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# Welcome

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Dear fellow student and future engineer,

As you are reading this introduction, you are probably one amongst many of us who will graduate soon as an engineer. You have most likely heard it and experienced it: we live in a fast paced world. As a future engineer, you are an essential puzzle piece to push innovation in this constantly changing world. In just a few months, your student life will be over and you will start a completely new journey and try to find your way in a new world.

The past semester, we have tried to help you to take the first steps with numerous activities where we built the bridge between you and engaging companies. At our Sector Days, you got to know the different engineering sectors with the many possibilities they have to offer and at our Internshipfair, many steps to a captivating internship were taken. Today, you get to meet over 150 interesting companies at our VTK Jobfair!

For an engineer, the possibilities are almost limitless, as you will soon discover yourself. Therefore, the decision of where to start your career will not be an easy one. Consequently, we hope to make the search for your perfect first job a little easier by assembling these great companies at our Jobfair. For those of you who are not graduating yet this year, other opportunities present themselves at our Jobair. A lot of the companies here today offer the possibility to do an internship or to write a master's thesis in collaboration with the company. Both of which are excellent opportunities to get a taste of life at a company before you choose your first job.

In this Jobguide, you are able to find information about every participating company. Some basic company information, possible job opportunities and a short explanation of the application procedure are provided, together with the contact information to get in touch with the company of your choice.

We wish you the best of luck with finding your perfect first job or internship and taking that leap! Dive deep, aim high and build that bridge to your future!

Cheers,

## VTK CAREER & DEVELOPMENT

Dries Broeckhove	Lander Bossu
Niels Verhaeghe	Noor Roelen
Senne De Lathauwer	Marie Dewulf
Arthur De Ridder	Lennert Moreels



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# PREFACE OF OUR DEAN

Dear student,

To a certain extent human life is a long chain of opportunities, choices and decisions. Some years ago you opted for a specific study programme and during your studies for a specialization, for elective courses, for your master project, etc. Now, being at the end of your studies, your next challenge will be to choose a fulfilling job. Your job will undoubtedly determine a major part of your life, and it is thus a good idea to reflect on this choice and to be well informed. This VTK job fair is one of the different ways to do so and we are grateful to its organizers and sponsors.

Various employers will present themselves during this fair, specifying what they can offer, but also what they expect. Scientific knowledge and technical skills will be important, as well as insight, creativity and solution-oriented thinking. During your education at our faculty of Engineering and Architecture you were extensively trained on all these aspects. In addition, social and communication skills will be assumed, as well as courtesy, sense of responsibility, ethics and so many more values that your parents and those close to you taught you.

With your knowledge, talents and attitudes you will soon make your life choices and work your way, both professionally and privately. Take the opportunity to inform yourself on

your career choice and to compare different types of jobs, different working environments and work styles, different expectations and requirements. Find a job that suits your own talents and skills, but also your wishes and dreams.

This job fair is a nice starting point. Do not only use it to gather information, but also to establish contacts and to have challenging conversations. Do not hesitate to ask any questions you may have. Allow yourself to consider the various possibilities and options to make your first job a success, a milestone in your life and a foundation for your future career.

We wish you a pleasant search, a well-considered choice, a fantastic start in your job and above all a rich and happy lifetime!

On behalf of the faculty of Engineering and Architecture

Patrick De Baets, dean

 **FACULTY OF ENGINEERING  
AND ARCHITECTURE**

# ALUMNI ASSOCIATION



The faculty of Engineering and Architecture takes great pride in her graduates, and is committed to offer its alumni continued support in the upcoming years. Engage is an offspring of the alumni association AIG, which focuses on presenting the young graduates a wide range of activities.

Engage attempts to enrich its members with a variety of cultural events: attending concerts, theatres, comedy nights and even attending a match of (extraordinary) sports. There is something for everyone. By means of different kinds of lectures and workshops Engage also empowers the development of the graduate's knowledge in a way that will improve its personal and professional development.

