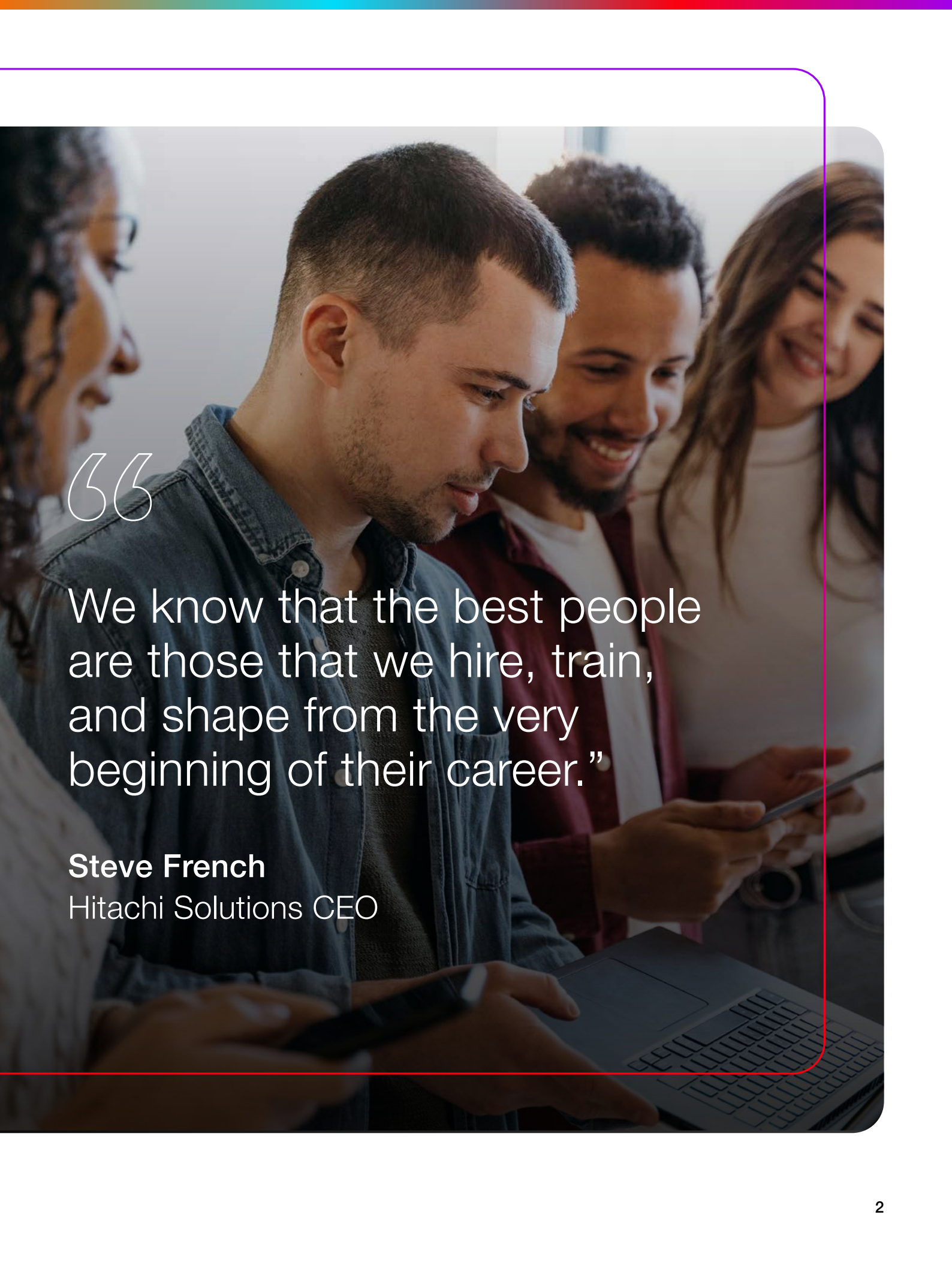GEN
H

# Gen H
## Internship Programme

Nurturing the next generation of talent

GENERATION HITACHI

# "

We know that the best people are those that we hire, train, and shape from the very beginning of their career."

