

Connect & Chill by NRB: More Than 150 Young IT Talents Dive Into Today's Major Digital Challenges

Herstal, 8 October 2025

On 8 October, more than 150 IT students and professors from third-year Bachelor and Master programmes across various universities and colleges in the Fédération Wallonie-Bruxelles took part in *Connect & Chill*, NRB's immersive event dedicated to discovering the many facets of IT careers.

The programme featured interactive workshops led by NRB experts on Data & AI, Cybersecurity, Cloud, DevOps, Networking and Mainframe technologies. More than a technical initiation, the evening offered a genuine dialogue between students, teachers and industry professionals around a central question: how will tomorrow's talents help organisations tackle the major challenges posed by digital transformation?

ICT Talents: A Key to Competitiveness and Future Growth

Cybersecurity, artificial intelligence, data sovereignty: the challenges organisations face are immense—and accelerating. Transforming processes, protecting data, developing skills and making informed technology choices: the digital revolution is underway, and the window to act is narrowing.

Yet the sector faces a major obstacle: a structural shortage of talent, particularly in cybersecurity. According to figures published by Agoria in early October, Belgium still has more than 4,000 unfilled cyber roles, with a vacancy rate of 12.4%.

*“This rapid and profound transformation requires us to support our clients at every stage of their digital journey. We therefore need talents with highly diverse profiles: AI engineers, cybersecurity experts, developers, cloud specialists, mainframe experts, legal advisors, sales professionals... By opening our doors to young people through events like *Connect & Chill*, we bridge sectors and skills. This is also reflected in our partnerships with ULiège, UCLouvain, Bencode and our support for the TUMO school in Liège. It's the strength of the collective that will allow us to meet these challenges.”* - Laurence Mathieu, CEO of NRB

Students and teachers also praised the initiative:

“It's incredibly valuable to meet real practitioners and see how what we learn in theory is applied in the field. It helps us project ourselves and realise the impact we might have tomorrow.”

- Emma, HEC Liège student



“Creating bridges between academia and industry is essential. These encounters help us understand real market needs and adapt our programmes. It’s a way to align expectations so we can move forward together.”

- Gregogy Van Ass, Cybersecurity Professor – HELMo

Attracting, Developing and Retaining Talent: The NRB Approach

While public authorities must act structurally to train future talent, companies face another challenge: attracting and retaining these profiles.

In a highly competitive job market, NRB stands out through the diversity of its roles and the variety of sectors it supports—healthcare, banking, insurance, industry, the public sector and SMEs.

“Our strength as an employer lies in the diversity of our professions. We cover the full value chain of digital transformation: from strategic consulting to custom solution development, implementation, cybersecurity, AI and sovereignty. It’s a tremendous playground for those passionate about IT. We also benefit from the strength of a Group, which opens additional opportunities within our subsidiaries.”

— Laurence Mathieu, CEO of NRB

For NRB, a company’s success depends above all on its people. This is why the Group invests significantly in personal and professional development. The technical expertise of its teams, combined with their understanding of client business needs, is a true differentiator.

This philosophy translates into concrete initiatives such as LUCY, NRB’s in-house e-learning platform offering unlimited access to thousands of resources, or the creation of a unique training pathway in Belgium dedicated to Mainframe technologies. Recognition and appreciation of work are also integral to NRB’s HR culture.

Since 2020, NRB has been recognised as a Top Employer. Beyond the label, this reflects a company culture centred on employee empowerment, within a stimulating environment that encourages growth, trust and transparency. A company culture is not defined by slogans: it is expressed through daily actions. This is the spirit in which NRB supports its young recruits and prepares to welcome the next generations of digital talent.

With nearly 300 recruitments in 2025 and a similar number expected in 2026, NRB confirms more than ever its position as a leading employer in Belgium’s IT sector.



About NRB

With a turnover of €638.3 million in 2024 and more than 3,670 employees, the NRB Group is one of Belgium's leading ICT players. It supports European private and public organisations in all their technological needs, relying on strong in-house expertise, a robust ecosystem and a sovereign approach. NRB S.A. integrates complete solutions around six key areas: Infrastructure, Mainframe, Software, AI & Data, Cybersecurity and Digital Consulting. The Group serves large companies, the healthcare sector, local authorities, SMEs and public institutions. NRB shapes the digital future of a more connected, secure, inclusive and sustainable society by placing technology at the service of daily life.

More information available at: www.nrb.be

High-resolution photos are available here: [Photos to download | NRB](#)

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