ADVANTIO
an Integrity360 company
your security in mind

Graduate Program

Unlock your potential in the dynamic world of cybersecurity with Advantio: Explore endless growth opportunities, embrace our visionary approach, and enjoy exclusive perks and benefits.

ADVANTIO

ADVANTIO.COM/CAREERS

GRADUATES@ADVANTIO.COM

Who's This Booklet For?

Student

For those looking for internships or work experience, become a Cybersecurity Trainee and help us when you can. Are you in full time education and want industry experience or part time work to support your studies? Do you get a year in industry before completing your final year in further education? Do you think you have what it takes but don't know where to begin?

A Returner

Have you been out of work and want to get back into the swing of things? Do you think you have transferable skills, or gained experiences from other industries which may accelerate or benefit your learning and transition into cybersecurity?

An Experienced Hire

Have you worked – or are you working in a technical, analytical, consultative, or business development role?

Geek or no geek?
We don't care. ☺

Cybersecurity is a vast industry that has job opportunities for all. There are plenty of roles which allow research, development and play time. But cybersecurity roles aren't only for techies or candidates from Science, Technology, Engineering or Mathematics (STEM) backgrounds! Candidates with business, people or problem-solving skills add incredible value to a cybersecurity organization and Advantio embraces the need for a diverse and inclusive workforce - we love to think outside of the box, innovating and using creativity to make us stronger.

About Advantio

Since 2009, Advantio maintains an extensive team of consultants and security testing experts to provide digital security and assurance to its clients. Advantio has expanded from being a prominent leader in the European payment security and compliance market to offer comprehensive expertise in cybersecurity and Managed Security Services. We provide consultancy, products, and services to help organizations understand their own business risks related to cybersecurity. Our goal is to offer suitable and affordable solutions to effectively manage those risks and mitigate threats proportionately. Advantio primarily serves the FinTech and Payment Card industries and is recognised by VISA as one of Europe's top Qualified Security Assessor (QSA) providers.

Advantio has extensive experience providing cyber resilience to companies with global footprints via our expansive team of subject matter experts across many cybersecurity specialisms. The company is recognised as a technological innovator, providing expert consultancy and technical services to enterprise IT environments.

Our Vision & Future

Our company has undergone remarkable growth in recent years. We have consistently strengthened our position by achieving a steady annual growth rate of 30%. With an impressive expansion, we continuously drive innovation by introducing cutting-edge solutions. These efforts distinguish us as the top choice for cybersecurity services, setting us apart from our competitors.

ADVANTIO
By the Numbers

2009
Company founded

100+
Team members

30%
Female workforce

95%
Customer retention rate

340%
Company growth over 5 years

14
Native languages

300+
Clients globally

56
Countries served

#1
Most chosen assessor in EU

Our Culture: What We Look For In A Prospective Graduate

In our organization, we hold a set of core cultural values that shape our expectations for prospective graduates. We believe that individuals who embody these values will contribute to the harmony, openness, social responsibility, timelessness, accommodation, learning, and exceptional delivery that define our culture.

Harmony

A prospective graduate who values cooperation, actively participates in group efforts, and fosters positive relationships with colleagues is highly sought after.

Openness

We value honesty, integrity, and the willingness to suggest and embrace new ideas. Prospective graduates who are unafraid to challenge the status quo, think critically, and contribute to innovation will thrive in our organization.

Social Responsibility

Graduates who actively engage in initiatives that benefit communities and demonstrate a commitment to ethical practices will find a home in Advantio.

Timeless

We believe in building enduring solutions that withstand the test of time. We look for graduates who possess a long-term mindset, focusing on quality, durability, and sustainability in their work.

Accommodating

Creating an environment where customers feel at home and their needs are met. We seek graduates who are attentive, empathetic, and committed to providing exceptional service and experiences to our customers.

Learning

We encourage our employees to embrace continuous learning and development. Prospective graduates who are enthusiastic about acquiring new skills, adapting to changing technologies, and committing to a structured learning plan will thrive in our dynamic environment.

Deliver Results

You are driven, motivated, and capable of achieving tangible outcomes. Prospective graduates who demonstrate a track record of setting goals, taking initiative, and delivering on commitments will excel in our results-oriented culture.

Why Join Advantio?

Upon joining the Advantio family, you become an Advantioer! We are committed to ensuring all Advantioers achieve their professional goals, which is why we provide an effective learning and development program tailored to meet your goals and aimed at enabling you to become successful during a long and prosperous career at Advantio.

Cybersecurity is our passion and we hope it's yours too! Join our growing and innovative team of top professionals to secure your future in a fast-paced and dynamic industry.

Career development

Ongoing education and cyber-security training ensures you maintain the latest professional certifications and skills.