**Steve French**
Hitachi Solutions CEO

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# About Hitachi Solutions

Hitachi Solutions is a global consulting company that delivers business transformation built around the best sustainable practices and robust methodologies, enabled by the Microsoft Cloud.

As one of the largest global Microsoft partners, and as part of the global Hitachi Group, we have nearly 1000 employees in Europe alone across our core branches in the UK, France, Germany, Portugal, and Bulgaria.

Our key products and services are Microsoft Dynamics 365 Finance and Operations, Microsoft Dynamics 365 Customer Engagement, Microsoft Power Apps, Ecommerce, IoT (Internet of Things), AI, Microsoft Azure, Microsoft PowerBI, Custom Development, and integrations.

Harmony, sincerity, and a pioneering spirit are traditional Japanese values that represent everything we do at Hitachi.

These core values are shared by our teams across the globe. Everyone understands that respect must be shown to be earned, that our reputation is founded on how we go about our business, and that only by leading with ambition will we succeed in inspiring the world.

For more information you can visit our website **www.hitachi-solutions.co.uk**

# Why we're launching Gen H

Our commitment to Social Sustainability, is part of our wider ESG (Environmental, Social and Governance) Strategy and is something we take great pride in.
We have bold ambitions to impact core areas across many key social and environmental areas including contributing to a decarbonised society through our Net Zero ambitions and supporting our voluntary and community sector through staff fundraising, volunteering and pro-bono projects.

Our Gen H Internship Programme supports another key ambition, to help tackle economic inequality, and is aimed at providing people without further education an opportunity to experience life in the technology sector.

## Unlocking Potential

This programme is all about finding and nurturing talent that could otherwise go unnoticed. By providing valuable opportunities to individuals to help develop their skills, they gain hands-on experience in the tech industry whilst building a strong foundation for their future. At the same time, we benefit from fresh perspectives and unique insights, helping us become a more inclusive and accessible company, ultimately enriching our workplace and the tech industry as a whole.

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There are many reasons why someone may not have progressed into further education, and it's important to remember this isn't always within an individual's control. Key factors such as cost, financial stability, family and social expectations, historic traditions, and community norms can all play a role.

By offering this internship, we aim to level the playing field and provide a chance for talented individuals to break through barriers and achieve their potential. This commitment to social mobility is at the heart of our Gen H Internship program and I can't wait to welcome our first cohort. We have lots to learn from each other."

**Christina Mackay**
Head of ESG and Social Value

# About Gen H

Gen H is our commitment to redefining what talent means, recognising that potential and capability extend far beyond traditional academic qualifications.

The Gen H internship is a **paid, two-week placement** designed to **support individuals without formal higher education** as they explore opportunities in the technology industry and gain insight into life within a global consultancy.

The programme is built around four key elements.

## Introduction to Hitachi Solutions

Participants will engage in sessions covering all things Hitachi Solutions, providing a comprehensive overview of our business. These sessions span multiple departments – Human Resources, Corporate Social Responsibility, and Project Management – broadening perspectives on the diverse pathways available within the tech sector.

## Microsoft Partnership

As one of Microsoft's Inner Circle Gold partners, we offer an exclusive, interactive session delivered by Microsoft experts exploring cutting-edge low/no-code and pro-code Artificial Intelligence (AI) technology. Participants will gain an invaluable insight into one of the most in-demand topics in tech currently.

## Transferable Soft Skills Development

Over two full days, participants will develop core skills essential for any career. One day will focus on User-Centred Design (UCD), while the other will cover consulting skills, with hands-on activities designed to enhance problem-solving, teamwork, and presentation abilities.

## Hosting Department

Each 'Gen H' programme will be hosted by a different department within Hitachi Solutions, allowing participants to explore different roles within the industry. Future programmes may be hosted by Dynamics CE, Azure Cloud,and Change, Adoption, and Learning (CAL).
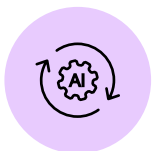
# Data and Analytics Cohort

Step into the dynamic world of data, analytics and AI. Over our immersive two-week programme, you'll engage in specialised training, collaborate on real-world scenarios, and develop both your technical and professional skills - empowering your career and everyday life!

