

IE WEEKLY *Magazine*



CORE VALUES

DISCIPLINE

10X

GRIT

RADICAL CANDOR

STRONG WORK ETHIC

EXTREME OWNERSHIP

CONTINUOUS IMPROVMENT

EGO IS THE ENEMY

NEVER SETTLE FOR MEDIOCRITY

COLLABORATION WITH

INDIVIDUAL ACCOUNTABILITY

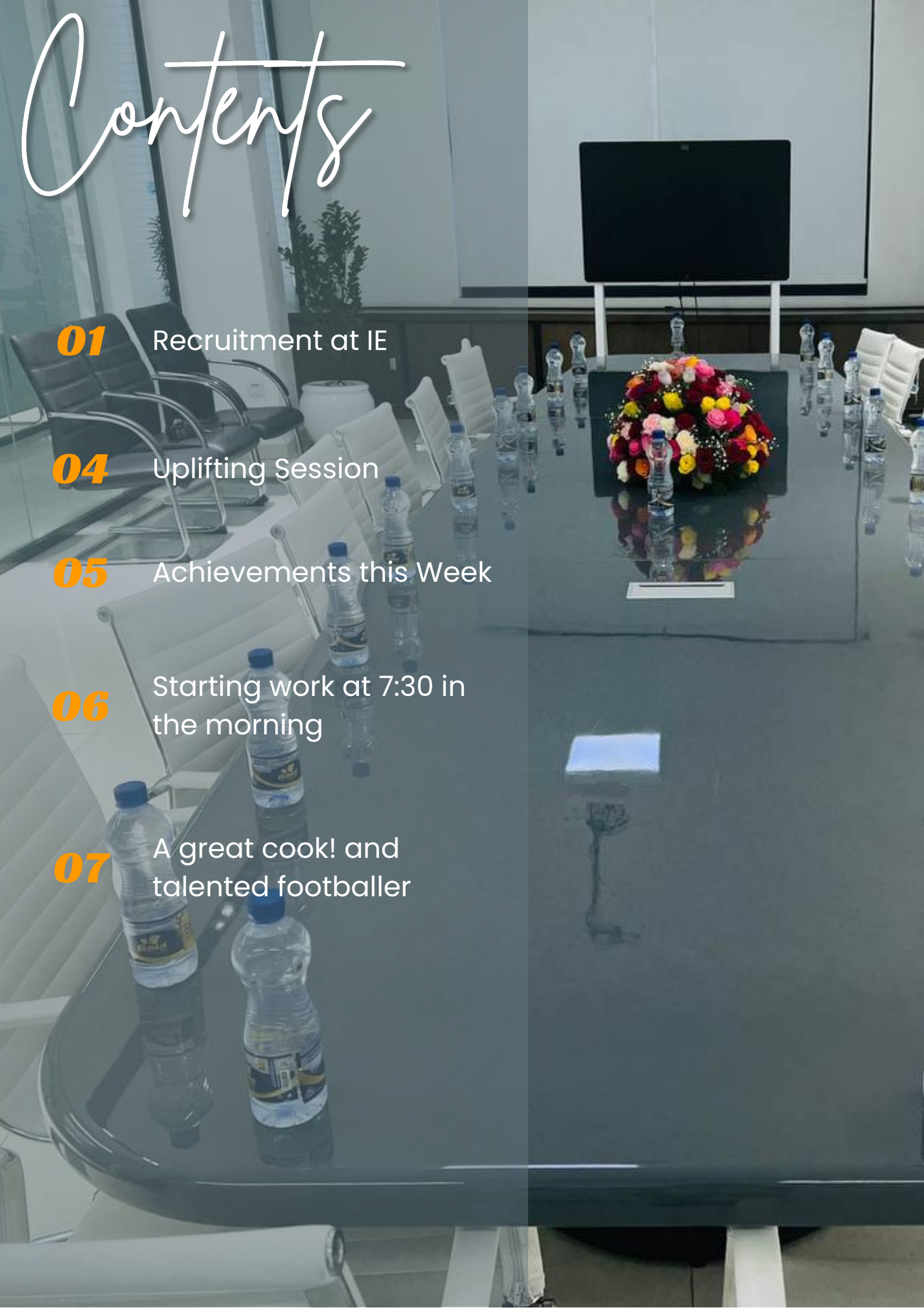
MISSION

**CHANGE THE LIFE OF
AFRICA VIA
DISCIPLINED WORK
CULTURE.**

Issue 01 | December, 2022

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RECRUITMENT AT IE

Recruitment is the process of actively seeking, finding, and hiring candidates for a specific position or job while selection is the process of measuring the differences between these candidates to find the person who has the profile which best matches the job profile or description.

Recruitment is essential for companies of all sizes. It helps companies find suitable candidates for vacant positions, adapt to change, reduce turnover and improve morale. By investing in recruitment, businesses can ensure they have the workforce they need to thrive.

