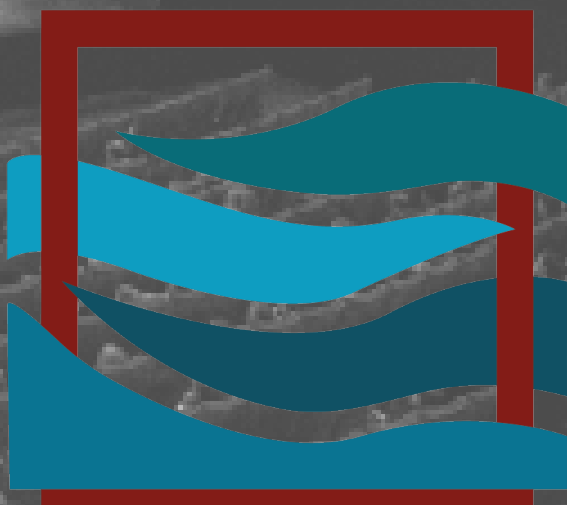


WAVES OF CHANGE, OCEANS OF OPPORTUNITIES

TRIUMPHS AND CHALLENGES IN AN EVER-CHANGING WORLD



**CONFERENCE DAY 2022
BOOK OF ABSTRACTS**

COLOPHON

EDITOR

ROOSMARIJN VAN TUUREN

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WWW.EBFCONFERENCE.NL

AGENDA CONFERENCE DAY 2022

08:45-09:15	Reception	Theatre Foyer
09:30-09:45	Grand Opening	Theatre
09:45-09:55	Opening Chair of the Day	Theatre
09:55-10:30	Keynote 1: Marc Kaptein	Theatre
10:30-11:05	Keynote 2: Marco de Ruiter	Theatre
11:05-11:25	Break	Theatre foyer
11:25-12:35	Economic Parallels Business Parallels	Springer Hall Theatre
12:35-13:45	General lunch Recruitment lunch	Theatre Foyer Restaurant
13:45-15:45	Workshops Masterclasses	Workshop rooms Springer Hall
15:45-16:05	Break	Theatre Foyer
16:05-16:30	Entrepreneurship Q&A	Theatre
16:30-17:00	Motivational Speaker	Theatre
17:00-17:10	Closing Remarks	Theatre
17:10-18:10	Netwerk social	Theatre Foyer
18:45-21:45	Dinner Recruitment dinner	Martinikerk
22:00-23:59	Afterparty	't Vaatje



TABLE OF CONTENTS

8	Preface Nikki Janssen
10	Preface Rector Magnificus of University of Groningen Cisca Wijmenga
12	Theme
18	Moderators
22	Speakers
30	Masterclasses
36	Workshops
60	Entrepreneurship Q&A
62	Motivational Speaker
64	Network Social
66	Organisation
70	Testimonial Nikki Janssen
72	Partners
73	Product Sponsors



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PREFACE



NIKKI JANSSEN

CHAIRMAN EBF CONFERENCE 2022

On behalf of The EBF Conference Board and Day Organisation, it is with great pleasure that I welcome you to the fourteenth edition of the EBF Conference! I hope you are excited for this day, filled with inspiring speakers and pioneering companies.

We are living in a rapidly changing world. A pandemic, a war, an energy crisis, a housing crisis, but also the climate crisis and many other disruptive events have shaped the last number of years. This changing world can seem extreme and feel overwhelming. Yet in life, change is inevitable, and like waves, no change is exactly the same. Albert Einstein once said 'In the middle of difficulty lies opportunity' and this still proves to be true today.

The disruption this causes can often bring both inconvenience and opportunity. Even World War II produced positive consequences. The origin of the United Nations, the accelerated shift to full employment and fairer distribution of income, and the development of many new innovative technologies.

Recently, on a large scale, we have seen how companies now collaborate with their rivals, how leaders are pushed to make a net positive impact and how innovation plays an increasing role in whether or not companies survive and thrive. The key to surviving change, both on a national, organisational and individual scale is to see the potential opportunity and be brave enough to act upon it.



Whatever will happen in the future, one thing is certain. The times we live in will shape our society and ourselves in ways that we will not see coming. But, difficult times typically generate strong characters. Our goal for today is to provide you with lessons that will help you in your professional and personal life moving forward and help you be ready when opportunities arise.

Finally, on behalf of Team Conference, I want to thank you for your presence and have a nice and inspirational day! Enjoy!

Nikki Janssen
Chairman EBF Conference 2022





PREFACE



PROF. CISCA WIJMENGA

RECTOR MAGNIFICUS OF THE UNIVERSITY OF GRONINGEN

The EBF Conference is the largest two-day economic and business conference of the Netherlands, with around 600 participants. An event of this scale merits a tempestuous and grand theme like 'Waves of change, Oceans of opportunities'. As in previous editions, it is my firm expectation that the attendees will not be disappointed.

The theme comprises two parts, both full of rich imagery. The first, 'Waves of change', conjures both dangerous and adventurous associations. Waves can cause floods, wipe out whole areas, and even result in drowning. But they can also be harnessed, to be navigated by surfboard or catamaran with the goal of reaching a destination while having fun at the same time. Especially if you are well prepared, like Noah and his ark, with academic knowledge and skills, for instance, then there is little to fear.

A similar scenario applies to the second part of the theme. You can drown in an ocean, especially if you have not learned how to swim or steer a boat. However, if you use the opportunities given, you can fish, find pearls, go deep-sea diving, or explore the ocean floor for historical shipwrecks, hidden treasures, or minerals like manganese nodules. And, like in any ocean, the possibilities can be huge.



PREFACE

What applies to individuals also applies, *mutatis mutandis*, to businesses. The EBF Conference is the ideal meeting place to gain and share information on the possibilities for businesses, leaders, and other involved parties to weather storms, hold course, and achieve their goals. I wish you plenty of success as well as joy in riding the waves.

Prof. Cisca Wijmenga
Rector Magnificus University of Groningen

The image features a central graphic on a light pink background. It consists of a dark red square frame. Inside the frame, the word "THEME" is written in a bold, dark red, sans-serif font. Behind the text and the frame are several overlapping, wavy, horizontal bands in shades of blue and grey, creating a layered, abstract effect.

