



#LifeAtGÉANT campaign

Grace Cooper
Communications Specialist at GÉANT

SIG-Marcomms, Dublin

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What is Life at GÉANT?



Creates the opportunity for potential future employees to learn more about life at GÉANT directly from GÉANT employees and their perspective.



Support HR with recruitment



Not only external comms, but internal too.

Time for a refresh!

GEANT

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Life at GEANT

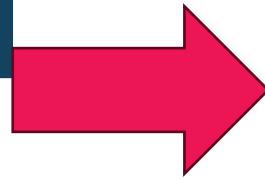
Learn directly from GEANT employees what it means to work for a unique organisation that plays a pivotal role for research and education world-wide.

Licia Florio
"Flexibility and trust"

Munyaradzi-Shahwe
"Impressed by large scale projects"

Tina Van de Wall
"Never a dull moment"

Temoor Khan
"So much more than IP networks"



GEANT CAREERS

PEOPLE LOCATIONS VALUES LIFE AT GEANT VACANCIES VALUE PROPOSITION GET CONNECTED

Life at GEANT

Learn more about life at GEANT directly from employees. Watch videos and read interviews to discover what it means to work for a unique organisation that plays a pivotal role for research and education worldwide.

Videos

Life at GEANT
Lotte Delfgaauw
Head of HR

Life At GEANT - Badreddine Ajbar El Gueriri
BADREDDINE AJBAR EL GUERIRI
CHANGING THE CLOUDS

#LifeAtGEANT - Mojde Amzajerdi, I...
THE GADGET GURU

Life at GEANT

Badreddine Ajbar El Gueriri | Junior Buyer

Mojde Amzajerdi | IT Support Engineer

Interviews

Abdalla Alfaramawi | GEANT Operations Centre (intern)

Alex Richford | Security Engineer (intern, 2023)

Billy Holbrook | GEANT Operations Centre (intern, 2023-2024)

Dom Mayerl | Learning and Development Specialist



GEANT is at the heart of research and education networking. Together with our partners we deliver an information ecosystem of infrastructures and services to advance research, education, and innovation on a global scale.

Why GEANT?

Joining GEANT you'll be part of a dedicated and passionate community of experts working together to develop, deliver, and promote the world's most advanced networks and e-infrastructure services that support over 50 million scientists, researchers, academics, and students across the world. [Find out more](#)

Join GEANT

We are looking for diverse, talented people from a variety of specialisms to join us and share our culture based on community, trust, innovation, and passion. GEANT offers a unique, inclusive, and highly collaborative environment that encourages people to contribute, learn, develop, and make a real difference. [See our jobs](#)

Our People

Our 150+ people – who between them represent over 20 nationalities – mark us as truly multicultural and our organisation thrives as a result. Our people come from range of technical, operations, service, and commercial disciplines – with one shared mission: to empower research and education with an open, innovative, and information ecosystem.



Our Values

What does GEANT mean to you? GEANT is truly a unique organisation, and our values reflect that. View our [Employee Value Proposition](#).



Community

As a group of individuals, we are driven by a feeling of community: we need each other to live, to work, to laugh, to succeed. I am because we are. We are because I am. A community does not exist without individuals, and individuals do not thrive without community.



Trust

Everything we do is built on trust. When we speak to each other, when we communicate with our community, when we build new services – we trust in each other's reasons, knowledge, and experience.



Innovation

We add value by innovating for the benefit of our community and society at large. Whether this is a new service, a fresh way of working, or a new campaign idea – the approach is consistent: we try to continually improve by innovating everywhere.



Passion

So often we see our people going the extra mile, time after time. Why do they do this? It is because they believe so strongly in what we are doing and are driven by the high levels of commitment they see in others, throughout the community. Together, we drive each other.

Life at GEANT

Learn more about [life at GEANT](#) directly from employees. Watch videos and read interviews to discover what it means to work for a unique organisation that plays a pivotal role for research and education worldwide.



