



**Your complete  
guide to 7N**



As a 7N consultant, you will become part of a strong community of the most talented freelance IT consultants. Not only that; you will find that 7N is a competent sparring partner during your day-to-day work at the client, during our frequent meeting, and during our many professional and social events.

Below, we've provided you with a glimpse into your life as a 7N consultant.

## Your life cycle as a consultant

At 7N, you'll soon discover that you are our main point of focus – both before, during, and after you are working on one of our assignments. Before an assignment, we put a great deal of effort into preparing you thoroughly for your assignment. Not only do we ensure that you and the assignment are a good match, but we also make sure that your CV, interview, and first meeting with the client run smoothly.

When you are working on an assignment, our sales agents have frequent meetings with both you and the client to ensure that both parties are satisfied with the collaboration, that your expertise is being used optimally, and that any problems that may have arisen are dealt with promptly.

Towards the end of your contract (1-2 months before it expires), we initiate a dialogue with you to make sure that you are properly prepared for your next assignment.

If you would like to know more about your life cycle as a 7N consultant, then click [here](#).

## Professional events

Your professional development is essential if you are to remain attractive as a consultant. That is why we, at 7N, constantly keep a pulse on market trends – everything ranging from DevOps, Cloud, Machine Learning, and SaFe.

We conduct several workshops, lectures, and courses throughout the year, to which we invite talented professionals to teach and present a range of topics. 7N supports your professional development via high-quality events, networks, and courses. We aim to tailor all of our events to your specific needs. This means, for example, that our courses are scheduled on weekends, so you do not have to use your days off to upgrade your CV. We only invite 7N consultants, which means that the teaching level or topic is tailored to a professional audience.

All presentations and workshops are free as a rule, with the exception of courses and certifications, which do require the participants pay a share of the costs.





## Professional network

At 7N, we aim to create a professional community and network. Examples of this include the 7N Project Manager Full Day Event and the 7N Architecture Full Day Event, both of which are held once a year. This gives 7N consultants the opportunity to get together for 24 hours and discuss one or several specific topics as well as socializing. These events build strong relationships between the consultants – relationships that can be used in the daily work with our clients.

## Social Events

Freelance consultants often find it difficult to build a professional and social network, which is why 7N hosts several social events throughout the year.

These events also provide a unique opportunity to network with other 7N colleagues and give us, the employees, a chance to get to know you better.

The year's highlights are our Kick-Off in the spring (see more below), our summer party with partners, and, of course, our Christmas party, where you can round off the year properly with your colleagues.

During the course of the year, we will invite you to evening lectures on everything from reading techniques to healthy diets, previews of new movies, and outdoor trips – for example, mountain biking, and ending the day with a cozy get-together over a meal.

## Kick-Off

Every spring, 7N invites you to our exclusive KickOff. In unique settings, you will be given the opportunity to network, adding another experience to your list of achievements, while enjoying food and drinks in a class of its own. 7N's Kick-Off event attracts more than 200 participants annually and takes us as far afield as the Ryder Cup Golf Course in Scotland, or from the desert of Dubai to the snow-clad forests of Finland.

We spare no expense, and no detail is overlooked in our effort to give you a fantastic memory that you can look back on together with lots of informal contacts and relationships which will be worth their weight in gold in your day-to-day work.

Participants are required to pay a share of the costs of our Kick-Off.



One of the cornerstones of 7N's success is our extensive recruitment process. We do our utmost to find out as much as we can about your professional skills and your personality – in order to be completely sure that the basis for strong cooperation exists. At the same time, knowing just what makes you tick, gives us the best chance of being able to find an assignment for you.

We see the process as a constructive dialogue, and the more you contribute to it, the more it will help us to understand your profile and type of assignments you would like to work on.

The process looks like this:

### **Before the interview:**

Imagine that you will familiarize yourself with the material and bring any questions you may have to the interview.

We will do our best to answer your questions. If necessary, we will consult our support functions after the interview to get the answers you require.

In addition, you may want to consider the following questions:

- What do you dream of in your career as a consultant?
- What kind of assignments are you interested in?
- How far are you willing to travel for an assignment?
- What hourly rate do you expect for your work?