THEME

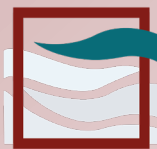
WAVES OF CHANGE, OCEANS OF OPPORTUNITIES

TRIUMPHS AND CHALLENGES IN AN EVER-CHANGING WORLD

Just like waves, change never stops. Capturing the oceans of opportunity that come with change can feel quite intimidating, yet when you ride the wave the right way it can become a source of competitive advantage. No two waves are exactly the same and the increased interconnectedness of our world helps spread change faster than ever before. To be able to thrive, anticipating and committing to change is key. It is inevitable that companies will struggle in dealing with this continuously, but those that are able to adapt will rise to the top. We have seen how companies now collaborate with their rivals, how leaders are pushed to make a net positive impact and how artificial intelligence along with innovation play an increasingly bigger role in whether or not companies survive and thrive. These waves of change pose major challenges, but the potential gains far outweigh the risks. It is essential that leaders embrace both the challenges and opportunities that originate from guiding their organisation through changing times. If a leader is equipped to do this successfully, these organisations will thrive in the world of tomorrow. How can companies prevent change from overwhelming them? How can opportunities be turned into advantages?

PURPOSE BEYOND PROFITS

The future of leadership is elevating business through humanity. Expectations from leaders are evolving. Currently, revenue, expansion and short-termism are being prioritised without accounting for the true impact on our society and natural resources. This mindset is changing, as there is purpose beyond profits. Especially younger consumers feel that leaders should use their power to make a net positive impact and care about issues that will not directly affect the company's bottom line. A redesigned role of leaders is in progress, as sustainability, diversity, inclusivity and ethics are demanded by stakeholders: companies have to take a stance! Ultimately, the challenge for companies and their leaders is to include all three Ps: People, Planet and Profit. Companies want to 'do the right thing', but also keep growing economically. Achieving this sometimes requires hard decisions which must be made in a human way, which can be quite complex. Leaders have to take responsibility for the company's overall impact. While CEO and company activism is an increasingly occurring phenomenon, taking a stand is not always without consequences, especially when it comes to societal issues. How can companies manage the balance of People, Planet and Profit, and can this be done without a trade-off? How can leaders effectively take a stand to go after purpose beyond profit?

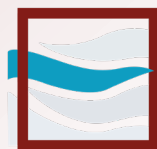


**PURPOSE
BEYOND PROFITS**



MAN VS. MACHINE

Artificial Intelligence (AI) is becoming more and more prevalent in our daily lives. From products being recommended to us that we did not even know we wanted, to optimising entire supply chains. The use of AI enhances our lives through increased efficiency, predicting the future and making the best possible decision. However, AI is not the be all and end all solution to every problem. While algorithms can even predict the occurrence of diseases such as cancer, the question must be asked whether or not we should trust companies with sensitive data like medical records. Industry leaders like Google and Microsoft provide great services powered by AI to everyone, but they are not without criticism on how they handle issues regarding privacy. Increased reliance on AI has caused managers to increasingly delegate their decisions to computers, which erodes their capacity for critical judgement. Both humans and computers have their own strengths and weaknesses. People are better at using their social capabilities, such as communication, morality and defining problems. In contrast, computers, algorithms and AI are stronger at hard skills, which require problem solving and analytics. Sometimes AI is even perceived as a threat to human leadership as more and more tasks can be taken over by AI. Whether you are a leader, manager or employee, we all have to learn to be enhanced by AI instead of worrying about being replaced by it. How can we learn to use AI to augment leadership and business? What should AI be used for and, more importantly, what not?



MAN VS. MACHINE



THEME

CO-OPETITION: COOPERATION WITH THE COMPETITOR

Cooperation and competition as we have known it are complete opposites. The trade-off between them is a zero-sum game, where you either share the pie through collaboration, or capture a larger piece through competition. In the market, one company's gain is another one's loss. Disruptive times, technological change and all its spill-over effects are here to stay. This has changed the rules of the game in terms of collaboration with rivals. Can you be friends with your foes? Using co-opetition, the traditional win-lose scenario could be transformed into a win-win situation, where sometimes even the industry as a whole benefits. Pooling rivaling resources potentially creates opportunities in terms of research and development, risk-mitigation, cost-reduction and market access. Joining hands with competition can give the combined power to tackle otherwise impossible economic challenges. A recent and well-known example is the collaboration between industry rivals to develop the vaccine against COVID-19 at record breaking speeds using ground-breaking technologies. However, reward does not come without risk. Navigating through such a collaboration is not easy, as organisations must protect their intellectual property and competitive ground. Trust issues between the parties involved can be a challenge as companies do not want to give away their current advantages. Additionally, companies potentially have to manage resistance within their own firm. Co-opetition is a sensitive partnership with potential for high risk and high reward. When do companies favour cooperating instead of competing with their rivals? How can a company overcome the challenges of co-opetition to get to a win-win game?



CO-OPETITION: COOPERATION WITH THE COMPETITOR



Charles Darwin once famously wrote, “It is not the strongest of the species that survives, not the most intelligent, but the one most responsive to change.” Survival nowadays means keeping up with a tidal wave of disruptive forces. To master the disruptions that come with change, innovation seems to be the answer. In a ‘evolve-or-die’ environment, businesses aspire to adapt and innovate. Agility and a stimulating company culture is key. Old-fashioned ways of development and transformation are often too time consuming in times of rapid change, which we have seen very vividly in the past two years. Companies have to act and act fast. In today’s fast-paced and hyper-competitive global industries, organisations’ innovation fitness level makes or breaks their survival, as only the fittest survive. The innovation aspiration level of leaders plays a big role in keeping the innovation muscles strong and nurturing continuous improvement. Leaders who dream big and treat innovation as a priority push their company one step ahead. Excellent examples are John F. Kennedy’s bold aspiration to ‘go to the moon in this decade’ and Steve Job’s encouragement to ‘think differently.’ A daring vision can be a catalyst for exceptional levels of innovation. How do companies effectively root innovation in their processes and company culture to be able to thrive? And is innovation really the holy grail in surviving change, or is there another way to do this?



SURVIVAL OF THE FITTEST

MODERATORS

FBF



MODERATOR



CHAIR OF THE DAY

SUZANNE BOLLEN

Professional moderator

Suzanne Bollen is an independent chair who has over 20 years of experience in moderating and process supervision. She has a degree in language and literature science from Tilburg University and has run her own company providing moderation, discussion facilitation and process supervision services since 2016. Her clients include government ministries, municipalities, educational institutions, energy companies, pension funds and police forces. Before she set up her company, she worked for a large Dutch bank as senior communication advisor and project manager.

Suzanne always strives to be attentive, lively and perceptive when moderating. She believes it is important for participants to feel that their voices are heard, and that clients are delighted with her work. To achieve this, she works closely with them to establish the design and purpose of their event. Suzanne listens carefully and shows genuine interest, so that the audience feels at ease and remains involved.

She also helps the less confident participants and speakers to share their views and express their opinions by phrasing her questions carefully and perceptively. She is looking forward to leading the EBF conference on 7 October 2022 with a lively sense of humour and an open mind.

