to study at **TalTech!**

For further information, please visit **enginaator.ee**



TAL TECH

6 STEPS TO

plan

your future.



1. Know yourself

What do you like to do? What are your strengths? What kind of future do you dream about, what is important to you?



2. Think and analyse

What skills do you wish to develop? What do you want to know more about?



3. Map your preferences

What kind of sectors and occupations are you interested in? Why?



6. Act

How can I apply for university or job? Who can help me to prepare?



5. Decide

What is your first choice? What is your plan B? Discuss with people who know you the best and whom you can trust.



4. Explore further

Look for information about your preferences. Put down pros and cons. Participate in job shadowing or internship.

Tudengimaja

75 BIGBANK AS
50 birkle IT
79 Comatec
72 CV Keskus
55 CYBERNETICA
59 EAS | Work in Estonia
52 ELISA
77 Entain
43 ePPC Digital
61 ERNST & YOUNG BALTIC AS
57 ETS NORD AS
56 HEISI IT OÜ
58 Inbank AS
51 Kõu Mobility Group OÜ
46, 47 LHV Pank
76 Malwarebytes
63 MANPOWER OÜ
67 MARU BETOONITÖÖD
48, 49 Nordea Bank Abp
64 Orkla Eesti AS
68, 69 PricewaterhouseCoopers
54 Rail Baltic Estonia OÜ
73, 74 Registre ja Infosüsteemide Keskus

53 Ridango AS
82 Ruukki Products AS
80 SCORO
78 SEB
62 Southwestern Advantage
81 STUDIOWORKS
70, 71 Tele2
44 Telia
45 TREV-2 GRUPP
65, 66 Utilitas
60 UUS MAA KINNISVARABÜROO