What makes recruiting different here at IE Networks is that we look for discipline, a positive attitude, an openness to learning, and above all our core values which are Grittiness, willingness to go the extra mile, and a sense of ownership in the candidates as well as educational background and work experience in order to maintain a healthy work environment. Furthermore, we have a standard recruitment workflow that helps us to follow the right recruitment process and pull the potential candidate from the pipeline.

IE Network Solutions

We Are Looking for Project Manager

Do you have Degree in Electrical/Electromechanical Engineering, and MA in Project Management Similar fields with 3-4 years in Project management related experience in a technology oriented environment who is looking for more challenges?

Skills We Want:

- Strong Decision-Making Skill
- Excellent Team Player & Motivator
- Strong Work discipline
- Strong Analytical Thinking
- Proven working experience in project management/Project coordination/Project supervision
- Solid organizational skills including attention to detail and multitasking skills
- Project management analytical and contract administration skill
- Strong Risk management
- Strong Problem-Solving Skills
- Strong Coordination & Communication Skill
- Strong Planning and Documentation Skill
- Familiar with MS-Project & Other Planning Software's
- Interest to learn, adapt and cope with any assignment
- Ability to produce excellent working under intense pressure, late night and over the weekend.
- PMP or Prince 2 certified is a plus

General Responsibilities:

- Develop and manage a detailed project schedule and work plan
- Plan & Track budget
- Track costs in order to meet budget
- Provide project updates on a consistent basis to various stakeholders
- Experience in seeing projects through
- Leading and Managing project teams and subcontractors

WHY WORK WITH US

- Leading Player in Enterprise Solution and ERP Completed Projects
- Providing a Great Work Environment with Career Growth and Development
- Attractive Salary and Benefits
- Providing Best in Class IT services to our customers
- 100% Employee Satisfaction in every project
- Founded by Mr. Wasim Akmal and Mr. Asim Akmal, former cricketers

DO NOT APPLY IF YOU

- Are not committed to meeting deadlines regardless of working on weekends, holidays and beyond normal working hours
- Are not self-directed learner who takes full responsibility for growth and skill development even if it's at the price of social commitment?
- Do not take ownership of problems and shepherd the process until it is resolved even if you are not the one who will ultimately fix it (NO ROOM FOR EXCUSES AND FINGER POINTING)

There are six steps in the recruitment and selection process of IE Network Solutions, which are discussed in detail as follows:

1. Identifying the Hiring Needs

First of all, the department with a vacant position will send a request and then the request will be approved by the CEO if he believes that an additional employee is needed for that department or if some resigned staff needs to be replaced. After that, we will collect requirements; such as how many vacant positions are there, what type of qualifications are needed for that vacant position, etc. Then according to that specific criterion, we'll prepare a job announcement.

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Recruitment at IE

2. Advertise the vacant position

Once the requirement is gathered from the department in need, we post either an internal or external advertisement. Internal advertisements are posted on our platform called Basecamp. In the case of external announcements, they are posted on different social media channels and on various recruitment companies' websites. In the job advertisement, we mention how many vacancies we have, educational qualifications, what type of experience we prefer, and expected skills.

3. Scanning of CVs

Initially, we collect soft copies of the CVs. Following that, we sort the CVs according to educational qualifications and then go for the working experiences. After finding suitable CVs, we call the appropriate candidates for the vacant position for an interview within 1-2 weeks according to the urgency.

4. Written Test

A written test is not always mandatory. For entry-level job positions, we make sure candidates are sitting for a written test. In that test, employees are examined whether they have enough knowledge about the vacant position or not. Since IE Networks provides technology solutions, it is a mandatory task for an employee to have basic knowledge of these too. For senior-level positions, however, a written test is not mandatory.



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Recruitment at IE

5. Oral Interview

The entry-level candidates who have passed the written exam are called for an interview. The interview is conducted in two rounds.

- First interview: The first one is taken by the People department and the manager of the department with the open position in our Head office.
- Second interview: Once they are done with their first interview, they are called again for the final interview conducted by the CEO.



6. Final Selection

Finally, after the second and last interview, the CEO selects and decides which candidate is perfect for the vacant position. So basically, candidates have to pass both interviews to be selected.

Conclusion

our recruitment process consists of six steps that are designed to help us find the best candidate for any job. This procedure is an effective way to ensure that we get the most qualified person for the position. We take our recruitment process very seriously and are committed to finding the right fit for each position. We hope that this friendly guide has given you a good overview of our recruitment process and how it works!

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UPLIFTING SESSION



Uplifting Session



As a company finding ways to increase employees' motivation is crucial because it allows us to change behavior, develop competencies, be creative, set goals, grow interests, make plans, develop talents, and boost engagement.