Visit suzannebollen.nl for more information.



MODERATOR



CO-CHAIR OF THE DAY

FADOUA ALAUI

T.V. Host and Moderator

Fadoua Alaoui was born and raised in Holland, but with a Moroccan father and a Dutch mother, she got in contact with different cultures at an early age. After a short period at University she felt restless and wanted to experience the world. Her work as a cabin attendant for KLM, provided in that need.

Because of her 'difficult to box' appearance, her background and communication skills, she easily connects with people of different cultures and feels at home in many different places.

Her knowledge of six different languages adds to this. She has lived in Spain, Austria and France and most recently, on Curaçao in the Caribbean. There she discovered her skills as a t.v.- host, working for a newly established local television channel, that focuses on education, information and empowerment.

She presented a daily morning show, where she could use all her experience of life and enjoy an intensive on the job training and learning the aspects of presenting on live television. Beside that, she did a vast amount of the editorial work.

Since returning to the Netherlands, Fadoua has continued her passion for presenting by moderating all type of events, both for studio-setting programs, as well as for large events. She is an "allrounder" with a broad field of interest and knowledge, but always eager to learn more!



Graduate Programme

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SPEAKERS



SPEAKERS



KEYNOTE I

MARC KAPTEIN

Country Medical Director PFIZER

Marc Kaptein combines his former experience as a practicing physician with deep knowledge of research and development of innovative drugs and vaccines to ensure these innovations ultimately reach patients in need.

Marc studied medicine at the Vrije Universiteit Amsterdam. After graduating he practiced in the field of gynecology and obstetrics in Haarlem and Utrecht. He started his career in the innovative pharmaceutical sector with Organon, a women's health focused company, where he fulfilled various medical and marketing roles in the Netherlands and the United States.

After his return in 2007 he joined Eli Lilly and start-up MyTomorrows with ever growing responsibilities. He started his current position as Medical Director at Pfizer in 2016. Pfizer is a US based pharmaceutical company with 88.000 employees worldwide solely focused on developing innovative drugs and vaccines. Pfizer strives to bring breakthroughs to patients in the field of rare diseases, oncology, infectious diseases, auto-immune disease & inflammation, cardiovascular and metabolic disease and pain.

During the corona crisis he played an instrumental role in the roll-out of Pfizer/BioNTech's corona vaccine. In his capacity as senior medical voice of the company he aims to reduce vaccination hesitancy by being a transparent source of knowledge about the development of the vaccine, it's safety, efficacy and manufacturing.

Next to his job Marc serves on the board of biotech association HollandBIO, is a member of the Zorgambassade, and adviser to the board of EV Biotech. Until early 2022 he also served as the president of the dutch association for pharmaceutical medicine (NVFG)



SPEAKERS



KEYNOTE 2

MARCO DE RUITER

Country Director Disney Benelux
Co-Managing Director ESPN

Marco de Ruiter is Country Manager for The Walt Disney Company Benelux since the acquisition of 21st Century FOX by Disney in April 2019. He is responsible for all Disney operations in the territory, ranging from theatrical releases, to the portfolio of TV channels as well as Disney+. He is also co-managing director for the joint venture with the Eredivisie and KNVB that operates the ESPN-channels in The Netherlands. Marco joined FOX in October 2013 as Managing Director for Germany and France and prior to that he has worked for MTV Networks/Viacom/Paramount from 2002-2012 in several roles, leaving as Chief Operating Officer for Germany, Benelux and Nordics. Before 2002 he has worked in various finance roles with companies in The Netherlands, Costa Rica and Nicaragua. From 2013 to 2016 Marco has served as non-executive director on the board of Caiway, the 3rd largest cable operator in The Netherlands

Next to his professional career Marco has been active as an angel investor in various technology startups in media, sports and healthy living. He is currently involved in Sentiance (www.sentiance.com), Wholygreens (www.wholygreens.com) and the Dutch Sporttech Fund (www.dutchsporttechfund.com), where he sits in the innovation committee.

Since October 2020 Marco has been member of the board of Bio Vakantieoord, a holiday resort in Arnhem that provides ordinary vacations to families with extraordinary care requirements. Stichting Bio vakantieoord was established in 1927 by the Nederlandse Bioscoopbond and is still deeply connected with the Dutch film industry.



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One of the ways to start networking is by getting in touch with a FEB alumnus, who can help you explore, define, and pursue your career interests. But how to get in touch? Sign up to the FEB Alumni Network platform and start connecting.

Up until now, you can find more than 4.000 alumni on the platform. When building your profile, don't forget to upload a professional profile picture.

Make use of the opportunity to get your professional photo taken here at the EBF conference. Visit the photography stand during the morning and lunch break, which is powered by FEB Career Services and the FEB Alumni Network.

Go to www.febalumninetwork.nl and get started. For more information about the labour market and career preparation check out www.rug.nl/sp/careerfeb.





SPEAKERS



ECONOMIC PARALLEL

BERT COLIJN

Senior Economist ING

Bert Colijn is Senior Economist at ING, where he focuses on global economic developments. Bert has written extensively on Eurozone economic developments and the ECB. He leads a team of international economists at the ING Amsterdam office.

He is frequently quoted in international press and appears regularly on TV and radio. Before joining ING, he worked at international think tank The Conference Board in Brussels and New York. He holds a bachelors' and masters' degree from the University of Groningen.



SPEAKERS



ECONOMIC PARALLEL

KIR NUTHI

Senior Policy Analyst

Kir Nuthi is a senior policy analyst at the Center for Data Innovation focusing on European digital policy. Previously, she worked as a public affairs manager at NetChoice, where she focused on emerging technology issues surrounding content moderation, competition policy, and the sharing economy.

Kir holds an MSc in International Public Policy from University College London and a BA with a dual focus in Economics and Political Science from the University of California San Diego. Her words have appeared across the United States and Europe in outlets like Slate, Fortune Magazine, City AM, and The Dispatch.

Kir has submitted testimony to both Berlaymont and Westminster and spoken across the US, UK, and EU regarding issues affecting the technology of today and tomorrow.



SPEAKERS



BUSINESS PARALLEL

SILVIA WIESNER

Managing Director Unilever

Silvia was born in 1982 in Graz, Austria. She began her career as management trainee at Unilever in 2005. After a number of Marketing and Sales Management roles in Vienna and Hamburg, she became Key Account Director in Germany, later General Manager and Vice President Marketing for the Foods DACH business.

Her most recent role was the one of Managing Director Belgium & Luxembourg. In 2021, she was selected as a Young Global Leader of the World Economic Forum and she joined the Executive Committee of European Women on Boards in 2022. Silvia is Mum of 3-year old Charlotte.