In his busy daily life an engineer must remember the phrase 'a healthy mind in a healthy body'. Engage offers a variety of sports activities in order to help its members accomplishing this objective. Bowling, karting, golf initiation, archery, wake boarding and fence initiation are just a few of the activities that are organised.

We've all been young and not yet forgotten the good old days. 'Work hard play hard' is a phrase Engage swears by: after-work drinks, new year's receptions, BBQ with afterparty and other festivities will help us relive

our past memories every once in a while. Furthermore allow these social activities to reconnect with formal fellow students and exchange work and life experiences .

AIG, VTK, Hermes, MaChT, Poutrix, PKarus, CenEka and BEAM combine forces in order for you to get the best of multiple worlds. As an Engage member, you get to benefit from the same membership discount for all activities of all student associations and you can participate in all AIG activities with the standard AIG member discount.

**In short: an Engage membership offers plenty of benefits! Visit our website ([aig.ugent.be/engage/](http://aig.ugent.be/engage/)) and follow us on social media for more information and an overview of all activities.**



# WHAT TO ASK?

Don't really know where to start or what to ask to companies? Here is a short guide to aid you in gaining vital insights and inquiring crucial information.

## Understanding yourself

Before engaging with companies, reflect on your preferences and career aspirations. Consider what type of engineering work excites you. This step ensures you can ask specific questions tailored to your aspirations.

- Are you passionate about innovating and developing new technologies?
- Are you interested in the hands-on aspect of engineering, solving problems directly through technical skills?
- Do you see yourself leading projects and teams towards achieving objectives?
- Do you thrive in collaborative team settings, or do you prefer more autonomous, stand-alone projects?
- Do you like a competitive work environment or rather like a homely feeling?
- Do you value regular hours or don't mind the overtime?

## Understanding the company:

Understanding the type of company that fits your career aspirations is just as important as knowing the role you want to play within the engineering field, consider asking about:

### Role and Responsibilities

- "Could you tell me more about the engineering roles currently available?"
- "What are the most important qualities you look for in an engineer?"

### Professional Development and Training

- "Are there opportunities for professional development, such as courses or internal programs?"
- "Is there a special program for young graduates, and how much training can a young graduate expect?"

### Work Environment and Culture

- "Can you describe the company atmosphere? What do you like the most about your job here?"
- "What does an average day look like in your company for someone in this role?"
- "Why did you choose to work for this company, and what has been your career path here?"

## Flexibility and Work-Life Balance

- "How many working hours is a week on average? Are the working hours flexible, and is it possible to work from home?"

## Career Growth and Teamwork

- "Can you talk about career growth opportunities within the company?"
- "Do engineers often work in teams? How does the company foster collaboration and innovation?"

## Application Process and Onboarding

- "What is the application procedure like?"
- "Are there traveling or expat possibilities for engineers within your company?"

# NEED MORE INFO?

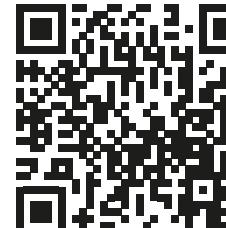
Did you know you can find info about the how and what of internships at our faculty on our website? Did you also know companies post their jobs offers and internships on our website? Check out our website for all of this!

Want to stay updated about our future events and interesting opportunities? Follow our pages!

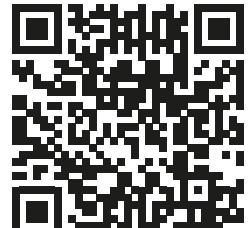
### Jobs & Internships



### Facebook page



### LinkedIn page



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# LEGEND

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Engineering companies are looking for engineers from a wide range of sectors. That's why the main sectors will be represented with a pictogram in this jobguide.