We would also like to ask you to prepare a short presentation focusing on your key areas of expertise, and the values you can add to a client's operation.

We will start the interview with this presentation.

### **During the interview:**

The interview will last for approximately an hour, and you will normally meet two agents from 7N. It is important for us to meet you in person, so we can get a clear impression of who you are. At the same time, we will make it a priority to let our sales and recruitment agents meet you, so we have two sets of professionals examining your profile.

The agenda for the interview looks something like this:

- Welcome and presentation
- Review of your CV and discovering more about your professional skills and personality
- The type of future assignments you would like
- Any questions you may have for 7N
- Summing up and what happens next

## After the interview:

We will usually get back to you within a couple of days with an assessment of whether it is feasible to sell your profile to our clients or not, and you will also have had the chance to think about whether you are still interested in working with us.

If both parties are interested, then the following happens:

### Reference

We will contact two or three of your references to confirm our initial impression of you. Please have two references ready to send to us, and please inform them that we will be contacting them.

The ideal type of reference could be a current or former manager or colleague. It could also be one of your former employees or a client.

The chosen references should be people who know you well work-wise, and the relationship should be relatively recent.

### Personal profile

We would like you to fill out a personal profile called a PI. The profile takes approximately 15 minutes to complete. The aim of this is to give us some insight into whether or not the person we saw at the interview matches the way you see yourself.

We will contact you for a more in-depth profile if it provides us with a different image of you than that which we formed at the meeting.

## Code test

If you are a developer, we would like you to carry out a code test in the programming language which is your primary area of expertise. We use the tool Codility, which consists of several coding assignments. The result is two scores from 0 to 100, which are awarded for the solution and the implementation of it.

The result of the code test does not in any way determine whether we wish to continue our cooperation or not, but it can provide us with good sales parameters which we can use with our clients.

## CV

As a future consultant with 7N, you will receive a link to our CV database, so that you can create a new CV using our template. It is important that you make the effort to do this properly as this is your sales prospectus that will go out to the client. The system is easy to use and allows you to make copies if you need to adapt your CV to different roles, clients, or types of assignments. 7N's recruitment agents will, of course, be on hand to assist with creating the best CV possible.

You can find tips on writing your CV [here](#).

Once you have ticked off these points, you are ready to work with us, and we start looking for the right assignment for you.



The digital revolution and globalization have now become facts of life. This has meant that the market for consultancy services has mushroomed during the past 20 years. Competition is now fierce, and the freelance market is booming. Today, our clients use our external consultants as a strategic instrument to add momentum to their organizations and introduce new technology which will support their business activities. Consultants are no longer regarded as a necessary evil but are used for a limited period to generate energy and progress in the organization.

Many of us would like to enjoy a greater degree of freedom in our working lives which is one of the reasons why more and more people choose to run their own business and work independently as freelance consultants.

## **7N goes the extra mile - we want to be your agent!**

Celebrities and top-of-the-league sports stars all employ the best agents in the business to represent them. In 7N, we aim to be the preferred agent for the best IT consultants in the world.

We don't just sell consultants; we build long-term relationships with those who choose to work with us. In this dynamic collaboration, both 7N and the consultants we represent, develop their professional skills and experiences, while reaping greater financial rewards.

Contracts made through 7N normally run from 3-6 months, and the client is usually entitled to extend the contract for an agreed period. Some 7N consultants work for the same client for several years, while others work for several clients during a year.

All of this takes place in a collaboration based on trust, respect, continual adjustment of expectations, clearly defined goals, a thoroughly prepared contract, professional development, and an attractive social environment. We believe that 7N can make a valuable contribution to the careers

of consultants we represent when we have a close relationship with them and know their strengths, the areas they need to work on, and the direction they would like to see their career follow.

From us, you can expect transparency on pricing and the contract opportunities that exist. In return, we expect our collaboration to be based on mutual trust rather than contractual obligations.

In other words, you will become a part of the most highly skilled consultancy network and have access to a dedicated group of staff, that is ready to serve you.