**Foundations of Data and Analytics –** Data is everywhere – from social media posts to stock market trends. In this section you'll master the fundamentals of data analytics, while preparing for the Microsoft DP-900 certification:

- **Grasp Core Concepts –** Understand how data is organised, stored and processed, and see how these principles are applied to solve real-world challenges for our clients.

- **Hands-on with Azure –** Learn how Microsoft Azure manages data at scale by creating and configuring cloud resources for large datasets.

- **Power-BI Visualisation –** Gain practical experience turning raw data into interactive dashboards and reports, enabling intelligent, data-driven decision-making.

- **Microsoft DP-900 –** Learn the essential data concepts and practical applications outlined in the DP-900 syllabus, setting you up for exam success.

**Exploring Artificial Intelligence (AI) with Microsoft –** Artificial intelligence is reshaping industries worldwide. In this exclusive session, Microsoft experts will break down AI into approachable segments:

- **No/Low code AI using CoPilot Studio –** Build your very own AI-powered assistant with user-friendly, low-code tools.

- **Pro code AI with AI Foundry –** Explore advanced AI models, and dive into groundbreaking technologies like image recognition and sentiment analysis.

**Professional Skills Development –** Technical expertise is only part of the equation. The ability to communicate, collaborate and creatively solve problems can make all of the difference in your career.

- **Consulting Skills –** Tackle complex challenges, devise strategic solutions and present your ideas with confidence.

- **User-Centred Design (UCD) –** Learn how to create products and services that truly meet user needs, fostering empathy and innovation.

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**Real-world scenarios –** Put your new skills into action by working in teams to tackle a real-world business challenge:

- **Project Challenge –** Using the analytics techniques you've learnt, work in teams to solve a data-driven problem.

- **Mentorship –** Collaborate closely with experienced professionals who guide your growth and provide feedback on both technical and soft skills.

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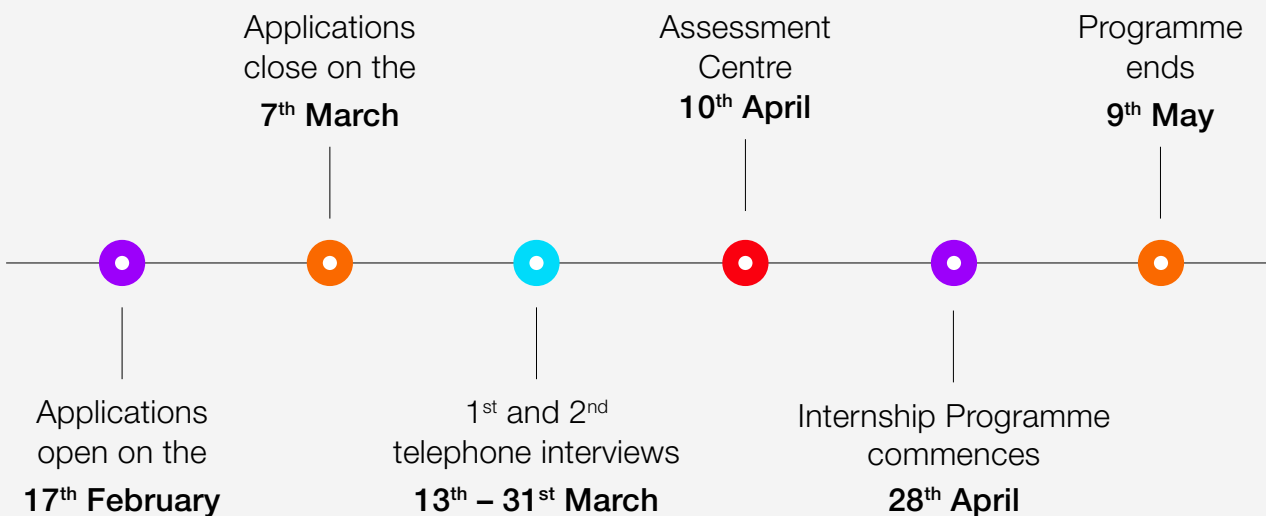**Final presentations –** Conclude your journey by presenting your project outcomes to our panel of experts:

- **Showcase your Expertise –** Share your analytical findings and innovative solutions with pride.

