



# Growing talent together

Partnering for future success



[jobs.efficy.com](https://jobs.efficy.com) | [learning@efficy.com](mailto:learning@efficy.com)





# We are a european tech company

Transforming customer data into valuable insights since 2005. With 300,000+ users across 63 countries, our 450-strong team powers business relationships worldwide.

Founded in

**2005**

*In tech since flip  
phones!*

Team members

**450**

*Growing fast!*

Customers

**13.5K**

*A global network of  
success!*

Offices

**11**

*From Oslo to  
Toulouse, it's all  
about diversity*







# From startup to scale-up

efficy's journey started in 2005 with a bold vision to reshape CRM (Customer Relationship Management). Since then, we've accelerated our growth by acquiring 15 companies, expanding our footprint across Europe. But we're not stopping here, we're still growing and continuously evolving. We're always on the lookout for passionate talent to join us as we scale new heights.

Together, we're building **the future of CRM**.

You can find efficy offices in:

**Oslo . Helsinki . Stockholm . Copenhagen . Malmö . Utrecht . Brussels . Paris . Lyon . Toulouse . Warsaw**

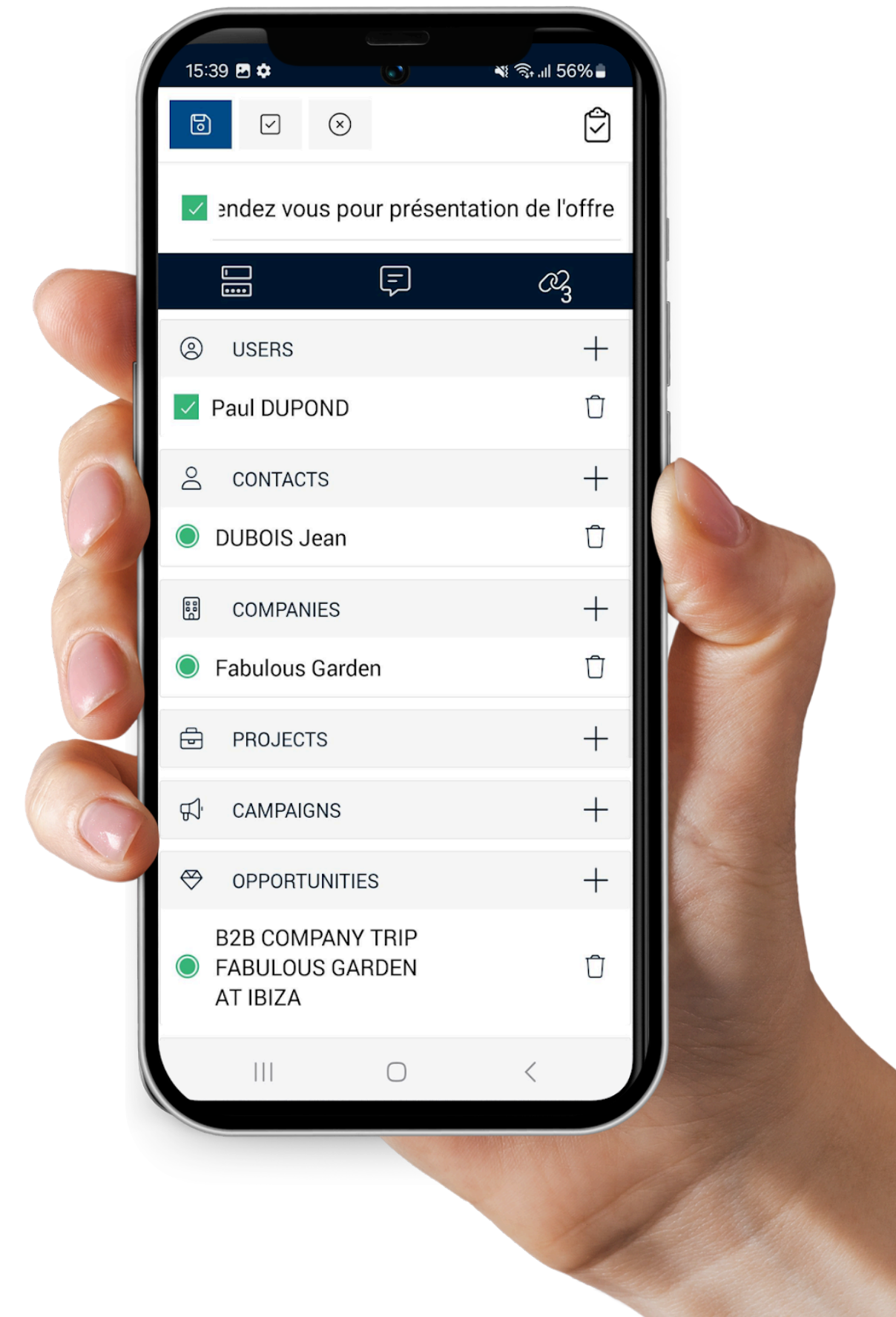




# Innovating Customer Relationships for the Future

We provide CRM (Customer Relationship Management) technology that helps businesses manage and improve relationships with customers. From startups to large companies, our products adapt to every size. With a strong presence in France, the Nordics, and Benelux, we're building connections and driving growth.