SPEAKERS



BUSINESS PARALLEL

DIMITRI DE VREEZE

CO-CEO DSM

Dimitri de Vreeze is Co-CEO and Chief Operating Officer (COO) at DSM and a member of the company's Managing Board. Since joining DSM in 1990, he has played a key role in transforming DSM into a global purpose-led, science-based company and is now leading the acceleration of its strategic journey to a fully focused Health, Nutrition & Bioscience company.

Initially part of DSM's Finance team, Dimitri later moved into sales and management. He developed his career within the DSM Resins & Functional Materials business group, becoming Business Group Director of DSM Resins in 2010. As DSM Co-CEO since 2020, Dimitri energetically pursues his twin passions of sustainability and innovation. He believes strongly in the role of ethical and responsible business in realizing global net-zero emissions and tackling major environmental and social challenges. He drives customer centricity, mobilizing the organization to anticipate value chain needs and actively seeking collaboration with industry partners to build long-term profitable and sustainable businesses. Dimitri is leading the roll-out of DSM's agenda to meet the growing need for better and more sustainable nutrition.

Beyond DSM, Dimitri is a member of the European Chemical Industry Council (CEFIC)'s Executive Committee and Board and chair of the Council's Sustainability Advisory Forum. He is a member of the Supervisory Board of Sanquin, a Dutch non-profit responsible for ensuring a safe and efficient blood supply, and Chairman of the Young Captain Foundation.

Dimitri holds a master's degree in Business Economics from the University of Groningen and a postgraduate degree in Finance & Control from Maastricht University.



MASTERCLASSES



MASTERCLASS I

JAN-WILLEM VOSMEER

Global Manager Sustainable Development Heineken

As Global Manager of Sustainable Development & Stakeholder Engagement for HEINEKEN, Jan-Willem Vosmeer oversees and supports the company's sustainability strategy, Brew a Better World, spanning over 70 markets globally. Besides managing stakeholder engagement with investors, NGOs and organisations like the United Nations, Jan-Willem is driving Social Impact. In addition, he is closely involved in the Inclusion & Diversity agenda. He has been instrumental in the development of the 2030 Water Stewardship strategy and managed global sustainability reporting for many years.

Jan-Willem has held multiple positions within HEINEKEN, including in crisis management and employee engagement.

Prior to joining HEINEKEN, Jan-Willem worked for BBDO, one of the world's top creative communications agencies, in Brussels and Amsterdam. A few of the companies he advised were KLM, KPN, Rabobank, Coca-Cola, Randstad and Carrefour, as well as Philips and Corus Steel on interim assignments.

He has degrees in Communications and Organisational Anthropology and has completed executive courses at Erasmus University Rotterdam and Harvard Business School.



MASTERCLASSES



MASTERCLASS 2

JEROEN ELKHUIZEN

CEO Belsimpel

From his student room Jeroen Elkhuijzen started metjelaptonline.nl in 2006. Together with Jeroen Doorenbos, he anticipated on the emerging telecom market, in between studying law and philosophy. As of 2008, they continued with Belsimpel: with the intention to improve and simplify this market for the phone user. Helping the customer as if it is your own family, that's the idea!

This ambition has grown into the largest telecom company in the Netherlands, with a turnover of 400 million per year. It didn't stop there, now Belsimpel continues as Gomibo throughout Europe, and they have developed two spin-offs; Verifai and Tulip Assist.

From a small office in their shared student house, Jeroen & Jeroen have now moved to a large building on the Grote Markt, where you can look out over the whole city from the roof terrace. From filming commercials, developing systems, to shipping your ordered phone; at Belsimpel they prefer to do everything themselves under one roof.

There, Jeroen & Jeroen work together with more than 600 driven colleagues, of which many are Groningen students. Within the company, there is a fanatical, but also fun working atmosphere: Jeroen & Jeroen are also present on the work floor and at the many outings and drinks!



ONNO RIP

Vice President Consumer Sales & Terminals T-mobile

A long time ago when studying, Onno's mind was solely on playing baseball and making the Dutch National Team. An encounter with an opponent during a game created a business opportunity that turned out to be career altering.

Joining Footlocker at its infant stage in Europe, Onno helped growing the European outfit of the worldwide chain to 600 stores in approximately 15 years. Leaving Footlocker as Sr VP in 2004 created a cross-over career into telecom. Moving to the Dutch operator Orange as VP Consumer Sales, created a new career within a new and fast growing industry that just started to grow out of its infant stages.

Sport kept calling and in 2008 Onno moved to Adidas , one of the two major sports giants in the world. Overseeing the sales of the Reebok brand in EMEA and a few years later moving to Germany to oversee sales for the Adidas brand in Western Europe.

A personal health set back made him return to Holland in mid-2012 to take a time out and take care of his family. With the health situation improving, T-Mobile came knocking on his door in early 2013. Now almost 10 years later, Onno is overseeing all Consumer and Small Business sales for T-Mobile, T-Mobile Thuis, Tele2, Ben and Simpel brands in all of the 5 different distribution channels available in the Netherlands.



MASTERCLASSES



MASTERCLASS 3

SUSAN HOUBEN

HEAD OF MARKETING

SODASTREAM BENELUX

Susan is a Strategic & Commercial Marketeer with 17 years' experience with top tier FMCG Food companies, like Unilever, KraftHeinz and Heineken. She started her career at Unilever, where during 10 years she gained experience in local, regional and global marketing roles in both the Netherlands and UK, covering On and Off Trade, E-commerce and Foodservice.

Following she moved to KraftHeinz as Marketing Director for the Benelux organization, managing a wide portfolio of brands like Heinz, Wijk, De Ruijter, Venz, Karvan Cevitam, Roosvicee and Brinta. Her previous role was Marketing Director at Vrumona, Heineken's leading soft drink supplier with a diverse portfolio of own brands, like Royal Club, Crystal Clear, SiSi and Sourcy, cordial brands Ranja & Limeau, and the operating license for the PepsiCo International soft drink beverages (Pepsi, 7up, Gatorade) and Rivella International.

Now, as Head of Marketing SodaStream Benelux, she wants to grow brands on a mission that make a difference and meaningful impact for the future of our planet. At SodaStream, Susan is on a mission to revolutionize the beverage industry, by empowering people worldwide to make a different choice that eliminate single-used plastic bottles. With sparkling water makers and sparkling drink mixes, consumers can easily transform ordinary tap water into fresh sparkling water, and any flavored sparkling drink in seconds.

SodaStreams origin goes back to 1903, when the sparkling water maker was developed for the British royals. In 1998 SodaStream merged with Soda Club and headquartered in Israel. Since 2018 the PepsiCo Group acquired SodaStream. Susan lives with her husband near Utrecht, the Netherlands and is mother of 3 children. In her spare time, she loves cooking and baking, reading, running and tennis.