## Profiles of interest



Biomedical Engineering  
Biomedische Ingenieurtechnieken



Chemical Engineering & Materials Science  
Chemische Technologie & Materiaalkunde



Civil Engineering & Architectural Engineering  
Bouwkunde & Architectuur



Computer Science Engineering  
Computerwetenschappen



Electrical Engineering  
Elektrotechniek



Electromechanical Engineering  
Werktuigkunde-Elektrotechniek



Engineering Physics  
Toegepaste Natuurkunde



Industrial Engineering & Operations Research  
Bedrijfskundige Systeemtechnieken & Operationeel Onderzoek



Others  
Andere: Bio-Ingenieur, Industrieel Ingenieur, Toegepaste Wetenschappen, ...

## Not looking for your profile?

The company you are interested in may be looking for other profiles with a higher priority, but do not hesitate to still visit them to find out what is possible!

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# Attending Companies

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A quick overview of all attending companies and their sectors of interest. You can find more detailed information per company on their respective page.

The location of a company's booth can be found by searching their number on the groundplan.

Company	Sectors of interest								Ground Plan	Page
AB InBev							X		81	21
Abysen	X	X	X	X					106	22
Accenture							X		31	23
ACE Ingenieurs-en adviesbureau				X	X				94	24
Actemium			X	X	X				59	25
Addestino	X		X	X	X	X			53	26
Agristo			X		X		X	X	36	27
Alten		X	X	X	X		X		79	28
Arcadis		X		X					150	29
ArcelorMittal		X		X	X	X			46	30
Atlas Copco			X	X	X		X		87	31
ATS Group									51	32
Axians	X		X	X	X		X	X	60	33
Barco	X		X	X	X	X	X		22	34
Basalte			X						97	35
Bayer		X		X	X				17	36
Be-Mobile			X						92	40
BESIX Group		X		X		X			3	38
Bilfinger		X	X	X	X				64	41
Bio-Dynamics			X		X				21	42
Borealis	X	X			X				149	43
Bridg			X			X			23	44
BrightAnalytics			X			X	X		116	45
BrightWolves	X	X	X	X	X	X	X		85	46

Company	Sectors of interest								Ground Plan	Page
Caeleste			X	X	X			X		49
Callens		X			X	X	X			76
Camco Technologies					X		X			151
Capgemini Engineering	X	X			X	X	X	X		143
CERM					X					152
Citymesh					X			X		24
Clarebout Potatoes					X	X	X			33
CNH Belgium			X	X	X	X			X	40
Colas Belgium			X				X			57
Colruyt Group	X			X	X	X	X	X		148
Crunch Analytics		X			X	X	X	X		25
Daikin				X	X	X		X		63
Damen			X	X	X	X	X	X		10
Datameister	X			X	X		X			65
Dataroots				X			X			69
DD Engineering			X		X	X			X	98
Deceuninck				X	X	X				55
Dekimo				X	X					88
Delaware				X					X	84
Deloitte	X			X	X	X		X		2
DEME			X		X	X				13
Denys			X			X				95

Company	Sectors of interest								Ground Plan	Page
Desotec		X		X	X	X		X	128	74
Devagro		X			X			X	137	75
Dewulf			X	X	X			X	105	76
DOW Benelux		X	X		X	X		X	115	77
Eastman		X			X	X		X	138	78
Eiffage Benelux			X						18	80
Eiffage Energies Systèmes					X	X			130	79
Element61			X	X		X			142	82
Elia			X	X	X	X		X	141	83
Elindus				X	X				9	84
Engie				X	X	X		X	8	86
Ernst & Young		X	X	X				X	71	88
Esko				X		X	X		135	89
Establis			X						100	90
European Commodities	X			X	X		X	X	132	91
EXAIL Robotics				X	X	X			78	92
ExxonMobil		X				X			12	94
Flanders Make			X	X	X	X			114	93
greisch			X						122	96
GroupMonument			X			X			61	97
GuardSquare				X					52	98
ie-net	X	X	X	X	X	X	X		125	99
IMEC	X	X		X	X	X	X		43	100
Infrabel			X	X	X	X		X	91	101