- **Constructive Feedback –** Receive valuable insights from industry professionals to propel your ongoing professional growth.

# Indicative Programme Schedule

## Two Week Schedule

| | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY |
|---|---|---|---|---|---|
| Hitachi Solutions Training | Office | | | | |
| Consulting Training | | Office | | | |
| Hitachi Solutions Training | | | Office | | |
| Consulting Training | | | | Hybrid | |
| D&A Training | | | | | Hybrid |
| D&A Training | Hybrid | | | | |
| D&A Training | | Hybrid | | | |
| D&A Training | | | Office | | |
| Microsoft Technical Training | | | | Office | |
| Final Presentation | | | | | Office |

## Key Dates

Applications open on the **17th February**

Applications close on the **7th March**

1st and 2nd telephone interviews **13th – 31st March**

Assessment Centre **10th April**

Internship Programme commences **28th April**

Programme ends **9th May**

# Benefits and Exclusions

- Salary: £26,000 pro rata (2 weeks)

- 1 day paid leave in addition

- Lunch provided during office days

- Welcome to Hitachi Solutions pack

- Fully funded exam voucher (valid for 12 months), to achieve the DP-900 certification

- Gain insight into a global technology consultancy

- Learn about cutting edge technology

- Develop both technical and soft skills

- Experience a hybrid approach to working

- Engage with professionals across our European sites

- Learn directly from Microsoft experts during our dedicated AI workshop session

## Considerations and Exclusions

Whilst we have organised a hybrid approach, you are welcome to use the office for the entire programme if this suits you better. Please note lunch is only provided on the scheduled office days.

# Ideal Candidate Persona Description

### 👍 Mindset & Attitude

**Curiosity & Initiative**

- You enjoy exploring new ideas, asking questions and experimenting with solutions.
- You're proactive, looking for ways to learn and improve – even if you haven't had formal training.

**Openness to Feedback & Growth**

- You recognise that no one starts as an expert and see feedback as a chance to grow.
- You're excited to step outside your comfort zone, try new things and adapt along the way.

### ⚙️ Interests & Technical Enthusiasm

**Curiosity about Tech, Data, & Analytics**

- You might have dabbled in Excel, SQL, or data visualisation – or you simply enjoy maths, technology or problem-solving.

**Desire to Learn Emerging Tools**

- You're interested in AI, modern analytics platforms and the future of technology.
- You appreciate the power of visuals in story telling and want to communicate insights effectively.

## Communication & Collaboration

### Willingness to Communicate

- You may or may not feel naturally confident or articulate, but you're open to developing your communication skills.

- You value sharing ideas – verbally or in writing – and are eager to learn how to adapt your style to different audiences.

### Team Spirit & Inclusivity

- You enjoy working with others, respect different perspectives, and strive to create a positive supportive environment.

- You're interested in building strong relationships – whether it's through volunteering, community groups, or simply helping friends and family

## Problem Solving & Innovation

### Analytical Mindset

- You're intrigued by numbers, patterns or trends, and you like to understand the "why" behind them.

- You see challenges as opportunities to try new approaches and experiment with fresh ideas.

### Creativity & Fresh Perspectives

- You're not afraid to propose bold or unconventional solutions if they might improve a process or tackle a though problems.