And we're always looking for **passionate people** to join our journey.







**We Connect**



**We Deliver**



**We Innovate**



**We Cultivate  
Trust**



**We Embrace  
Diversity**

**Our future is  
built on core  
value alignment**

We help our people grow, and in turn, we grow as a company. Our future is shaped by aligning our growth with our core values. By providing the support, resources, and opportunities to connect, we create an environment where everyone can thrive

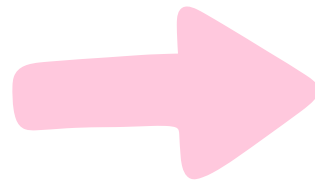


**Now let's talk about**  
**you and us**



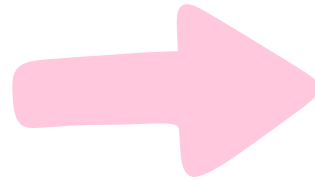


You shape the professionals of tomorrow.



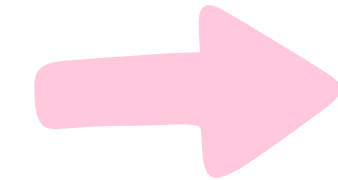
We welcome them into the professional world.

Your mission is to guide students toward successful careers.



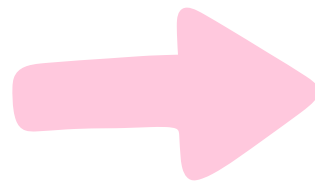
Ours is to find and grow the talents who'll drive our future.

You want to turn your students into future stars.



We're searching for the best and brightest to grow with us. 🌱

You bring knowledge, structure, and expertise.



We bring industry insight, mentorship, and real-world experience.