## **Our values at 7N**

Consultants, agents, and staff live up to our three values every day:

### **Professional expertise**

A high level of expertise is an absolute must for everyone at 7N. We live for what we do. We strive to be the best within our field, and we must excel at passing on this knowledge to others.

### **Respect**

We respect others and the knowledge they have. We always assume that the person with the problem is the one who is in the best position to recognize the right solution. Therefore, it is our job to listen, try to understand and respect what others tell us – or say about us.

### **Mindset of a servant**

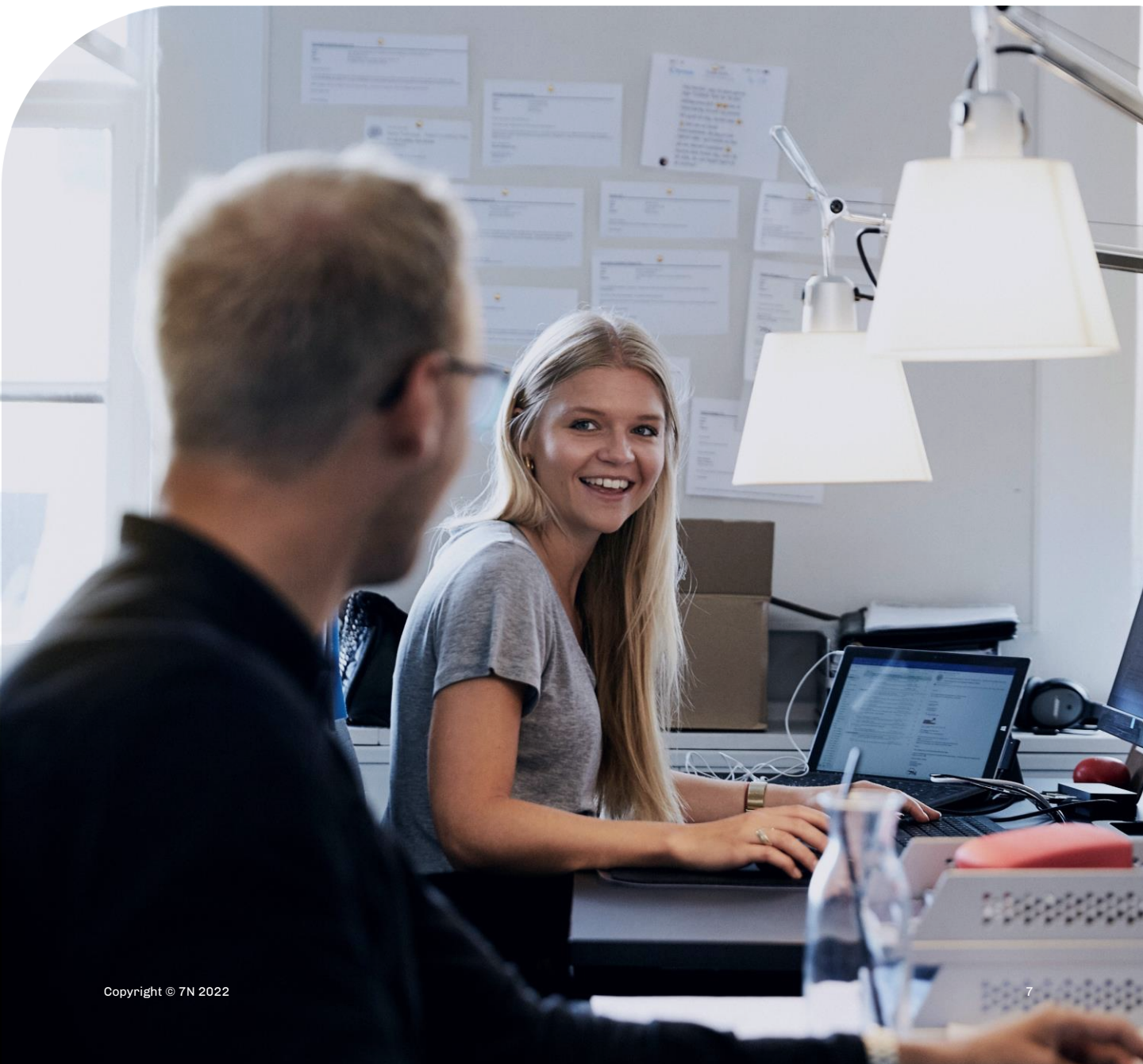
We believe that we exist to be there for others, and not just ourselves. We forge other people's happiness by using our skills and strengths to serve each other as colleagues, clients, and business partners. Being proud to serve means that we are the happiest when we are of benefit to others.