- You welcome input from others and are comfortable refining ideas collaboratively.
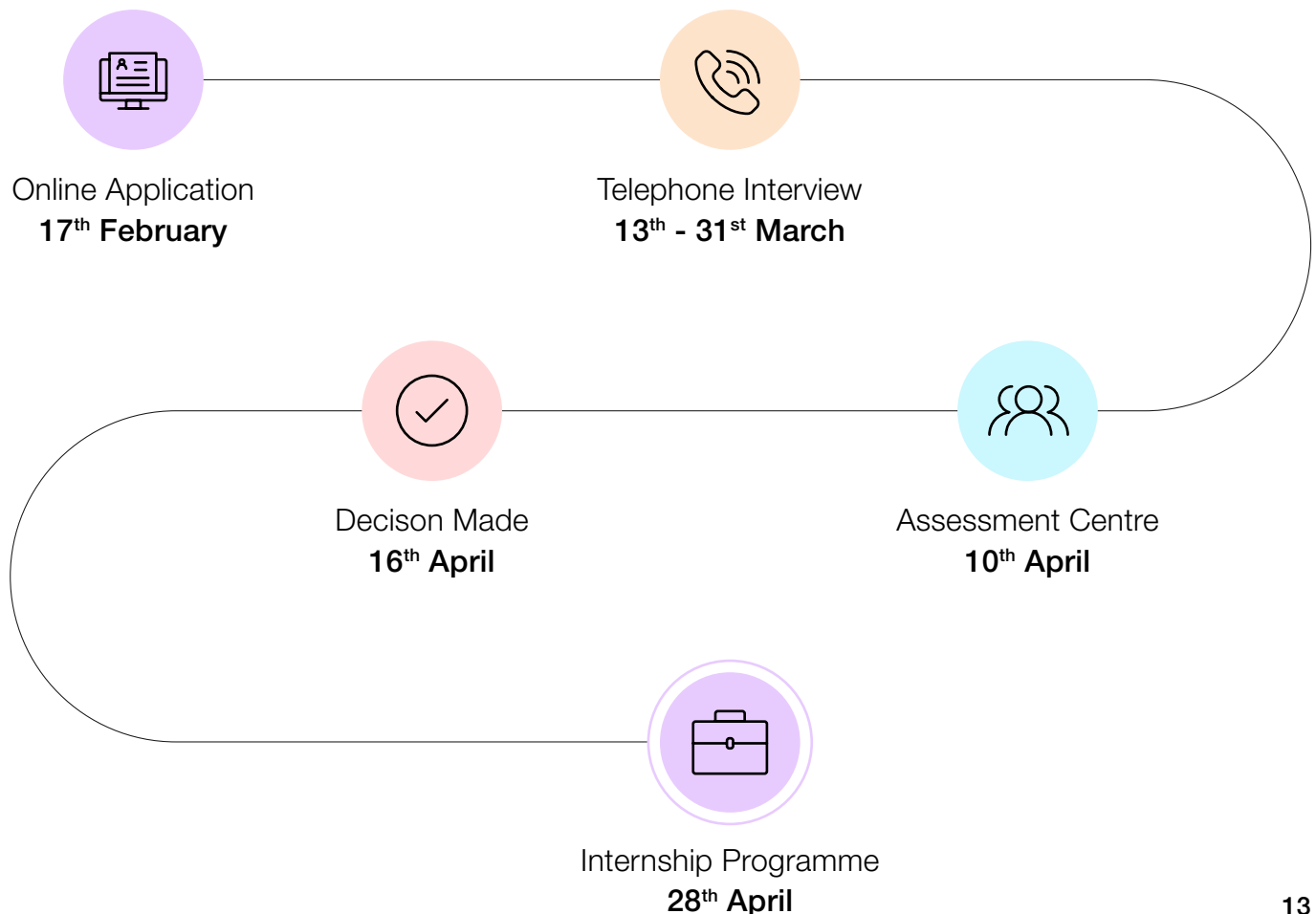
### Accountability & Reliability

**Integrity & Responsibility**

- You strive to honour commitments and complete tasks diligently.

- You understand that trust – both in personal relationships and professional settings – is built through consistent follow-through.

**Self-Motivation & Follow-Through**

- You can work towards goals independently, even if you haven't always been guided each step of the way.

- You take pride in your efforts, whether it's on a personal project, a community initiative, or helping someone in need.