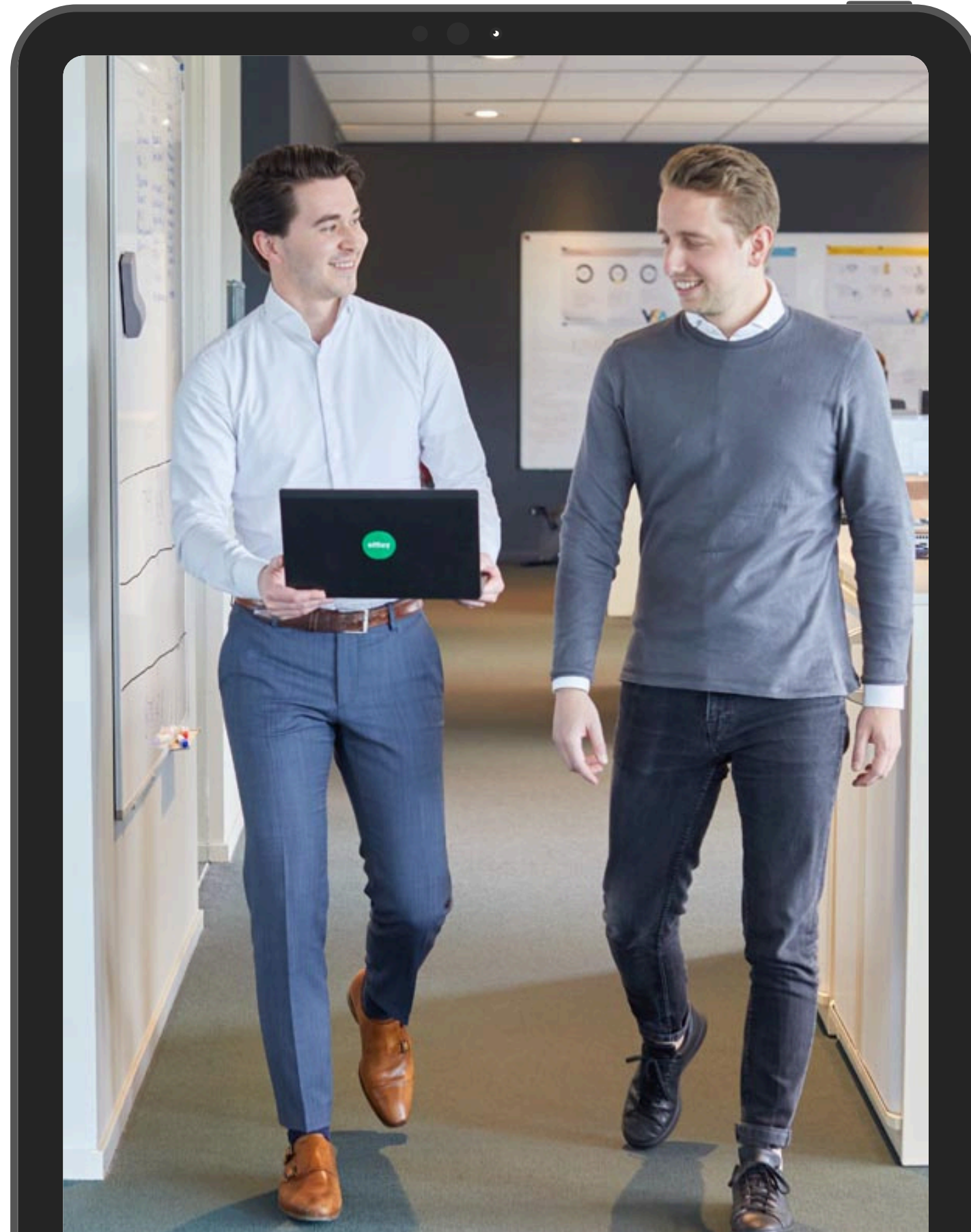






When education and industry work hand-in-hand, students thrive — and so do we all.

**Let's start something meaningful — and make it last!**





# **Ways we can work together**





# We welcome your interns and hire recent graduates!

Whether they're looking for:

- A short-term experience to explore the professional world,
- An opportunity to deepen their skills and expertise,
- Or a long-term role to kick-start their career,

We're here **to support their journey.**







# We are committed to ensure that every student:

- Feels supported throughout their journey at efficacy.
- Gains meaningful growth — professionally and personally.
- Has their voice heard and can make a real impact.
- Is inspired daily by exciting tech, real projects, and diverse teams.

The infographic features a green background with a dark blue wavy line separating two circular images. The left circle shows a young girl, and the right circle shows an adult woman. Text above the circles describes her career progression from a 'Mini journalist' to a 'Corporate recruiter'. A quote at the bottom emphasizes growth through meaningful actions.

**Grow the efficacy way**  
with Véronique

*Then*  
**Mini journalist**

*Now*  
**Corporate recruiter**

*"You don't just grow from doing big things,  
you grow from doing the right things.  
Even when they're small."*



# Where do we hire?

## Tech teams

For students passionate about innovation: our Product & Engineering teams design and build solutions that power customer success — from fresh ideas to full implementation.

## Sales teams

For graduates who love connecting with people: our Sales teams grow efficacy by understanding customer needs, selling solutions, and building lasting partnerships.

**New Sales  
Hub in  
Utrecht!**

## Corporate teams

For those who want to shape strategy and culture: from HR to Marketing to Finance, our Corporate teams support people, strategy, and operations behind the scenes.