A good uplifting speech motivates every individual. It engages the minds and hearts of people in such a way that motivates them to think more clearly, see opportunities, and move forward with action. Yesterday IE successfully conducted the very first Uplifting Session, which was interactive and fun.

Our guest Mekidela Mekuria taught us about the basic five 'SPICE' of life we should consider on our day-to-day journey. It was definitely insightful and our staff enjoyed and learned from it.

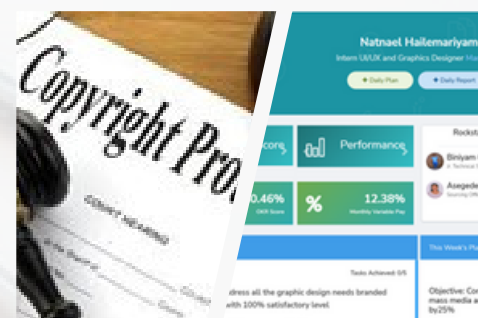
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ACHIEVEMENTS THIS WEEK

Legal Team

In the past couple of weeks, our legal team has developed an IT legal blog that features the latest IT news and gives access to legal resources. It has been finalized recently and will be launched to the public very soon. The legal team has also been successful in protecting IE's copyright title for our in-house developed software PMS (Performance Management System) and ALP (Attendance, Leave, and Payroll) Automation. The team is also in the final stages of registering the trademark of IE. In addition to that, the team has conducted a training session for the Business Development and Operation team on "Basics of IT Contracts" in two rounds.

- Developed IT legal blog
- Registered copyright protection for PMS and ALP Automation
- IE trademark registration
- Conducted training on the Basics of IT Contracts in two sessions



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Bank of Abyssinia

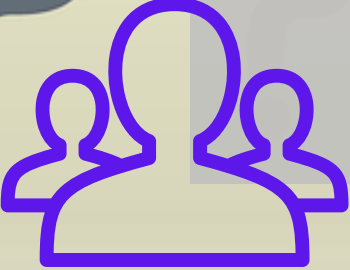
Bank of Abyssinia

Congratulation! We have won the bid award to the Supply of Tape Library and Media for the Bank of Abyssinia.

It takes a lot of effort to stay strong in the competitive market, keep growing the business, and satisfy clients. Thanks to the dedication and hard work of our team members Robel Getachew, Kiber Tenaw, Mastewal Betigist, Selam Terefe, and Eyobed Tilaye, we exceeded expectations and delivered fantastic results. Well done, and Cheers to many more successful project awards in the future!

"Great things in business are never done by one person. They're done by a team of people."
– Steve Jobs


Hewlett Packard
Enterprise

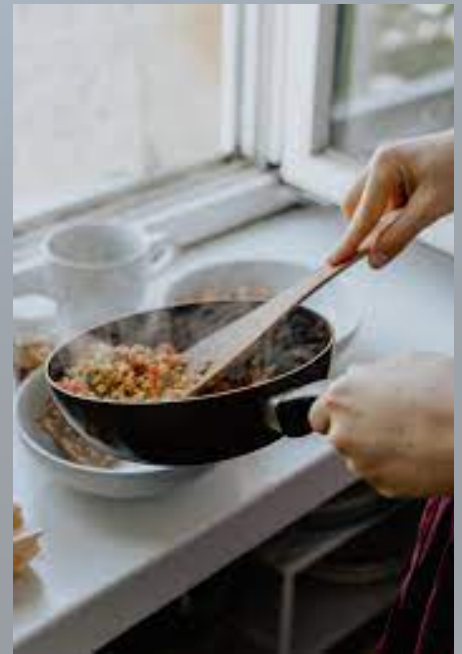


STARTING WORK AT 7:30 IN THE MORNING

Among the multiple things that make IE stand out from other companies, one of them is starting work at 7:30 in the morning. This gives us a jump start and helps us become more effective throughout the day. As one of our core values is discipline, we aim to maintain a work environment that complies with work rules while benefiting from these cultures as an individual. Another unique feature of IE is team stand ups held every morning. This helps the team be in sync with each other in addition to performing tasks in an organized and structured manner.



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A great cook! and talented footballer

This week we have the pleasure of assessing our Fleet Team Lead, Tasisa Yehulashet, in our talent section. We all know Tasisa as a funny, charming, and kind person, and we all enjoy his presence in the office with the sound of his screaming.

But there are some things we don't know about Tasisa's special talent. He is a great cook! We may not have had the chance to sample his delicious dishes, but we've heard rave reviews from those who always have. Tasisa is not only a master chef, but he is also a very talented footballer. We saw his skills in action during the IE soccer match with Mehbub FC on 3rd December 2022 where we won with a high score due to his great performance throughout the match.

Talents are rare and should be nurtured: we would like to congratulate Tasisa on his incredible abilities.

Nurture those talents, brother!