Aula

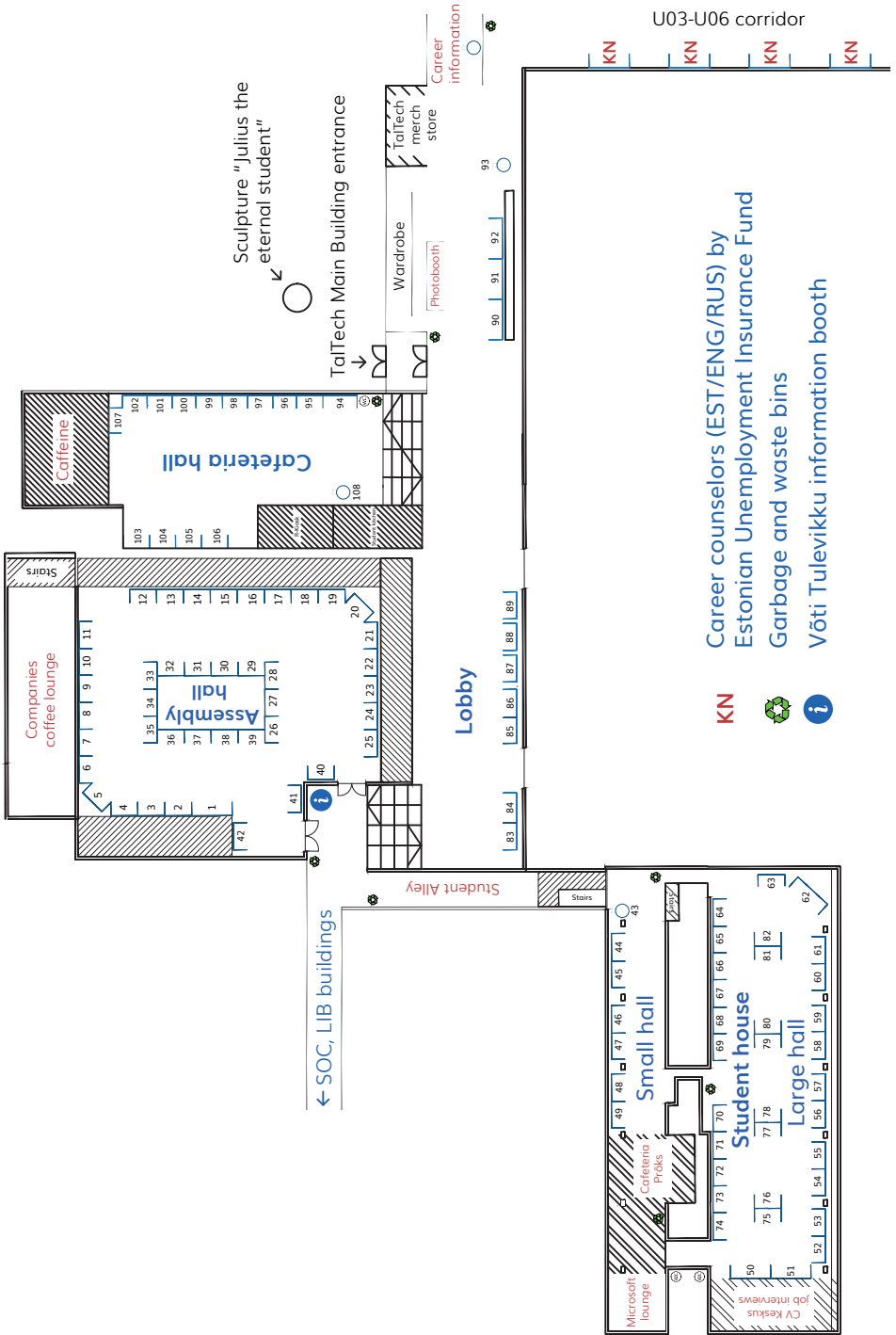
21 AFRY Estonia
38 BLRT Grupp AS
41 CGI Eesti
37 DMT Insenerid
1 Eesti Energia
4 EESTI RAUDTEE
2 ELERING AS
30 ESTANC
36 EULE.EE
39 Favourite
18, 19 Fermi Energia AS
8 Finantsinspeksioon
29 FINESTMEDIA AS
25 Fujitsu Estonia
31, 32 GUNVOR SERVICES AS
10 HANZA Mechanics
42 Harju Elekter
20 Helmes
17 Hitachi Energy
16 INSERO OÜ
34, 35 JELD-WEN
14 Keskkonnaagentuur
7 Lennuiklusteeninduse AS
12 Luminor Pank
40 NORDECON
3 NORMA AS
15 Postimees Grupp
11 Repligen Estonia OÜ
5 Siseministeeriumi infotehnoloogia- ja arenduskeskus (SMIT)
23, 24 Swedbank
33 Tallinna Vesi
28 Thread Systems
9 TIETOEVRY
13 TNG Technology Consulting GmbH
22 tuum
26, 27 VKG
6 Wise

Kohvikusaal

103, 104 ABB
108 Baltic American Freedom Foundation
94 Bonava Eesti OÜ
98 COOLBET
107 Gofaizen & Sherle
99 HURTIGRUTEN ESTONIA
106 JOBLING
100 JOT Automation
102 Kaitsepolitseiamet
95, 96 KPMG Baltics OÜ
97 MAGNETIC MRO AS
101 Politsei- ja Piirivalveamet
105 Riigi Infosüsteemi Amet

Fuajee

88 ADVEN
83 AQ Lasertool
92 ERGO
85, 86 ERICSSON EESTI AS
84 Kuehne+Nagel IT Service Centre AS
87 Milrem Robotics
90 Playtech Estonia OÜ
91 Scanfil OÜ
93 TalTech
89 Verston OÜ



Career counselors (EST/ENG/RUS) by
Estonian Unemployment Insurance Fund
Garbage and waste bins
Võti Tulevikku information booth

Come and
invest into
your **future**
together with us

VÕTI  TULEVIKKU

 Võti Tulevikku

 votitulevikku

 Võti Tulevikku

 Võti Tulevikku Podcast

 Ehitajate tee 5, STU-303

 www.vt.ee/en

 meeskond@vt.ee