Company	Sectors of interest								Ground Plan	Page
IPS Belgium			X	X			X	X		48
Itineris					X	X			X	X
Jan De Nul Group					X	X	X	X		6
Jensen Hughes					X			X		120
KBC						X			X	27
Keysight					X	X		X		20
KPMG						X			X	X
Lighthouse						X				11
Logflow					X	X		X		77
Lonza			X	X			X	X		121
Lotus Bakeries	X					X			X	66
Luceda Photonics					X	X		X		34
Luminus						X	X	X	X	32
LVD						X	X	X	X	28
Marelec						X	X	X		131
Melexis						X	X			5
ML6	X	X	X	X	X	X	X	X		42
MULTI					X		X	X		80
nanogrid							X	X		127
NMBS						X	X	X		113
Nokia Belgium						X	X		X	125
North Sea Port					X	X				107
OIP Sensor Systems						X	X	X	X	123
OMP					X				X	X
Open Analytics	X				X			X		139

Company	Sectors of interest								Ground Plan	Page
Pattyn				X					26	130
Psicontrol			X	X	X				75	131
PM Group		X	X	X	X				112	132
Polysense	X		X	X					103	133
Procter & Gamble		X		X	X	X	X		101	134
Proximus			X	X			X		73	135
Qargo				X					47	136
Quantum			X						56	137
Redwire Space				X	X				89	138
Renotec			X		X				4	140
RP One				X					133	139
ScioTeq				X	X		X	X	144	142
Sertius	X								90	143
Skyline Communications			X						62	144
Smulders		X		X	X			X	16	146
Sofics				X		X			44	145
SOLV			X			X			108	148
Toyota		X	X	X	X				96	167
Sopra Steria	X	X	X					X	111	149
Square Group		X	X						83	150
Stadsbader			X	X	X				145	151
Stow Group			X	X	X				15	152
Studibo			X		X				68	154
Superlinear			X						110	155

Company	Sectors of interest								Ground Plan	Page
Sweco		X	X			X	X		7	156
Syngenia			X		X	X	X		118	158
Techwolf					X				147	159
tekst.ai				X	X	X	X		41	160
Televic					X	X	X		30	161
The Binding Energy							X	X		39
TMC Science & Technology		X			X	X	X	X	70	163
TNO					X	X	X	X	109	164
Toqua					X		X		X	134
Total Energies	X					X			99	166
Tremec						X	X			86
U2U						X				119
Umicore	X					X	X		X	29
UNILIN	X					X		X	X	1
Vandenbussche		X								37
Vandewiele					X	X	X			117
Verhaert Masters in Innovation	X				X	X	X			38
Verhelst Group				X						45
VeroTech			X			X	X	X		124
Victor Buyck Steel		X				X				72
Vinci Building Solutions					X	X				58
Vintecc				X	X	X	X			82