**Discover more about our Sales Hub**



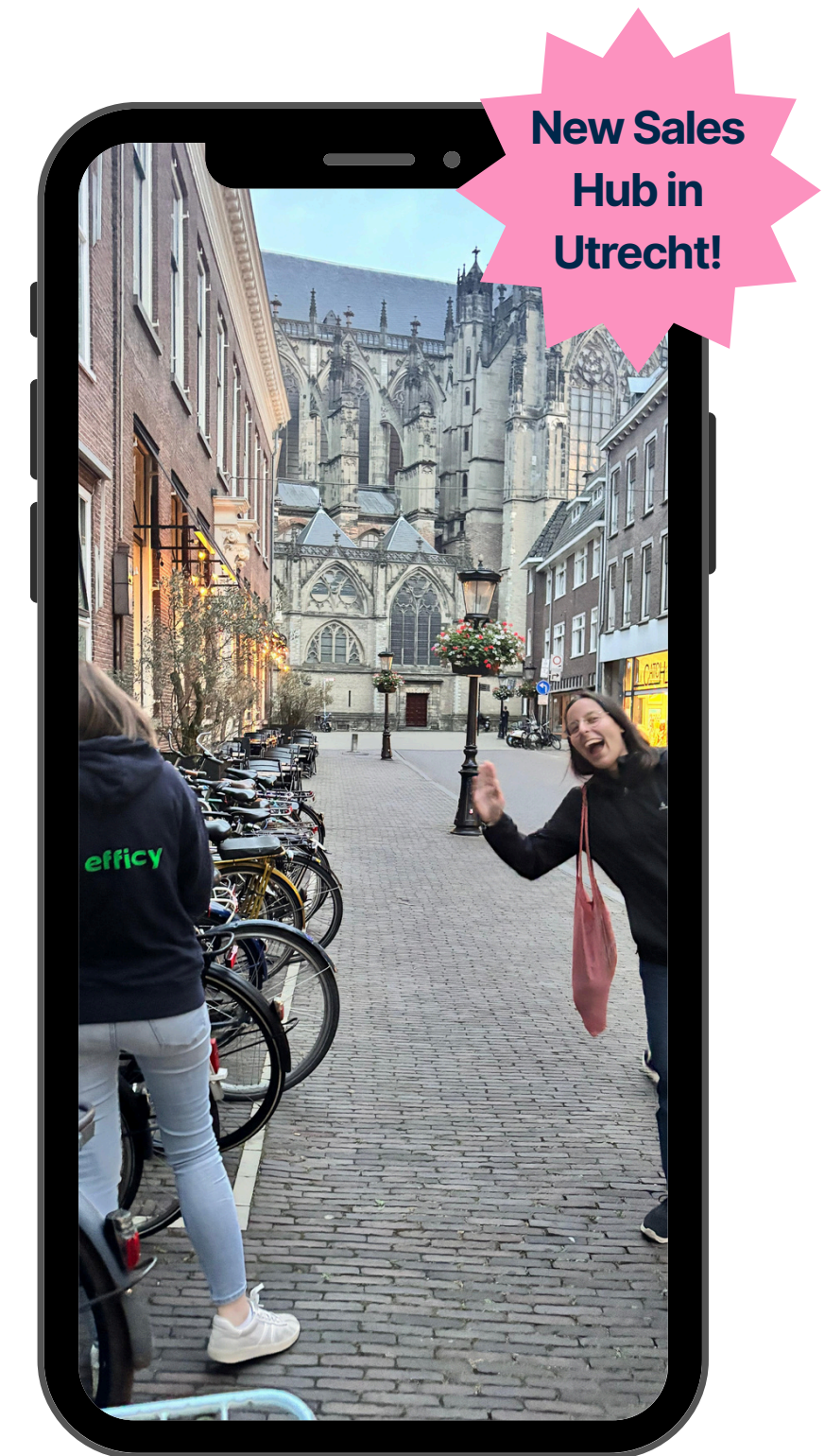


# We offer graduates their first **international** **experience**

Our Sales Hub in **Utrecht** is the launchpad for young, multilingual talent starting their careers in tech sales. We provide structured onboarding, continuous coaching, and clear growth paths from entry-level roles to future leadership positions.

## Partnering with **efficy** means offering your students:

- Hands-on experience in a leading European SaaS company
- An international, multicultural environment
- A supportive culture that helps young professionals build skills, confidence, and long-term careers



[Discover more about our Sales Hub](#)





# Beyond internships & jobs

## Career Insights & Job Talks

Give students a first-hand view of what it's like to work in tech, sales, product, or corporate teams — and how to grow their careers.

## Industry & Market Expertise

Share knowledge on the CRM industry, digital transformation, and the role of innovation in shaping tomorrow's businesses.

## Business Growth & Leadership Stories

Offer lessons from scaling across Europe, integrating teams, and building a strong company culture.

Interested in something tailored? Contact us to create a custom collaboration.





# **Discover what success looks like through the eyes of our interns across Europe.**

Every year, we welcome students from universities across the continent into our teams. They gain hands-on experience, contribute to real projects, and leave with new skills, confidence, and lasting connections.



**Selim**

Data Management Intern  
**Paris-Saclay University**

This internship has allowed me to gain real-life work experience. I learned to see the bigger picture—not only delivering results, but also presenting, communicating, and sharing them so the team can truly benefit. I felt that my opinions on the subjects I worked on were taken into account and made a real difference. I also greatly improved my coding skills thanks to the daily support of my team. What I enjoyed the most at efficy were the people: my teammates, who were a delight to work with, and the other interns, with whom I shared many laughs.

My six-month internship at efficy gave me my first corporate experience, where I gained valuable knowledge in HR, employer branding, sales, and IT concepts. It helped me grow by developing recruitment and campaign management skills that prepared me for full-time employment. What I enjoyed most was the people and the team activities we shared, which made this experience both memorable and rewarding



**Gonçalo**

Talent Acquisition Intern  
**Portuguese Catholic University**





**Ires**

Purchasing Intern

**University of Le Havre**

My internship has been a really valuable experience. I learned a lot about contract management, processes, and sourcing, while also improving my skills with tools like Excel, Power BI, and Power Automate. Beyond hard skills, I developed autonomy, analytical thinking, and learned how to adapt and collaborate in an international team.