## What does a successful 7N consultant look like?

We find that our clients often ask for the same 7N consultants again and again. So we sat down to figure out why some consultants are more successful than others.

We got the Danish business psychologist, Peter Klange, to interview some of our most talented consultants and distil the essence of these interviews into what we call The Secret Code – the recipe for a successful 7N consultant. You can read more about [The Secret Code](#) here



Here, we will describe the typical stages of the life cycle that you will go through as a 7N consultant. There will, of course, be exceptions but that simply illustrates the degree of flexibility we strive to provide both our consultants and clients within any collaboration with 7N.

## **A new assignment**

A new assignment as a 7N consultant usually starts even before the last one is over. We book a meeting with you when the collaboration with your current client is almost finished.

## **Your profile, skills, and wishes**

The aim of this meeting is to update our knowledge of your profile, skills, and wishes. Generally, all of our sales and recruitment agents also attend this meeting in which you are the main point of focus. We would like to hear what the positive and less positive aspects of your latest assignment were. We would also like to know what you would like to work with in the future. At the same time, we will provide you with feedback on how the market is looking, and together, we will plan a strategy to help us identify which of our clients that might be relevant for your next assignment.

Sometimes at the meeting, we do, in fact, already have specific inquiries from one or more of our clients which match your profile.

## **Update your CV**

Ensure that your CV is updated before the meeting so that we can start looking for your next assignment right away.

## **The perfect match**

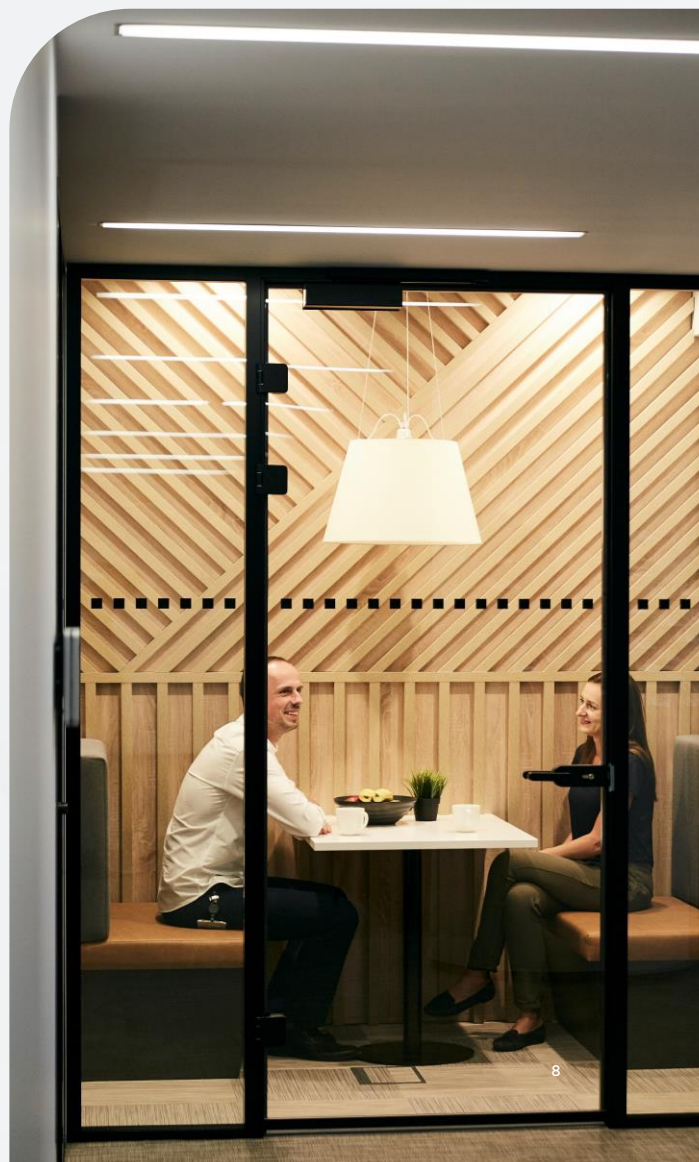
After the meeting, we will pursue our two-pronged strategy of sending out your details 'on spec' (unsolicited), while trying to match up your profile with specific inquiries that we have received from our clients. This is where an updated CV is alpha and omega in helping us creating the best match possible.