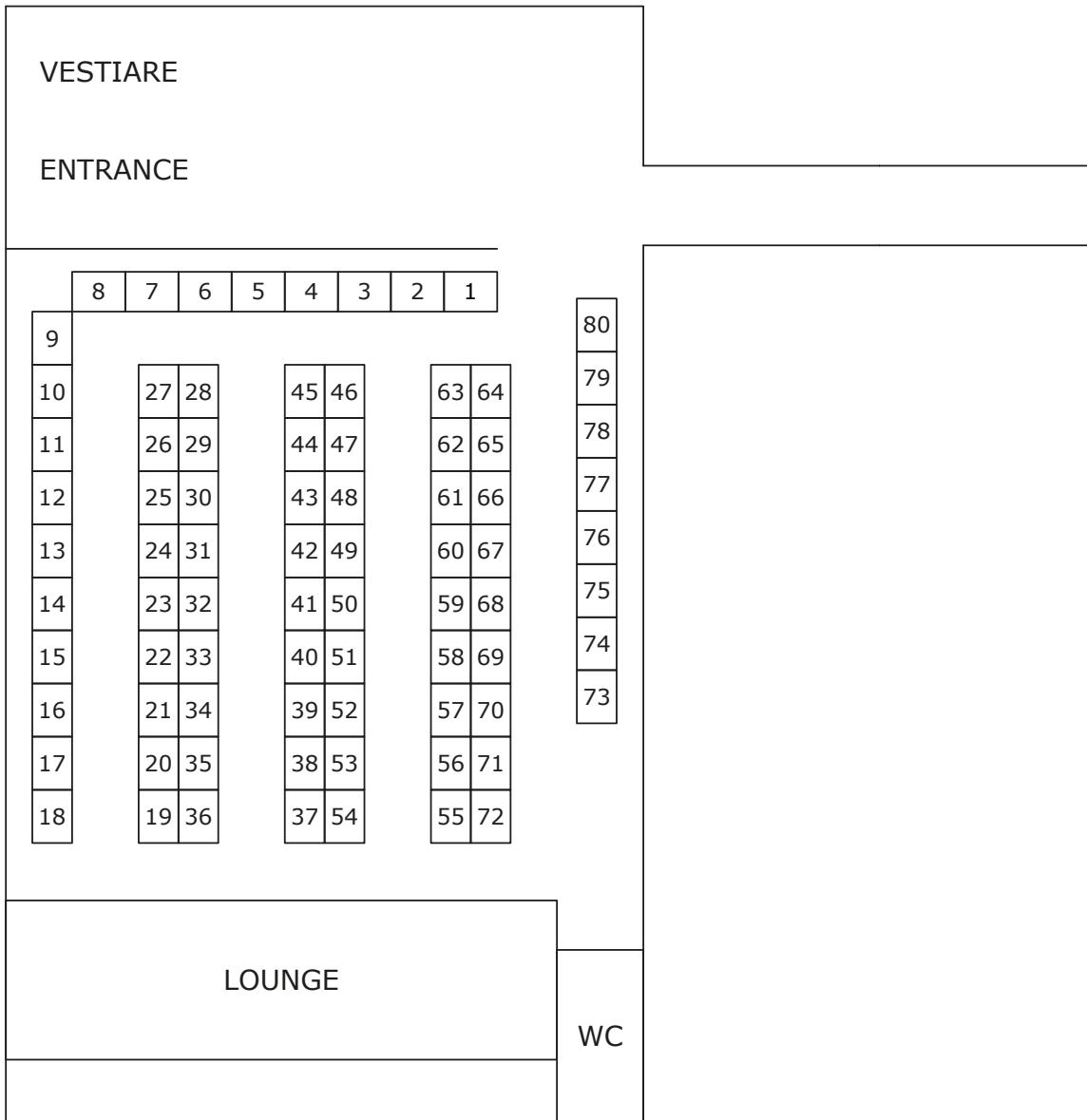
Company	Sectors of interest								Ground Plan	Page
Vlerick Business School								X	74	181
VMA				X	X	X		X	14	182
Volvo Group Belgium	X	X	X	X	X	X		X	140	184
VPK Services		X			X	X			102	185
Vyncke		X			X	X			54	186
we are				X					136	187
Wienerberger		X	X		X	X			50	188
Yara Sluiskil		X			X				67	189
3M		X							93	190
4D vision				X					126	191
galtitudes			X	X				X	19	192



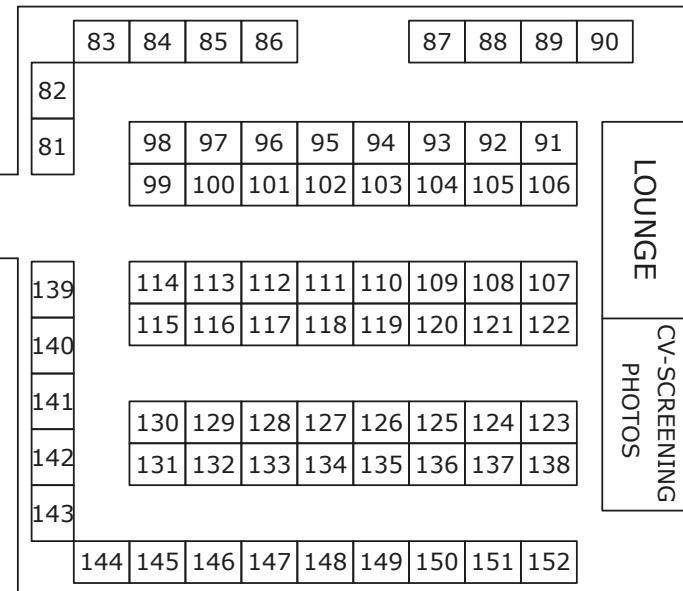
# Ground Plans

A company caught your eye? Take a look at the ground plans to find out where their booth is located!