Onze reis Jouw toekomst

- Stages
- Traineeships
- Afstudeerplekken
- Carrière mogelijkheden



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WORKSHOPS



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Arriva is one of the leading providers of passenger transport in Europe, employing over 53,000 people and delivering 2 billion passenger journeys a year across 14 European countries. We are part of Deutsche Bahn (DB), one of the world's leading passenger and logistics companies, and are responsible for DB's regional passenger transport services outside Germany.

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Who are we?

Belsimpel is part of the Gomibo Group. A group of companies founded in Groningen which share one common goal: Giving people easy access to the digital world. Our head office is in the heart of Groningen, where all companies are located and where currently more than 700 colleagues work. In 2020 we made the step to the rest of the European market under the brand name Gomibo and now we ship to 30 European countries. With a turnover of 420 million in 2021, we are already market leader in the Netherlands. We offer our customers millions of combinations of phones, hardware and accessories. Next to this, we offer our technology and software services to telecom and internet providers, via Gomibo Saas (Software as a service). We are constantly improving our digital ecosystem that connects users with telecom providers, products and services. More and more companies asked us to use parts of our software, as they themselves were struggling with digitalization. By offering this more people can experience an highly efficient online and offline telecom experience.

Will you take on this challenge with us?

We are constantly looking for improvement. In our service, on the website and in the logistics process. As Belsimpel is constantly evolving, you'll be able to grow within the company. This means you'll face a steep learning curve and your work will directly impact the entire company. We have many suitable challenges for students of the faculty of Economics and Business: whether you're for example following a Marketing, Management, HRM, Finance or Supply Chain related study, we've got opportunities for you! Put theory into practice and help improve Belsimpel by cultivating our brand positioning or analysing and optimising our logistical and purchasing processes. Love solving complex puzzles every day and want to be part of our winning spirit? We have plenty of study related parttime and fulltime positions. Not sure what you're looking for? Follow one of our Traineeships!



enshore
EMBRACE TECHNOLOGY

TALENT
OWNERSHIP
PASSION

The Enshore group wants to make the usage of business technology as easy as possible. We do this by supporting organizations with ERP, software development and security.

- A long-term relationship is more important than a contract.
- We encourage employees to develop themselves further. This is the foundation of our success.
- We do what we say and say what we do.
- Growth is not a goal; it is a result of the fact that we perform better every day.
- We don't think in terms of hours, but in terms of results.

Luigia - After almost 1 year working as an ERP consultant, I can proudly say that this was the best choice I could have made. Not only have I learned so much in the field of ERP without having any previous knowledge nor experience in this field, but I also found a second family away from home.

GoSoniq - part of the Enshore group - helps organizations to fully use all the Salesforce possibilities, after implementation. This helps ambitious organizations to grow.

Tom - Personally, I think starting as a Salesforce consultant is one among the best decisions that I made in my life. I was not sure about what direction my career would go, and I finally found something that I love to do. Oh, and it also doesn't hurt to have such an amazing work environment, awesome colleagues and other benefits!

Our traineeships: ERP-consultant, Security Consultant, Salesforce Consultant and Salesforce Developer.

Curious? Go visit: www.enshore.nl/jobs/





Who are we

We are Enshore, an ambitious company that focusses on technological business processes. Our consultants make sure that our clients can optimally use their ERP (Enterprise Resource Planning) and Salesforce system. Enshore was built upon the realization that organizations have come to require a more personalized technological service. We strive to strengthen their enterprise on a long-term basis, and because of that we believe results are more important than the time and resources that are spent.

We offer multiple traineeships. At Enshore we offer traineeships for ERP consultant and Security Consultant. We also offer traineeships for Salesforce Consultant and Salesforce Developer via GoSoniq, which is part of the Enshore group. Our trainees will be trained internally by experienced consultants. Learning by doing is our motto, of course with the necessary guidance.


At Enshore, we believe that we are able to grow because of our colleagues. We have an ambitious, yet flexible working environment and we stimulate our colleagues to work in a way that is best suited for them. The thing we look for in our future colleagues is a connection with the company and our organizational culture. Enshore has an informal and open culture where everyone can be themselves and is involved with the organization. This feeling is further enhanced by our regular activities, for example pizza nights and barbeques.

For all our vacancies, you can visit www.enshore.nl/jobs

Paterswoldseweg 829, 9728BM Groningen
050-5370410



TATA STEEL



Tata Steel is challenging you! What chance do you take?

Do you want to directly contribute and make a real difference? Immediately have substantial responsibility and develop yourself rapidly? Do you want to make sure our customers can be more successful? Would you like to get the best out of yourself and are you going to help us innovate and improve continuously?

Tata Steel is one of the largest steel producers and we have the ambition to be the benchmark for the worldwide steel industry. This means staying ahead, living up to our visions and push boundaries.

Are you looking for an interesting job or internship or graduation project? Check our website or contact our campus recruiters, by calling +31 (0) 251- 494 000. Would you like to get to know us first? Please check the website for upcoming events such as inhouse days and the Business Course.

- Internships
- Graduation projects
- Traineeships
- Vacancies

challenging you

www.tatasteeljobs.nl





Tata Steel ENG

Tata Steel Netherlands is without doubt one of the most challenging industrial employers in Europe. A leading and sustainable steel company that everyone is proud of, that is our ambition. That's why Tata Steel has embarked on the biggest turnaround since its existence; we are going to make steel based on hydrogen. Together with 9,000 colleagues, we continuously work on improvement. Every year we invest many hundreds of millions of euros in the sustainability and innovation of processes and products with a high added value. In doing so, we improve our efficiency and reduce our costs. We also want to make responsible steel, which is only possible with a healthy balance between the interests of people, the environment, the environment and the company.

Tata Steel challenges you to push boundaries!

The development and production of high-strength steel is complex. There is no sector imaginable in which you can experience business processes on such an enormous scale. At Tata Steel you are at the lead of your own career. Your personal and professional development is very important to us, and we are happy to facilitate you in this. You will be given a lot of responsibility from day one. Are you looking for an interesting vacancy or nice internship or graduation assignment, check out the website www.tatasteeljobs.nl or contact one of our campus recruiters via 0251-494000.

Student / starter profile

To make our ambition a success, we need talents in technology, IT, production and logistics. Go-getters like you who now have the guts to choose Tata Steel. In addition, our production must continue to run and we want to continue to supply high-quality steel. That is why we are looking for interns, graduates and young professionals who want to take on the challenge with us. Will you work with us to create the future?