## **Assignment, time frame, and price**

Once we find a match, we will always contact you first to discuss the content of the assignment, the time frame, price, etc. with you and to get your acceptance before we send your profile to a client.

## **Interview**

If the client is interested in your profile, you will be invited to attend an interview. The sales agent that is in charge of this assignment has in-depth knowledge of the client and will use it to prepare you before the interview takes place. The sales agent will also be present at the interview to facilitate the process and ensure that both parties get the best impression of each other





## **Paperwork**

If you get the assignment, we will naturally take care of all the paperwork. We will also contact the other 7N consultants who are working for the same client to introduce you and inform them about when you are starting. In this way, you will have a network of colleagues and invaluable knowledge at your fingertips from day one.

## **Your personal 7N Agent**

While you are working with the client, the sales agent who is responsible for this assignment will visit you regularly. These meetings help us to eliminate any problems that might arise right from the start and will provide you with the best possible framework for success.

## **Your future**

The client may, and often does, wait up until a month before your contract expires to notify us that they wish to renew your employment. At 7N, we believe in the principle of constant care and therefore we initiate the dialogue well in advance. We will invite you to a new meeting so that we can renew our discussion about your future and can get started selling your services again. Thus, the cycle starts again.

## **The Role of the 7N Agent**

As a consultant at 7N, you are not on your own. We differ from other consultancies by offering all our consultants a personal agent, who cares about you personally and understands your skills and career goals. The 7N agents maintain personal contact with all our consultants, and you will notice that they do not view you as simply a number on payroll, a name in a database, or a commodity to sell.

As part of the 7N community, you will have your own personal profile on my7N.

On my7N, you will have access to all the latest and most relevant information about what is going on within your local and global 7N communities. As you already know, at 7N, we host several professional and social events for the 7N community throughout the year, and on my7N you will be able to keep track of all the events and access the sign-up details. You will be notified on the my7N timeline when new events are announced.

Furthermore, as we mentioned in the section about "[The 7N community](#)", your personal 7N agent will ask you to update your CV on my7N to ensure a good match between you and your coming assignment. You will be able to create multiple CVs on my7N and share them with your agent. For example, if you wish to have your CV in more than one language, if you want to target specific companies or industries, or if you want to display specific competencies for different roles. You will, of course, be able to update your CVs whenever you feel like it.

On your *Personal Details* page on my7N, you can change your personal information and settings such as email, phone number, business details, notifications, and preferred work locations. Furthermore, you can manage your subscriptions to newsletters, event invitations, and whether your professional profile may be displayed on the 7N homepage and used in marketing material.



On my7N, you can also find our *Referral Program*, which allows you to invite people from your professional network to join you as a 7N consultant. You will, of course, be rewarded if you are able to refer another top 3% IT professional who gets to work on a challenging assignment with one of our many international clients. During the referral process, you will be able to track the status of your referred candidate.

Your 7N agent will provide you with your login credentials.



7N A/S is a global, elite IT consultancy and agency with 30 years market experience in serving all aspects of critical IT projects both within the public and private sector.

We have dedicated ourselves to finding the right match between our consultants and the companies we serve – we believe that is how the best results are created. At 7N, we have built a professional community of extraordinary people. A community dedicated to achieving professional and personal development. A place where the best gets to play with the best.

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