# Hall 2



# Hall 4



# Company profiles

With these company profiles you may get a general sense of what each company does before visiting their booth! This can be useful to facilitate the conversation.

Scan the QR code to visit their website, find out about their open positions and their application process.

## AB InBev



### Contact

dries.geuens@ab-inbev.com

### Location

België - Nederland - Duitsland - Frankrijk - Italië

### Website



### Employees

Belgium  
2.500

Worldwide  
200.000



### Company Info

Anheuser-Busch InBev is the leading global brewer and one of the world's top five consumer products companies, with a portfolio of well over 200 beer brands (incl. Stella Artois, Becks, Budweiser and Corona). Headquartered in Leuven, Belgium, Anheuser-Busch InBev leverages the collective strength of approximately 200,000 people in 50 countries across the world.

Our Dream is to be the Best Beer Company Bringing People Together for a Better World. And to keep that dream alive, we're providing opportunities for bright, courageous graduates who are ready to build an accelerated international career. The opportunity is here – MAKE IT YOURS!

Opportunities for graduates in brewing industry. Positions within Supply, Marketing, Engineering, Economics and various other fields.

### Job options

#### Graduate Programs:

- Supply Chain Management Traineeship
- Commercial Management Traineeship
- Fast Track Leadership Programme
- Graduate Management Traineeship

#### Internships:

- Entry-Level Roles

### Selection procedures

As for our graduate programmes, there are 4 steps: Cognisess assessments, Video Interview, Virtual Assessment Centre/ABI Day, Final Panel Interview. All these steps are currently virtual. If you are interested in our regular roles - usually it takes a phone interview and 2 stages of face-to-face interview.



## Abysen



### Contact

/

### Location

Vlaanderen

### Website



### Employees

Belgium	550	Worldwide	3400
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### Company Info

Since 2005, as an engineering consultancy for industry and services, we at Abysen have been exploring new fields of innovation to achieve the objectives we share with our staff, our partners, and the wider world.

Our vocation has remained the same: to support our clients in their innovation, R&D, operational performance and digital projects.

We are present in 8 sectors: Aerospace & Defense, Automotive, Banking & Insurance, Energy, IT & Telecom, Manufacturing/Heavy Industry, Life Science, and Civil Engineering/Construction. We believe that generating value requires collective intelligence. We are constantly seeking fresh perspectives, a new angle, the little sidestep that will enable us to devise innovative solutions, driven by audacity and tailored to meet our customers' priorities.

### Job options

/

### Selection procedures

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## Accenture



### Contact

thomas.de.ridder@hotmail.com

### Location

Brussel

### Website



### Employees

Belgium	3.500	Worldwide	700.000
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### Company Info

Accenture is a global professional services company helping leading businesses, governments and organizations strengthen their digital core, optimize operations, accelerate growth and improve citizen services. With approximately 779,000 people serving clients in more than 120 countries, we are a talent- and innovation-led organization. Technology is at the heart of change, and Accenture helps drive this transformation through strong ecosystem partnerships. We combine leadership in cloud, data and AI with deep industry expertise, functional knowledge and global delivery capabilities. Our services span Strategy & Consulting, Technology, Operations, Industry X and Song, enabling us to create 360° value and build trusted, long-term client relationships.

### Job options

Visit our website

### Selection procedures

Once you have applied, our recruitment team will review your application. If your profile matches our needs, you will enter a simple selection process consisting of one HR interview, one skills interview, and one final interview. Please prepare by demonstrating your interest in the company and your understanding of the team you wish to join.



