ECE AS AN EMPLOYER

SPACE FOR SMART MINDS

96 %

OF ECE EMPLOYEES LEARN BEST THROUGH DIRECT EXCHANGE OF EXPERIENCE IN SPECIFIC PROJECTS

90 %

OF TRAINEES, COOP-ED STUDENTS, AND APPRENTICES ARE TAKEN ON BY ECE

32.7 %

WOMEN IN MANAGEMENT POSITIONS AT DIRECTOR LEVEL 2022 COMPARED TO 22.4 % IN 2021

Enabling talented individuals to make a good start and supporting employees according to their individual strengths: that is what ECE stands for as an employer. Because it is only with the right framework conditions and the opportunity to grow with challenging and exciting tasks that you can sustainably keep the best talents on board and use them in the best possible way in times of a shortage of skilled workers and advancing demographic change and digitization.

APPEALING TO THE RIGHT APPLICANTS AS AN ATTRACTIVE EMPLOYER

ECE is a sought-after employer in the real estate industry among students, career starters, and experienced experts and managers. For years, the company has been included in the "Top Ten Ranking of the Most Popular Employers" in Immobilien magazine and awarded as a Top Employer Germany for an attractive and supportive employee environment by the Top Employers Institute. In 2023, the company was certified for the tenth time in succession as part of the "berufundfamilie" audit for its sustainable implementation of a family-oriented HR policy.

On kununu, the leading employer rating platform in German-speaking countries, ECE has been awarded the "kununu Top Company" seal. The award, which is only granted to particularly recommendable employers on the basis of independent, authentic employee reviews, confirms the level of employee satisfaction, which is higher at ECE than on average in the real estate industry.

This top positioning is reflected in the recruiting figures: despite a shortage of skilled workers, the real estate service provider manages to successfully fill open positions within an average of 88 days, compared to a current benchmark value of 121 days on the labor market in general.

Once they have joined ECE, employees are developed according to their personal strengths. Interdisciplinary career paths, on-the-job development, and knowledge sharing in special networks enable highly individualized career paths and the best possible performance within the company.

Diversity is particularly important for ECE, because diverse teams not only lead to greater employee satisfaction, but also make companies more successful. With that in mind, the family-owned company focuses on equal opportunities, tolerance, and talent promotion. According to an internal survey, about 80% of the employees feel recognized and valued, regardless of their personal background.

The real estate service provider is also committed to enabling equal opportunities at the start of careers, too, with its Young Talents@ECE program. The company works together with renowned universities so that young talents become aware of ECE and can already familiarize themselves with the company during their studies. In this way, the company leaves a lasting impression as a potential employer with various activities such as center tours, exchange formats at the headquarters, participation in university fairs and junior networks, and interesting internship offers. ECE offers students and graduates, for example at IREBS, part of the University of Regensburg, HAWK Holzminden, HSBA (Hamburg School of Business Administration), and Nordakademie Elmshorn, the opportunity to gain practical experience and make a strong start to their career. >

PROVIDING THE RIGHT FRAMEWORK

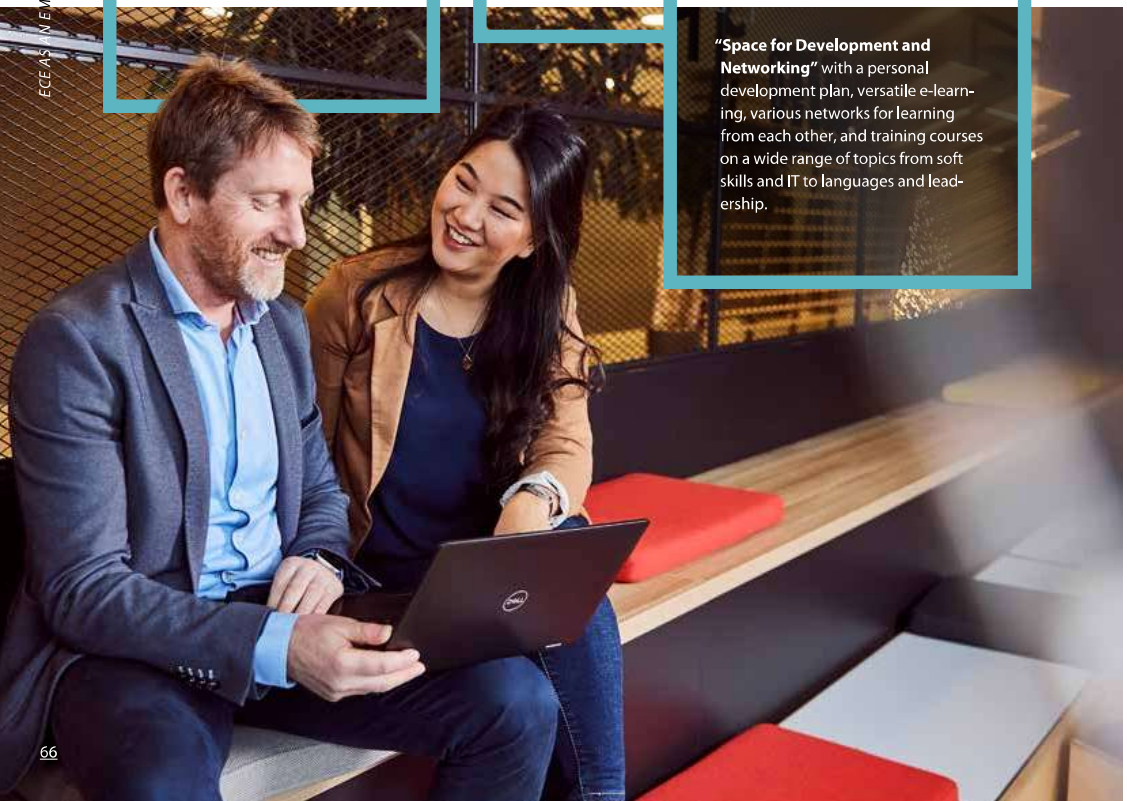
"Space to develop" –this is the value promise ECE uses to present itself as an employer. Because the company stands for creating spaces that inspire people. In the same vein, the real estate service provider also gives its employees space to shape their own career within the company. ECE initiated the internal "Space for ..." campaign in order to clearly highlight the diverse, life-phase-oriented options it offers employees. With the voices of staff members, the company communicates in videos, intranet news, and on posters and digital pillars the diverse benefits that promote employees' further development, as well as supporting the compatibility of work and private life.

Divided into different spaces, ECE offers the appropriate conditions for different phases of life:

"Space for New Work" with trust-based working hours, flexible working hours, hybrid work depending on the focus of tasks, and different working time models.

"Space for Family" with the consulting and placement services offered by pme Familienservice, the childcare subsidy, children's vacation programs, and sabbatical opportunities.

"Space for Development and Networking" with a personal development plan, versatile e-learning, various networks for learning from each other, and training courses on a wide range of topics from soft skills and IT to languages and leadership.



"Ready to go!" - team photos for the ECE Activity Challenge, in which 78 teams covered a total of 16,400 kilometers in just under four weeks.

"Space for Health" with the free fitness studio "Unser Sportplatz" at the Hamburg campus, discounts at selected fitness studios nationwide, the "JobRad" bicycle leasing program, regular well-being surveys, and targeted campaigns such as the Activity Challenge, which encourages employees to exercise more by collecting steps as a team.

In this way, the company offers "space to develop" with individual encouragement and support, so that employees can design the best solutions for their current challenges – for a successful career with a sustainable employer. //