Remote & In-Office Flexibility

Enjoy a healthy work/life balance with the option to work from anywhere in Europe. In office or at home - it's your choice.

Competitive Salary & Benefits

Your hard work deserves a competitive salary, medical benefits and reimbursement for your home office.

Career Development

Advantio's Development program is there for you to make your learning and development journey as efficient as possible. It's a general practice that every new joiner gets at least one industry recognized certification within the first year of work. Here are just a few things our employees benefit from:

- An annual commitment to a minimum of 100 hours guaranteed exclusively for an employee's training needs;

- Dedicated learning and development planning – focused on creating a smarter, more effective pathway, so you can achieve the best professional version of yourself;

- Access to Advantio's Academy – a hub for continuous professional development for increasing knowledge, skills, and shadowing experience;

- Mentors who can provide a wealth of insight gleaned from extensive subject matter expertise and many years of experience from a wide range of different industries;

- International industry recognized certifications and trainings compensated by Advantio;

- Opportunities to take your transferable skills and potentially change your original career path within Advantio's cybersecurity capabilities.

Remote & In-Office Flexibility

We are committed to growing a long-term distributed team. We have offices, and remote team members all across Europe. There may be certain jobs that need to be in certain locations and this will be specifically noted in the job description where applicable. The Advantio team comprises of over 100 employees located across Europe. Our remote-first approach to hiring gives Advantio a unique geographical and multi-lingual coverage that benefits our international client base.

Advantio supports clients in the following languages:

English, Spanish, Italian, French, German, Dutch, Polish, Greek, Bulgarian, Ukrainian, Lithuanian, Turkish, Swedish, Russian

Our Offices

Work from home or from one of our offices:
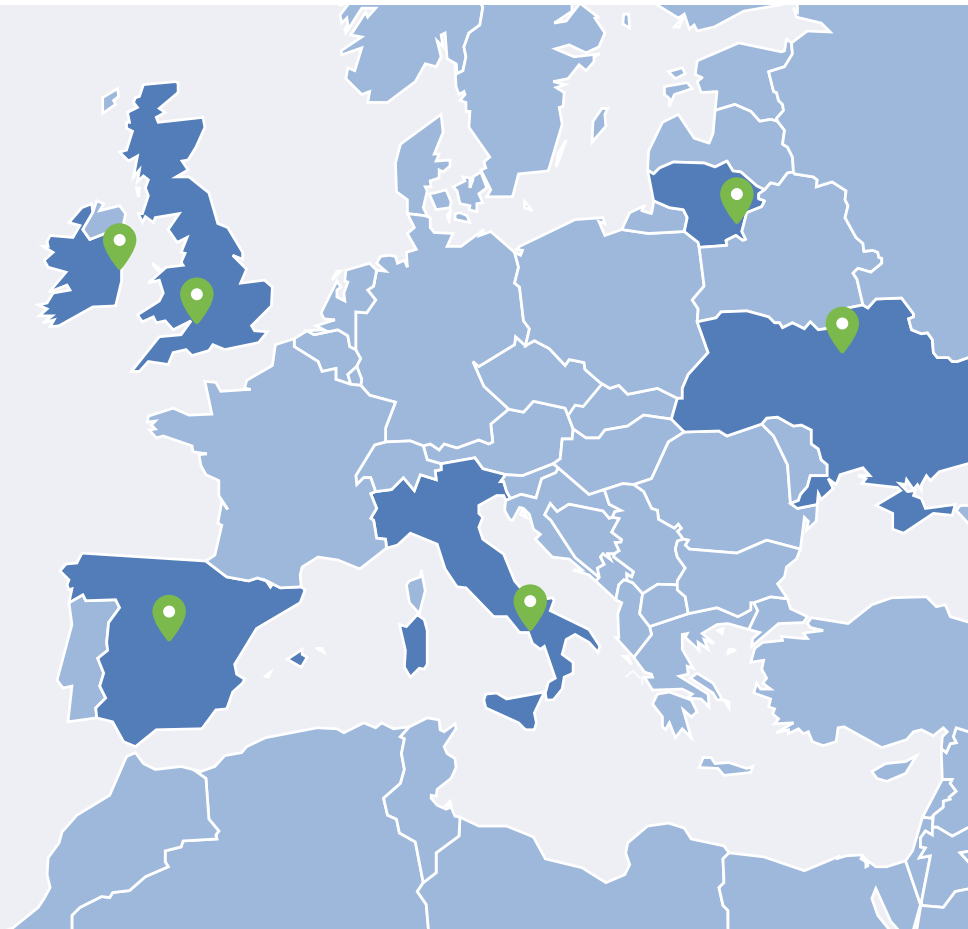
Sligo, Ireland

Naples, Italy

Vilnius, Lithuania

Madrid, Spain

Kyiv, Ukraine

Bristol, United Kingdom

Enjoy location flexibility with remote work options - choose to work from home, the beach, another country, or a shared workspace.