## ACE Ingenieurs- en adviesbureau



**Contact**  
emilie.deleuze@ace.eu

**Website**



**Location**  
West-Vlaanderen - Oost-Vlaanderen - Antwerpen

**Employees**  
Belgium 100 Worldwide 240



### Company Info

ACE is een ingenieursbureau, actief in België, Nederland en Polen. Onze Belgische kantoren bevinden zich in Gent en Lummen.

Onze slogan is 'Be Ingenious'. Ingenious is analyseren, ontwikkelen, ontwerpen en realiseren, met het succes van de opdrachtgever als uitgangspunt.

Samen met ons team van ingenious engineers realiseren wij projecten binnen vijf businessunits:

- Constructietechniek
- Industriële Automatisering
- Mechatronica
- Productontwikkeling
- Automotive

Werken mag niet eentonig zijn, zonder uitzicht op functieontwikkeling. Om deze reden hanteren we bij ACE een projectmatige aanpak, waarbij onze medewerkers aan de hand van wisselende uitdagingen hun carrière opbouwen.

### Job options

#### Wie zijn wij?

ACE is een toonaangevend Europees ingenieurs- en technologiebureau dat sinds 1977 innovatieve technische oplossingen ontwikkelt voor industriële bedrijven. Met meer dan 250 gedreven professionals staan we bekend om onze multidisciplinaire aanpak en onze expertise in mechanica, automatisering, high-tech systemen, productontwikkeling en automotive engineering.

#### Wat doen we?

Bij ACE werken we samen met klanten van concept tot realisatie. Dat betekent dat we niet alleen ontwerpen en ontwikkelen, maar ook bouwen, testen én installeren — zowel binnen ons eigen ACE-team als rechtstreeks.

### Selection procedures

2 gesprekken

## Actemium



**Contact**  
lene.coeman@actemium.com

**Website**



**Location**  
Aalter - Merelbeke - Kortrijk - Ternat - Zwijndrecht

**Employees**  
Belgium 700 Worldwide 222.000



### Company Info

Werk mee aan de industrie van morgen! Gepassioneerd door elektriciteit, mechanica, automatisering, digitalisering of IT? Bij Actemium, marktleider in solutions & services voor de industrie, vind je jouw 'perfecte match'. Werk mee aan de optimalisering van de industriële activiteiten & processen van onze klanten, waaronder heel wat topspelers in de industrie. Je komt terecht in een organisatie die team spirit & innovatie sterk aanmoedigt en volop inzet op persoonlijke groei en opleiding. Samen gaan we verder dan het creëren van oplossingen... . We bouwen aan de industriële omgeving van de toekomst!

### Job options

- Automation engineer
- Electrical engineer
- Mechanical engineer
- Project engineer
- Data engineer
- IT application engineer
- Software developer
- Business analyst

### Selection procedures

Op onze website ([www.actemium.be](http://www.actemium.be) – doorklikken naar 'werken bij Actemium') kan je alle openstaande vacatures terugvinden per vestiging. Als je daarop solliciteert en je cv nalaat, komt deze automatisch bij de juiste HR collega terecht. We hechten veel belang aan een persoonlijk gesprek aangezien niet alleen technische kennis van belang is, maar ook de match met de waarden van Actemium. Je ontmoet tijdens de selectieprocedure ook de business unit manager en eventueel een toekomstige collega.

## Addestino



**Contact**  
stephani.van.goethem@addestino.be

**Website**



**Employees**  
Belgium 80 Worldwide 80

**Location**  
Zele - Brussel



### Company Info

Addestino operates at the intersection of business and technology, providing Strategy, Transformation, and Expert Services — going beyond advisory, all the way to outcomes. Through a close partnership with CIOs, IT leaders, and business executives, Addestino ensures that organizations make the optimal strategic choices until success is delivered. Addestino consultants are top graduates who embed seamlessly within clients' teams. They bring structure, focus, and pace to every engagement, applying a unique methodology that reduces risk and accelerates delivery — faster, smarter, and more effectively.