Selection procedure

If you apply with us, you will know very concretely within two weeks after your first appointment what your options are within Tata Steel. The application procedure starts with an interview with our Recruitment employees. During this conversation, the focus is on why you are the top academic we are looking for. If we are convinced of your talent, you will proceed to the next round: a meeting with the manager of your future department. Are both conversations positive? Then there is a final interview and you get a 'go' or a 'no go'. In the event of a 'go', there will be another conversation about our terms of employment.

FrieslandCampina's Corporate Traineeship: our fast track program for trainees.

As management trainee you are ambitious, think and act beyond boundaries and strive to develop yourself within your discipline or even broader. With two challenging assignments, both one year, you can make a difference in your job and really contribute to the company and a better world. Our 'fast track' program for future leaders stimulates personal and professional development with

lots of potential to grow in short time, for example with our training & development program. You're in charge of your future career, we facilitate where we can.

We have a trainee program for the following different disciplines: Finance, Supply Chain & Operations, Commercial, Technology and IT. Check our website for up to date information.



Facts about FrieslandCampina



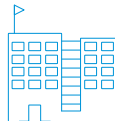
Since **1871**



Over **23,816**
employees



Offices in
36 countries



Global Central Office
in Amersfoort,
The Netherlands



We are owned by
a collective of over
17,413 dairy farmers



Our product
are sold in over
100 countries



Frieslandcampina

At FrieslandCampina we share the passion to get more out of milk together with 23,000 employees. Our shareholders, 18,000 farmers in the Netherlands, Belgium and Germany, supply more than 10 billion kilograms of milk per year to FrieslandCampina. The products of FrieslandCampina are part of more than 30 iconic brands in more than 100 countries worldwide. Every day we reach millions of people. With sales of 11.1 billion euros, we belong to one of the largest dairy companies in the world.

FrieslandCampina is a purpose driven company focused on winning in the global market for dairy based products. At FrieslandCampina, we want to be profitable, so we can make a positive, lasting impact. Our long-term vision is focused on generating profits in order to create extra value for our member dairy farmers.

FrieslandCampina produces and sells consumer products such as dairy-based beverages, infant nutrition, cheese and desserts in countries around the world. In addition, products are supplied to professional customers. FrieslandCampina does not only have iconic B2C brands, a big part of our business is in the B2B market, where we sell ingredients and semi-finished products to manufacturers of nutrition, the food industry and the pharmaceutical sector globally.

Wat is jouw volgende bestemming?

Starten als stagiair, starter of trainee bij KLM betekent een onvergetelijke ervaring binnen een unieke sector; de luchtvaart. Je zult de verschillende werelden binnen KLM ontdekken, direct verantwoordelijkheid krijgen over een uitdagende opdracht en jezelf razendsnel ontwikkelen met een sterke focus op jouw persoonlijke ontwikkeling.

The world is yours - check careers.klm.com voor meer informatie en de actuele vacatures.

Royal Dutch Airlines



Climb to great heights at KLM

There are endless possibilities for interns and trainees at KLM. Nowhere else is there such a diversity of departments, people and projects. Whether you have technical/IT ambitions, dream of a director's role or want to delve into the depths of Finance: at KLM you'll find plenty of room for growth. Both professionally and personally.

Next generation innovative directors

We're looking for the next generation innovative managers. KLM has been a pioneer in aviation and the Dutch economy for more than 100 years. You, too, have the drive to innovate and improve, for example, in the field of sustainability and the manner in which we work together. Your checklist: a modern view of the world, a keen mind and a personal touch. Three unmissable qualities to navigate the future together with us. Do you have what it takes? Who knows, maybe your career will soon start at full speed at KLM!

Meet the crew - Peywand Sulyman, Technical trainee

'The hangars, airplanes; you really see the results of your work and what keeps you busy.'

'One day there seems to be nothing out of the ordinary, the next there are loads of issues. Maintenance is so dynamic, I enjoy it. An airplane is the ultimate machine in which so many technical systems come together. I would like to understand how systems work and how different parts and components work together. Not only in the airplane itself, but also in the logistic supply chain or between different departments. These matters unite in a unique way at Engineering & Maintenance.'



 **HEINEKEN**

CAREERS



**WE BREW THE
JOY OF TRUE
TOGETHERNESS
TO INSPIRE A
BETTER WORLD.**

WE ARE THIRSTY FOR NEW TALENT!

We have a wide variety of job vacancies available. Especially for students and graduates, there are internships, traineeships and entry-level jobs in various job areas. Check out your opportunities!



The HEINEKEN Company



Werken bij Heineken

werkenbijheinekennederland@heineken.com



Heineken

Get a taste of the dynamic at HEINEKEN. HEINEKEN is one of the world's leading beer brewers, with brands available in 190 countries around the world. We are a proud, independent, international brewer that seeks to surprise and inspire consumers around the world. We value passion for quality, enjoyment of life, respect for people and our planet.

Consumers around the world can enjoy our brands. In addition to the international most valuable premium brand Heineken, our portfolio includes more than 250 brands including: Amstel, Brand, Desperados and Birra Moretti. In addition, HEINEKEN is the world's largest producer of cider produces soft drinks such as Rivella, Sourcy and Crystal Clear. HEINEKEN remains innovative on all fronts. Both in products and in our company and production processes. That's why there are so many challenges for all disciplines: from Engineering and Logistics to Commerce, Finance, IT and HR.

Through our "Brewing a Better World" Program, we create real and sustainable value for all our stakeholders: for our people and communities in which we operate, for the environment and ensure a positive impact of the role of beer in society. We want to use our position as the world's most international brewer to contribute to positive change and the creation of a more livable world.

CAPE GROEP

MAKE YOUR FUTURE HAPPEN

*"Voor mij is het de combinatie van het adviseren, het daadwerkelijke ontwikkelen en het **constant bijleren.**"*



*"Voor veel verschillende bedrijven en branches oplossingsgericht werken dat biedt **uitdaging en afwisseling.**"*



*"Een kijkje nemen in verschillende keukens, direct **waarde kunnen leveren** aan de klant door expertise."*



Volg ons op
@capegroep



Bekijk onze website





CAPE Groep

At CAPE Groep we realize digital transformation within our focus areas transportation, supply chain, smart construction and agri-food. Digital transformation is a strategic instrument to achieve business goals, because a sound digital transformation approach results in competitive advantages and optimal processes. Together with our customers we develop low-code applications and integrations to achieve more efficiency and insights in the chain collaboration. Our organization continues to grow. At the moment, we employ around 100 employees in our offices in Utrecht, Enschede and Zagreb (Croatia). With pride, we work for companies such as PostNL, Royal BAM Group, DHL, Farm Trans, and many more.