Competitive Salary & Benefits

The introduction of many new benefits makes Advantio an attractive employer. Advantio prides itself on providing and maintaining a positive working culture with a focus on continuous learning and development to help you become the best version of yourself at work whilst also achieving a positive work-life balance.

An assigned mentor and formalized training program

Remote/hybrid working model – work from (almost!) anywhere

Shadowing and observing opportunities

Employee referral scheme

Company pension scheme

Performance-based bonus scheme

Enhanced sick leave

Company healthcare plan

Client referral scheme

Learning and development pathway

Home working equipment funding and support

Onsite gym and relaxation room

Daily lunch vouchers
(where regional location supports the initiative)

Continuous professional development
(An annual commitment of at least 100 hours)

Supporting New Talents: Promoting Growth & Development

Payments Compliance

The Payments Compliance department helps protect customers' payment data through industry-driven PCI SSC standards, programs and trainings. Junior members of the team have an exceptional chance to learn through Advantio's Career Development Pathway and become independent consultants within the shortest possible time.

Payments Compliance Career Milestones: Unlock Your Journey!

1 Compliance Analyst / Trainee

2 Associate Security Analyst

3 Security Consultant

4 Senior Security Consultant

Payments Compliance Certifications:

Trainings tailored to individual skills and abilities at Advantio's discretion

Junior	Associate	Intermediate	Senior	
• Online hard and soft skills trainings	• ISO 27001 LA/LI	• PCI QSA	• 3DS	• SSF SLC
	• CISA/CISM	• Swift CSP	• P2PE	• CEH etc.
• job-shadowing		• CCSK	• PIN QSA	
		• CCSP	• Card Production	
			• SSF	

"The values of Advantio are not just written on paper, Advantio encourages employees to move up in their career path as fast as they possibly can and everyone is very welcoming."

– Benjamin Obanubi
Associate Security Consultant

Technical Security

Our Red Team consists of diverse professionals specializing in penetration testing, red teaming and vulnerability assessment. Our main objective is to provide high quality pentesting to our customers with the aim to prevent and reduce drastically the chances of data breaches and incidents.

Technical Security Career Milestones: Discover Your Path!

1	Junior Penetration Tester/Trainee
2	Associate Penetration Tester
3	Penetration Tester
4	Senior Penetration Tester

Technical Security Certifications:

Trainings tailored to individual skills and abilities at Advantio's discretion

Junior
- CompTIA A+ / Network+/ Security+
- eJPT
- eCPPTv2
- CEH
- CREST Practitioner Security Analyst (CPSA)

Associate
- Burp Web Academy
- eWPT

Intermediate
- eWPTXv2
- eCPTX
- GWAPT
- OSCP
- CREST Registered Penetration Tester (CRT) or CRSA
- QSTM

Senior
- OSED
- OSWE
- OSEP
- CISSP
- eMAPT

Cyber Challenge

Advantio penetration testers share their knowledge and skills with academic institutions through our annual Cyber Challenge initiative. Using a test environment created by the Advantio team, higher education students are invited to compete in gamified Capture the Flag (CTF) exercises to experience simulated environments and learn how to approach testing them with industry leading techniques and approaches. This mix of practical and theory-based exercises allows our team to share their expertise and help develop their skills.

"One thing that is really exciting is the internal initiatives such as exploit of the month & capture the flag (CTF) challenges, a competition that allows us to maintain a high level of performance whilst having fun"

– Francesco Barile
Team Leader in Technical Security

SOC: Managed Security Services

Security Operations Center is a place for proactive and highly organized professionals who are keen on constantly improving organizational security by preventing, detecting, analyzing and responding to cybersecurity incidents

Technical Security Career Milestones: Explore Your Potential!

1 SOC Analyst Level 1 / Trainee

2 SOC Analyst Level 2

3 SOC Analyst Level 3

4 SOC Manager

SOC Certifications:

Trainings tailored to individual skills and abilities at Advantio's discretion

SOC Level 1
- CompTIA A+
- CompTIA Network+
- CompTIA Security+
- CompTIA Pentest+

SOC Level 2
- GCTI
- SOC-200: Foundational Security Operations and Defensive Analysis

SOC Level 3
- GCFA
- GREM
- GNFA
- GCTD

SOC Manager
- ISO/IEC 27001 Lead Auditor or ISO/IEC 27001 Lead Implementer
- CISSP
- CCIM
- GSOM

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