

Resourcing Technology Design Services

Service Definition Document

Sopra Steria

About Sopra Steria

Sopra Steria, a major Tech player in Europe with 50,000 employees in nearly 30 countries, is recognised for its consulting, digital services and solutions. It helps its clients drive their digital transformation and obtain tangible and sustainable benefits. The Group provides end-to-end solutions to make large companies and organisations more competitive by combining in-depth knowledge of a wide range of business sectors and innovative technologies with a collaborative approach. Sopra Steria places people at the heart of everything it does and is committed to putting digital to work for its clients in order to build a positive future for all. In 2024, the Group generated revenues of €5.8 billion.

The world is how we shape it

Sopra Steria (SOP) is listed on Euronext Paris (Compartment A) – ISIN: FR0000050809

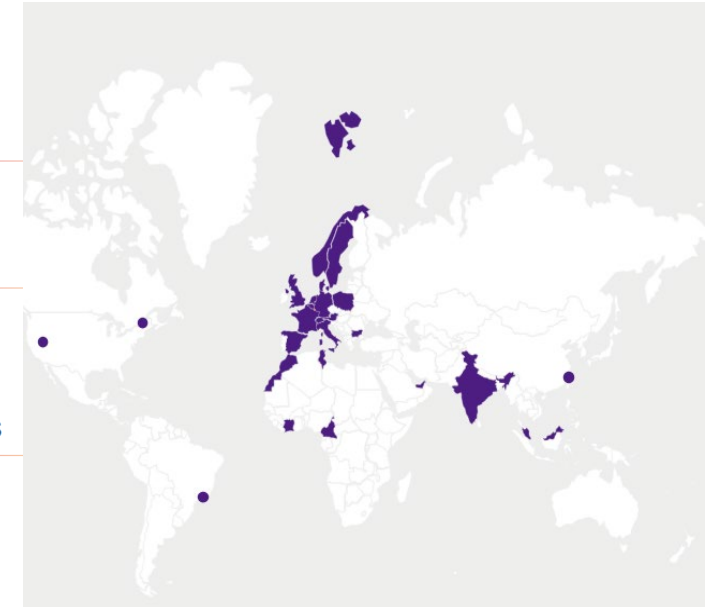
For more information, visit us at www.soprasteria.com

50,000
employees

€5.8bn
2024 revenue

Top 5
European digital
services companies

In nearly
30
countries



Our Cloud Capability

Sopra Steria Cloud Practice brings together leading digital, cloud and engineering expertise to accelerate transformation for our clients.

- Delivering comprehensive digital and cloud transformation, including strategic consulting, change management, large scale migration, application modernisation, next generation development and secure, optimised operations
- Integrating deep capability across applications, data, infrastructure, cloud platforms and security, supported by industrialised assets to enable solutions across Private, Public, Hybrid and Sovereign Cloud environments
- Using an end-to-end cloud delivery model that integrates business, engineering, security and operations, ensuring continuous innovation, strong governance, and measurable business value throughout the full cloud lifecycle.

Our Credentials

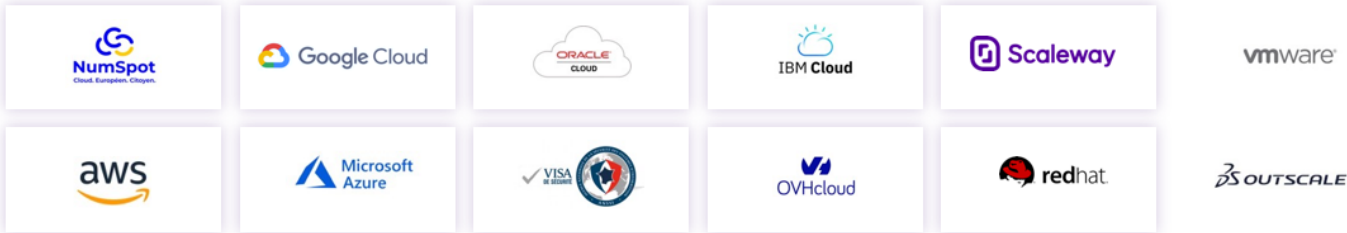
Capacity

More than 15,000 cloud experts in 30 countries
(Vision, Ops, Design, Scale)