# Selection Process

Online Application
**17th February**

Telephone Interview
**13th - 31st March**

Decison Made
**16th April**

Assessment Centre
**10th April**

Internship Programme
**28th April**

# Step 1 – Application

Applications will be accepted via our online recruitment portal and will include a series of questions, followed by a supporting statement.

## Questions

The questions will help us get to know you better – why you're interested in this internship, what motivates you, and how you align with Hitachi Solutions.

## Supporting Statement

This is your chance to share anything that supports your application: the skills and traits you possess, experiences you've had, perspectives you hold, and values you live by. Use this space to freely represent yourself in your own way!

Remember, we're not looking for perfection; if you match some of the criteria in our **"ideal candidate persona"**, we encourage you to apply!

### Essential criteria:

- ⊘ Have the right to work in the UK

- ⊘ Be over the age of 18

- ⊘ Minimum required level of education - secondary school

- ⊘ Proficient in English (both verbal and written).

- ⊘ Basic knowledge of Microsoft suite with tools such as Word, Excel, Outlook etc

- ⊘ Must be able to attend the complete internship programme

- ⊘ Must be able to attend our assessment centre, in our Head office in London (110 Bishopsgate)

- ⊘ Must be able to spend 3 days per week in our Head Office in London (110 Bishopsgate)

# Step 2 – Telephone Interview

You'll be notified at least one week before your telephone interview, giving you plenty of time to prepare and feel confident. To support you every step of the way, we've gathered a few practical tips and tricks to help you excel.

Articulation is extra important on the phone as listeners lack visual cues like body language and facial expressions to interpret messages.

Keep any notes in front of you for easy reference and take any notes you need throughout the interview.

Make sure to listen carefully and try not to interrupt. However we urge you to ask questions when needed to fully understand the interviewer's question.

Choose a quiet location where you won't be interrupted. Consider informing others around you and if possible, close doors and windows to reduce background noise.

Despite all your best intentions, things can still go wrong. Stay calm, think of solutions, and ask for help if needed.

# Step 3 – Assessment Centre

Our assessment centre is a comprehensive evaluation process designed to measure the various skills, traits and competencies displayed by candidates throughout the day.

We have incorporated a mix of individual and group sessions to ensure each candidate has the opportunity to showcase their strengths in a way that best suits their individual preferences and styles.

## The sessions include:

- ⊘ An online assessment
- ⊘ A writing task
- ⊘ An interview
- ⊘ A meet with our SLT
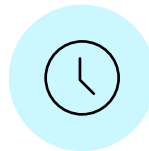- ⊘ A group exercise

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If you are asked to attend the Assessment Centre then we will provide detailed information, support and guidance on each section to help you prepare as best as possible.

For the candidates who are asked to attend the assessment Centre but are unsuccessful, we would be delighted to offer you the opportunity to have a mentoring session with one of our D&A consultants. They will be able to offer you advice about the industry, what it's like working in data and analytics as well as provide any support as to recommended next steps.

### Location
Hitachi Solutions Head Office
in Bishopsgate, London

### Arrival time
9:00 AM

### End time
5:30 PM

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# Ready to Apply?

Your future starts here.

At Hitachi Solutions we know that talent isn't defined by traditional qualifications – it's driven by curiosity, initiative, and the courage to explore new ideas. If you're excited by the prospect of immersing yourself in data, analytics, and AI while gaining real-world experience in a global consultancy then you're in the right place.

## How to apply?

Visit our online recruitment portal here, or scan the QR code. Make sure you complete your application before the deadline and include everything you want us to know - we can only consider what you tell us!

Your supporting statement is your chance to tell us what makes you you: your skills, experiences, and ambitions! Remember, we're looking for potential, passion, and the drive to learn, not the finished article!
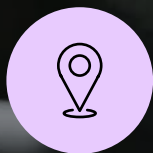
Scan here to apply or visit the Application Page

If you have any questions or require any support, please don't hesitate to contact our programme leads:

Christina and Sam
**csr@hitachisolutions.com**

# Contact Us

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