Your possibilities at CAPE as a student or graduate:

- **Parttime job:** acquire relevant experience in the field
- **Thesis project:** in our innovation department we always have sufficient thesis projects ready to be executed! Often times, the developed prototypes are actually put into practice.
- **Traineeship Business Consultant:** in a 1,5 year journey, we combine your skills with supplementary training in our own Academy. We help you become a fantastic Business Consultant, whilst you receive a full wage.

As a (Trainee) Business Consultant at CAPE, you will be most of the week at the customer's site with your team, to work on your projects. On Fridays everyone returns to 'the base' to share stories and knowledge during our Social Friday. Our company is young, ambitious and enthusiastic: we ensure a right balance between working hard and having a good time! We believe in the knowledge and expertise of our employees and we maximize your freedom to determine your own path and take initiatives, we'd even be glad if you did! We believe in learning by doing: it's okay to make mistakes, as long as you learn from it.

Are you ready for a new challenge, curious and do you want to work on impactful solutions, in an informal working environment in which colleagues are always there for each other?

Go to www.capegroep.nl/werken-bij and get in touch!

M: werkenbij@capegroep.nl

Over KPMG

KPMG Nederland is onderdeel van een wereldwijd netwerk van accountants- en advieskantoren. In Nederland, waar Piet Klijneveld in 1917 de grond legde voor KPMG, zijn we nu met meer dan 3500 collega's verdeeld over 12 kantoren. We zitten aan de tafels waar de toekomst wordt bepaald en jij bent uitgenodigd. Samen helpen wij toonaangevende organisaties vooruit te kijken en de juiste duurzame keuzes te maken.

Een open en informele cultuur

Als lid van de KPMG-familie krijg je alle kansen om jezelf te zijn én jezelf te laten zien. Unieke inzichten komen van unieke mensen. Daarom ligt bij KPMG al vanaf je eerste dag de focus op jouw professionele én persoonlijke ontwikkeling. Je hebt alle ruimte om kennis op te doen die een leven lang meegaat. Met jouw talent en innerlijke drive ben je bij KPMG op de juiste plek. Wil jij ook werken aan uitdagende opdrachten in een bruisende omgeving waarin je veel verantwoordelijkheid krijgt en er ook ruimte is voor plezier?



Let's meet

Lees meer en bekijk onze vacatures op www.werkenbijkpmg.nl of neem contact op met Jasmijn Naude via: naude.jasmijn@kpmg.nl.



Who we are

KPMG Netherlands is part of a global network of professional firms providing Audit, Tax and Advisory services. With over 3,500 employees in the Netherlands in 12 offices, we contribute to progress that benefits people and society.

What we do

We help our clients achieve the growth and/or progress they aim for. Combining the latest technologies with what we have built up in the past century at KPMG: a foundation of knowledge, expertise and independent thought. Everything we do is based on the KPMG values: Integrity, Excellence, Courage, Together and For Better.

Culture

You will encounter an open and informal culture. A stimulating mix of entrepreneurship, creativity and team spirit. You can be yourself, feel appreciated and know that you can make a difference. At KPMG you are given a lot of responsibility early on and the freedom to develop yourself. Both professionally and personally. You will grow rapidly thanks to the diversity of engagements and the innovations you are involved with.

Inclusion & Diversity

We strive for a working environment where everyone feels involved and valued, and where there is room for all employees, regardless of origin, age, gender or disability. A diverse and inclusive culture leads to more trust, more growth and helps us stand up for what is right.

Corporate Responsibility

We have a high responsibility towards society. We believe it is important to give something back to society and focus on corporate responsibility. Every day we work towards a sustainable and fair world. Whether it concerns complex issues within our monitoring and consultancy work, thinking about a new mobility policy or stimulating innovation within education.



Samenwerken aan een financieel gezond Nederland

Het werk van het ministerie van Financiën gaat over meer dan alleen cijfers en geld.

Het gaat over mensen zoals jij en ik. Mensen met verwachtingen, zorgen, vragen en dromen. We rekenen bijvoorbeeld allemaal op financiering voor goede zorg en goed onderwijs. Op duidelijkheid over belastingtarieven en op betrouwbare banken en verzekeraars. Dat geldt voor Nederland en daarbuiten.

Samen werken aan een financieel gezond Nederland. Dat is waar we bij het ministerie van Financiën voor staan.

Dit doen we vanuit verschillende perspectieven, achtergronden en inzichten, omdat we zo onze denkkraft vergroten. Met jouw unieke bijdrage spelen we beter in op wat past bij Nederland.

OOK BIJDRAGEN AAN EEN FINANCIEEL GEZOND NEDERLAND?
Solliciteer op een van de circa 150 startersvacatures per jaar via [Werken voor Nederland](#).



What is the Ministry of Finance?

The Ministry of Finance guards the national treasury and works towards ensuring the Netherlands is financially healthy and prosperous. The Ministry of Finance oversees the responsible and effective spending of government resources, makes rules to ensure a stable financial system and oversees the quality of financial institutions. The Ministry of Finance also works on equitable and solid tax legislation. The Dutch Tax Administration, part of the Ministry of Finance, levies and collects taxes.

What do we do?

We guard the national treasury and work to ensure the Netherlands is financially healthy. We work to ensure good financial management for the Netherlands. We collect taxes based on solid tax regulations. We oversee an effective spending of government resources. We make rules to promote the smooth operation of the financial system. We work to establish a strong economic structure that is anchored in an economically and financially healthy Europe.

The Financial Traineeship

The opportunity to start working within the central government's financial function after your master's degree. In two years you will experience what it is like to turn the financial buttons of the Netherlands from different angles at three different workplaces. This is possible at 12 different ministries and more than 35 implementing organizations and agencies. At the same time, you will follow an intensive training course at the Rijksacademie, in which your substantive and personal development is further shaped. Together with other trainees you do joint assignments, you have various intervision moments and you have a lot of fun!

Do you have a completed master's degree (all fields of study are welcome!), financial affinity and would you like to contribute to the BV Netherlands? Then go to www.financialtraineeship.nl. You can apply until November 6, 2022 for the winter lighting and who knows, you might start as a Financial Trainee on March 6, 2023.



Strategy, process, technology and change

Making sure companies are in their best possible shape, fit for the future; that is the core of what we do. We identify opportunities and make them work. Thorough. Fast. Together. From strategy to implementation. From boardroom to shop floor. In short, we are a no-nonsense consulting firm. We're pragmatists. How we deliver is as important as what we deliver. We'll help you get the right results in the right way: by keeping complicated things simple; by being flexible when you want us to be, but honest when we need to be; by being fast, but not so fast that we cut corners or leave you with changes that aren't sustainable .