Market recognitions

- Large account (best category>\$250m) in the "Public Sector Industry Cloud Landscape" (Forrester)
- Leader "Cloud public in Europe" & "Next Gen Private & Hybrid Cloud" (ISG)
- Leader "Cloud Infra Brokerage" (NelsonHall)
- Best in Class "Azure" & "SAP" & "Service Now" (PAC Radar)
- Leader "Cloud Native Application" & "Application Transformation Services" (Quadrant)
- Major Contender "Cloud Services" & "Cloud Native Applications" & "Services on AWS Azure & CGP" (Everest)

Key partners



Main market recognitions

2nd in IT Services in France and 10th in EMEA*

Cybersecurity	Digital	AI	IT for Green	Cloud			
• Leader "Cyber resiliency services" (NelsonHall) • Leader "cybersecurity" in France & Germany (ISG) • Top 5 "cybersecurity" in France (Markess)	• Leader "Application Transformation Services" (Quadrant) • Leader "Digital Banking" (NelsonHall) • Leader "Digital Banking Services" (ISG) • Major Contender "Digital twin Services" (Everest) • Innovator "Digital Manufacturing" (NelsonHall)	• Leader AI Services & Gen AI (PAC Innovation Radar) • Leader AI Services (Quadrant) • Leader "Intelligence Process Automation" (Quadrant) • Major player "European Professional Services for Data-Drive" (IDC) • Major contenders "AI services" & "Intelligent Process Automation services" (Everest)	• Leader "ESG for Banking Services" (NelsonHall) • Best in class "consulting and digital services for sustainable development" (PAC Innovation Radar) • Major Contender "NetZero Consulting Services" (Everest)	• Large account (best category>\$250m) in the "Public Sector Industry Cloud Landscape" (Forrester) • Leader "Cloud Infra Brokerage" (NelsonHall) • Best in Class "Azure" & "SAP" & "Service Now" (PAC Radar) • Leader "Cloud Native Application" & "Application Transformation Services" (Quadrant) • Leader "Cloud public in Europe" & "Next Gen Private & Hybrid Cloud" (ISG) • Major Contender "Cloud Services" & "Cloud Native Applications" & "Services on AWS Azure & CGP" (Everest)			
							

Resourcing Technology Design

Sopra Steria delivers specialist Resourcing Consulting Services, helping organisations modernise hiring through advanced recruitment technology, expert implementation, and optimised process design and configuration. We streamline operations, enhance candidate and recruiter experience, and ensure efficient, scalable, compliant recruitment outcomes that accelerate talent acquisition and support digital transformation across the public sector.

Service features

1. Recruitment Technology assessment to optimise hiring performance and efficiency.
2. End-to-End recruitment system implementation for seamless user adoption.
3. Process Design aligned to public sector recruitment standards and compliance.
4. Configuration of recruitment workflows to accelerate candidate's throughput.
5. Integration of recruitment tech with existing HR and IT ecosystems.
6. Data driven insights to improve hiring quality and reduce costs
7. Workshops integrating Ai into Sourcing, Screening, Selection and Onboarding
8. Improving Vetting Solutions via IDVT optimisation including Social Media Checking.
9. User Training, enabling effective user understanding and adoption.
10. Scalable recruitment solutioning, supporting transformation and growth

Service benefits

1. Enhances hiring accuracy and productivity with optimised, integrated technology
2. Enhances user adoption with comprehensive implementation and focused enablement.
3. Ensures compliant recruitment aligned with public sector standards and policies
4. Reduces time-to-hire by streamlining workflows, tailored for efficiency.
5. Seamlessly integrates recruitment technology with other business systems, lowering costs
6. Strengthens decision-making through actionable analytics improving outcomes while reducing expenditure.
7. Builds AI capability across recruitment lifecycle stages improving effectiveness
8. Enhances vetting, using optimised IDVT and social checks, reducing risk
9. Increases confidence and competence through targeted training supporting successful adoption
10. Supports organisational expansion through flexible recruitment solutions enabling sustainable transformation.