Munyaradzi Shahwe
Senior Project Accountant



Helga Spitaler
Senior International Relations
Project Manager



Temoor Khan
Team Leader - Network Management



Mandeep Saini
Head of Digital Services
/ Deputy CITO

We want to meet you!

With opportunities across a wide range of fields including software development, network engineering, marketing and communications, project management and international relations, we can offer you an interesting career in a unique working environment where your contribution really counts. At GEANT we have the potential to make a difference to the world around us by providing those in research & education with the tools to collaborate on ground-breaking research. You too could be a part of this. If you think GEANT could be the place for you, then get in touch – we'd love to hear from you!

[Search for jobs](#)


Written interviews

WHAT DO YOU DO AT GÉANT?

As part of the International Relations team, for over 10 years I have been involved in adapting the [GÉANT](#) model to other parts of the world in the context of EU-funded regional networking projects. Specifically, I drive and coordinate the visibility efforts for these projects, including mentoring colleagues to build up PR capacity locally.

I always want to understand the WHY that is behind what we do. I am therefore keen to demonstrate our impact through the eyes of the actual network users, and in particular the less traditional ones who have a huge societal benefit potential. I am proud to be involved in the [In The Field](#) blog project which depicts such a powerful picture of the difference [NRENs](#) make around the world.

HELGA SPITALER LIFE AT GÉANT

SENIOR INTERNATIONAL
RELATIONS PROJECT
MANAGER



“I really value the multi-cultural atmosphere here at GÉANT. I work with and learn from amazing colleagues, both in this organisation and in the wider community and have made real friends along the way.”

WHY GÉANT?

Again, it's about making a difference. Like the caretaker at NASA who replied when asked 'What do you do?' with 'I am helping put a man on the moon', we should proudly say 'We are helping advance scientific research and make education more accessible'.

And it's about the people. I really value the multi-cultural atmosphere here at GÉANT. I work with and learn from amazing colleagues, both in this organisation and in the wider community and have made real friends along the way.

I joined GÉANT (at the time DANTE) in 2004, and I am still stimulated by the diversity and the need to think outside the box, as each region has its own challenges and opportunities.

GÉANT also gives me the opportunity to grow. Working with the most experienced project managers has given me invaluable insight into aspects beyond my core activities, and I am confident that my journey here at GÉANT is not finished yet.



ABOUT HELGA

Before joining the research and education networking world, Helga was an Executive Education Programme Manager at the Judge Business School in Cambridge, following a stint in event management in San Francisco, US, and after 'escaping' the isolation of soundproof simultaneous interpreting booths. Helga hails from Bolzano in Italy and occasionally misses the Dolomites mountain landscapes, but feels privileged to call Cambridge home.

HR objectives

- Increase visits to our careers page
- Promote the GÉANT Employee Value Proposition
- Increase ease of recruitment

Our values are fundamental to GÉANT



Should we try a video? What are the next steps?

- Discuss with HR about upcoming recruitment
- Informal conversation with potential interviewee to gain deeper understanding about their role
- Take the time to visualise the concept.
- Write the script
- Film it!
- Post production voice over
- Andrea from our design team works his magic to create...





LinkedIn analytics

HR Video:

1. Impressions: 2,572
2. Video views: 1,202
3. Engagement rate: 12.83%

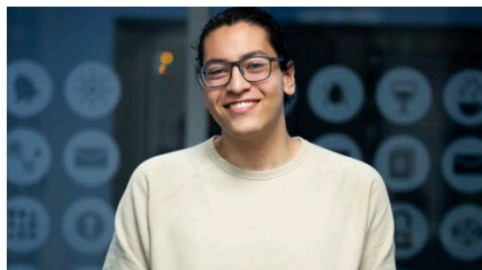
Mojde's Life at GÉANT

1. Impressions: 2,779
2. Video views: 2,336
3. Engagement rate: 13.31%

LinkedIn industry average engagement rate:

1. Technology: 2.4%
2. Non-profit: 2.1%
3. Education field: 1.8%

Intern series to aid recruitment



**Abdalla Alfaramawi | GÉANT
Operations Centre (intern)**



**Alex Richford | Security Engineer
(intern, 2023)**



**Harry Collins | IT Services
Engineer (intern)**



**Billy Holbrook | GÉANT
Operations Centre (intern, 2023-
2024)**

TELL US A LITTLE BIT ABOUT YOURSELF

Hey, my name is Abdalla, I'm 19, and I'm currently employed as a GÉANT Operations Centre intern in the Cambridge office. I started at GÉANT in June 2024, and my internship is for 12 months.

I'm originally from Egypt and lived in Cairo for most of my life before moving to the UK two years ago to study at Anglia Ruskin University (ARU), Cambridge. So, if anyone's planning a holiday to Egypt, I can give a local's recommendations – one is to avoid going in the summer unless you're fine with 38°C heat and above!

ABDALLA ALFARAMAWI

LIFE AT GÉANT

GÉANT OPERATIONS
CENTRE (INTERN)



"GÉANT colleagues and my immediate team have shown a lot of trust and confidence in me. My responsibilities have steadily grown to include more projects that have a real impact on my team and the company."

HOW DID YOU FIND OUT ABOUT GÉANT?

During my second year studying Computer Networks at ARU, I started searching for a placement. My university's placements team encouraged me to attend a careers fair, which GÉANT was also attending. There I had the chance to meet Tony Barber, Head of the GÉANT Operations Centre, and Billy Holbrook, who was a GOC intern at the time. From our conversation, it became clear that this position was exactly what I was looking for! After updating my CV, I applied, and then received an invitation for an interview where I was asked general questions about myself and my skills. Following this, I had a second interview with Tony Barber and Temoor Khan, who is a Team Leader for Network Management in the GÉANT Operations Centre. This interview was much more technical, and it really tested my knowledge (thank you to ARU for helping me prepare!).

WHAT DOES A DAY AT WORK LOOK LIKE FOR YOU?

A typical day for me consists of troubleshooting issues for our customers, making sure there are no unreported problems, and working on various projects. One of the projects I'm working on involves auditing the IP address management system, and ensuring addresses which are in use are recorded as such, and outdated/incorrect information is removed. Some days can get pretty hectic, but I always manage to squeeze in a round of foosball in the office kitchen with my colleagues!

HOW WOULD YOU DESCRIBE INTERN LIFE AT GÉANT?

Since I started, GÉANT colleagues and my immediate team have shown a lot of trust and confidence in me. My responsibilities have steadily grown to include more projects that have a real impact on my team and the company. It's been great to take on more and really perform at my best.

HOW WILL YOUR INTERNSHIP SUPPORT YOUR CAREER PATH?

After talking with lecturers, colleagues, and friends, once I've completed my internship, and after finishing my Bachelor's degree, I've decided I want to start a full-time position. While a master's degree is a challenge I would like to take on in the future, I want to focus on getting more real-world experience in my field first.

DO YOU HAVE ANY ADVICE FOR FUTURE INTERNS AT GÉANT?

Always be open to learning and absorbing as much knowledge as you can during your time here. You will make mistakes - it's part of the deal, but the key is to talk openly with your team, ask questions, and learn from your mistakes. The learning curve can be steep, but if you stay curious and keep improving, you'll do great!

How can we evolve the #LifeAtGÉANT series?

- Should create videos highlighting each department and their role within the organisation?
- Regularly roll out individual videos – do we have the time? Or willing participants?
- Change the style to enable the outcome to be more informative
- Involve NRENs to demonstrate the community – such as interviewing a network engineer and ask about their involvement within SIG-NOC and explore this further?



How do you highlight your employees and their stories?

Thank you! Any questions?

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