Are you almost graduated or are you currently looking for a job? Your next challenge could be at Valcon. Personal development, responsibility and a fantastic working environment is at our core. If this is as important to you as it is to us, then join our team.
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Valcon

Our mission is to combine premium operations consulting with deep technology and data knowledge to add value to our clients.

Making sure companies are in their best possible shape – fit for the future – is the core of what we do. We spot opportunities and help bring them to life.

We are thorough, fast and collaborative in everything we do. From strategy, to implementation. From the boardroom, to the shop floor. We're a no-nonsense consultancy. A 'what you see, is what you get' consultancy.

We're pragmatic. How we deliver is as important as what we deliver. We help you get the right results in the right way. We keep complicated things simple. We're flexible when you want us to be. And honest when we need to be. We're quick, but never cut corners. We always deliver sustainable change.

FOLLOW A PATH? OR SHAPE YOUR FUTURE?





Capgemini

Paying back a friend, checking whether a product is in stock at a store or tracking a parcel. Without realizing it, you already encounter Capgemini frequently in all sorts of ways. Our national and international clients come from sectors such as the financial world, the public sector and retail, but also electronics & high tech and the transport & distribution industry. No matter how fast the world changes, we change with it. With us, you work today with the technology of tomorrow, you can follow unlimited training courses and help build a better world.

Make your personal career path

A typical consultancy firm? No, that's not us. We do not have fixed frameworks and your path is undoubtedly not set in stone either. You are the one who decides how your career progresses at our organization and into which direction you move. Do you want to specialize and become an expert, for instance, or advance to senior management? Whatever your ambitions are, as a professional you have the freedom to decide your own course.

All you can train

If you want to continue to excel in this digital world, it is crucial to keep your knowledge up to speed. Fortunately, you are in the right place at Capgemini. Our 'All You Can Train' program gives you access to more than a hundred training and education courses. So, you can continue to develop your knowledge and talents.

What impact will you have?

You are free to be yourself at Capgemini! It is your talent that counts. Online banking, smart energy meters and various business and logistics applications. Our colleagues work on the most divergent and challenging projects for clients in the Netherlands and abroad. If you too would like to have an impact and contribute to terrific new projects, visit werkenbijcapgemini.nl.



ENTREPRENEURSHIP

Q&A

PLAEX

PLAEX Technologies B.V. creates smart recycling bins that automatically sort waste. We also create waste detection devices that provides insights on the quantity and type of waste being thrown away. We primarily focus on innovating new technology in the area of sustainability. The vision of PLAEX is to be the solution for environmentally sustainable technologies where we begin with separation at the source, increasing recycling rates and reducing landfilled residual waste. We intend to branch into other sustainability industries including renewable energies. With an undying passion and vision, we believe in using innovative technology to create and contribute to a cleaner and more circular world, no matter what.

OCEAN GRAZER

Ocean Grazer develops and builds large scale energy storage systems for offshore wind and solar applications. Currently we are building our first commercial system in the Northern of the Netherlands. Considering the giant need of energy storage worldwide the company expected to grow exponentially the upcoming years.



**GOLDEN
EGG
CHECK**



MOTIVATIONAL SPEAKER



MANSI JASUJA CO-FOUNDER CONSCIOUS BUSINESS, SYSTEMS REBEL

Mansi feels fortunate to have lived an unconventional story bringing her from being an architect in India to a practitioner designing & hosting meaningful conversations, processes and a co-founder of Conscious Business in Europe. She offers a deep connection to life with humour, stories, yoga, creative inspirations, hugs, some madness & a lot of colourful energy.

Mansi can be considered a cross-pollinating generalist who has interdisciplinary work experience in several international organisations & across various sectors. In 2008, a growing sense of climate urgency led her to re-orient herself & step off the conveyer belt of “success & safety”.

In the last decade, she has been strongly purpose driven and focuses on facilitating participatory leadership, DEI & empowerment through building capacities, skills & communities.

Having grown up with strong family/cultural values around justice, equality and being in service (sewa), she tries her best to embody these values in her way of being.

Some of the “turbans” she wears in her life are: Network & community weaver, Humanist, Host-Facilitator, Sense-maker, Mentor, Mother, Speaker-Storyteller, Systems Rebel, Yogi, Dendrophile.

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5, 6 & 7 DECEMBER

VAN DER VALK GRONINGEN-HOOGKERK



REGISTRATIONS WILL OPEN ON **OCTOBER 10**

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EXPAND YOUR PROFESSIONAL NETWORK



NETWERK SOCIAL



During the social, you can relax after a long day of inspiring speakers, interesting parallels, workshops, and masterclasses. With a drink accompanied by snacks, you can socialize with fellow participants, take a photo in our photobooth and enjoy fun activities, such as a pinball machine.

Apart from this, you also have more recruitment opportunities. During the social, you can continue your conversation from the workshop or speak with different recruiters from different companies. The EBF Conference organisation added new touches to this 14th edition of the EBF Conference which you will certainly enjoy. We hope to see you there!

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TESTIMONIAL NIKKI JANSSEN

Ever wanted to know what it looks like to organise an event for 600 people? Want to experience what it is like to get in touch with inspiring speakers and interesting companies? Want to meet new people and boost your CV? Want to gain amazing memories and friends for life? Then I believe the EBF Conference Board is something for you!

Together with my fellow board members and the Day Organisation we formed Team Conference for the year 2021/2022. Preparations for the EBF Conference of 2022 already started a year ago. This year was full of brainstorming sessions, countless meetings, office hours, but also many weekly dinners, daily lunches, EBF Socials, drinking nights and other amazing events.

Even though a lot of work needs to be done and a certain professionalism is required, I would not miss this experience for the world and look back on a year full of special memories. A whole year to prepare for a conference consisting of two days sounds like a long time. However, as time passes by, you soon realise that such a large event requires a lot of preparation.

Being the largest two day student conference of the Netherlands, you have to dream big and be creative. It is truly a unique experience to be able to shape an event of this size to your liking. Designing a theme and subthemes, keeping in contact with companies and interesting speakers, setting up a program, designing the promotion planning and many other tasks that need to be taken care of.

While these tasks come with a lot of responsibilities and challenges, they are also very educational and fun!

You learn many new things about yourself throughout the year, and truly have an opportunity to grow, both in your professional and personal life.



I would highly recommend everyone to join next year's EBF Conference and become a part of the EBF Conference tradition. It is an excellent way to develop yourself, gain practical skills and experiences that will notably help you in your future career and life. We as team conference feel incredibly proud looking back on this edition of the conference and I hope you will be able to experience the same in the future.

Nikki Janssen - EBF Conference 2022





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