What I enjoyed most was the friendly atmosphere, the support between colleagues, the connection with other interns, and the activities that made integration easier (and more fun for a foodie like me!). The office environment and amazing view were definitely a plus too!

I felt really welcomed at efficacy :) The people are very kind, talented in what they do, and open to exploring new ideas. That environment encouraged me to also explore and learn new things without fear



**Yosephine**

Internal Comms Intern

**Paris-Est Créteil University**



**Siyi**

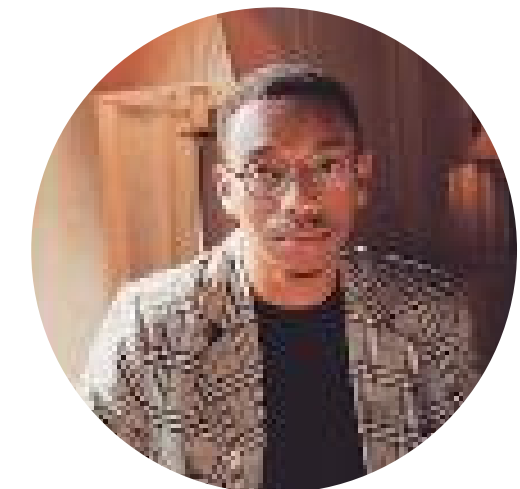
Data Management Intern  
**University of Leuven**

My internship at efficy was short but truly meaningful. As a Data Management Intern in the Data Analytics team, I worked on the data catalog and learned how analytics supports real business needs. A highlight was our two-day workshop where we brainstormed, shared ideas, and wrapped up with a fun team dinner—it really showed the strong team spirit here.

Before I left, the intern community organized a dinner where we shared experiences and future plans. Those warm, open conversations were a lovely way to end my time and a reminder of how welcoming the culture is. Everyone at efficy is open, collaborative, and kind. I always felt supported both professionally and personally, and I'm grateful to have been part of such an inclusive environment.

During my internship, I deepened my knowledge in HR, especially in Compensation & Benefits and Project Management. This experience gave me both expertise and confidence, confirmed my career choice in Comp & Ben, and allowed me to take on real responsibilities.

What I loved most at efficy was the trust I was given. From the start, I felt valued because I could contribute to meaningful projects and see the impact of my work. I also really enjoyed the collaborative spirit and supportive environment—everyone has such good energy! On a personal level, I loved connecting with people from different backgrounds, and I'm leaving not only with valuable professional contacts but also with new friends.



**Raphaël**

Reward & Org Intern  
**Sup des RH**  
**(The HR Graduate School)**



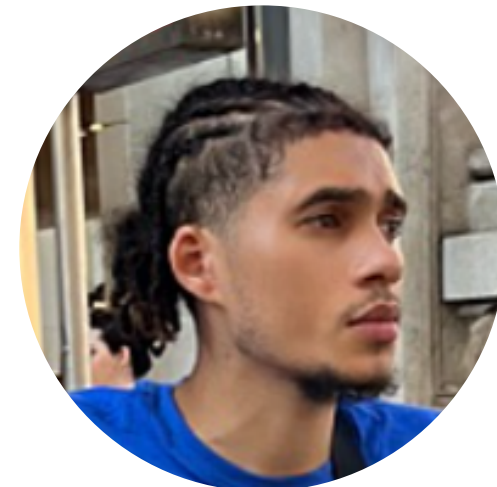
**Maël**

AI Research & Development Intern

**Léonard de Vinci School of Engineering**

My experience at efficy so far has been great. The atmosphere at the office is super enjoyable. I've learned a lot about how a company works and what it means to be part of a real team that helps you give your best every day, and I think the thing I've enjoyed the most at efficy is the overall atmosphere, with plenty of events and many other great interns around, which makes the experience even more fun and rewarding

My internship at efficy was truly an amazing experience. I learned a lot, both on the technical side and the business side, which really helped me grow professionally. It was also a great opportunity to strengthen my soft skills through the different events efficy organised, such as karaoke, chefficy, and the many after-work gatherings. What I enjoyed the most was being surrounded by such competent colleagues, which gave me the chance to learn from the best. Beyond that, efficy is a very human company with great people, a warm atmosphere, and cozy offices, which made the whole experience even more enriching.



**William**

AI Research Intern

**ENSEA Graduate School of Engineering**





# Thank you so much

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Contact us to explore how we can work together.

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