### Job options

At Addestino, we offer three career paths:

- Strategy, focusing on high-level business decisions and growth;
- Transformation, driving change and implementing innovative solutions;
- Expert, specializing in deep technical or functional knowledge to provide advanced insights.

Each path allows you to develop unique skills, tackle challenging projects, and grow within a dynamic consulting environment.

### Selection procedures

Our selection process is personal and flexible:

- an introductory meeting to share what Addestino does and learn about your background and goals;
- a conversation with a Managing Partner to explore your fit with our DNA;
- a deeper discussion with another Managing Partner on analytical skills and shaping your career path.

Timing is flexible, and one-on-one conversations are key.

## Agristo



**Contact**  
hr@agristo.com

**Website**



**Employees**  
Belgium 1.100 Worldwide 1.450



### Company Info

Agristo, een dynamische familieonderneming, is gespecialiseerd in het produceren van voorgebakken & diepgevroren aardappelproducten. Sedert de oprichting in 1986 is de productiecapaciteit gestegen tot 874.016 ton afgewerkt product per jaar, wat resulteert in een omzet van €1,2 miljard. Het ruime assortiment dat door een 1450 tal medewerkers vervaardigd wordt in de hoofdzetel te Wielsbeke en de productievestigingen te Harelbeke, Nazareth, Tilburg wordt geëxporteerd naar alle uithoeken van de wereld.

### Job options

Young Potatoholics traineeship

Wie ons Young Potatoholics traineeship volgt, zit 2 jaar lang goed in de puree. Letterlijk dan, want wij begeleiden je doorheen verschillende afdelingen en projecten in het bedrijf. Zo krijg je de kans om je skills verder te ontwikkelen en om impact te hebben op ons groeiverhaal. Na dit traject ken je perfect de 'ins en outs' van Agristo.

Het is de perfecte eerste stap naar een uitdagende job.

### Selection procedures

- Online sollicitatie
- Screening CV
- Online assessment
- Gesprek met HR
- Speeddate met directie
- Contractaanbod



## Alten



**Contact**  
estelle.bras@alten.be

**Website**



**Employees**  
Belgium 800 Worldwide 57.000

**Location**  
Brussel - Vlaanderen - Wallonië



### Company Info

ALTEN is a world leader in engineering and technology consulting, with more than 57,000 employees in over 30 countries. We support major companies in their innovation, R&D, and digital transformation projects across sectors such as automotive, aerospace, energy, finance, life sciences, and telecommunications.

Present in Belgium for more than 25 years, ALTEN Belgium operates from its Brussels and Antwerp offices. With a team of 700 consultants, ALTEN Belgium provides expertise across Engineering, Life Sciences, and IT. From Automotive to Railway, and from Aerospace to Energy, our experts contribute to innovative projects in a dynamic and forward-thinking environment.

Ready for a new challenge?

Join us and take part in innovative and impactful projects at ALTEN Belgium!

### Job options

<ul style="list-style-type: none"> <li>- Embedded Software Developers</li> <li>- V&amp;V Engineers</li> <li>- Electronics Engineers</li> <li>- Electromechanical Engineers</li> <li>- Electricity Engineers</li> <li>- Project Managers</li> <li>- Industrialisation Engineers</li> </ul>	<ul style="list-style-type: none"> <li>- Electricity / HVAC Engineers</li> <li>- Quality Engineers</li> <li>- Java Developers</li> <li>- Net Developers</li> <li>- Business / Functional Analysts</li> <li>- Software Testers</li> </ul>
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### Selection procedures

When visiting our booth, you will meet our recruitment and business team. If your profile is a match with our activities, you will have an interview with one of our Business Managers in order to discuss your experience as well as our opportunities!

## Arcadis



**Contact**  
richelle.vanhoute@arcadis.com

**Website**



**Employees**  
Belgium 950 Worldwide 36.000

**Location**  
Gent - Berchem - Brussel - Hasselt



### Company Info

With 36,000 employees worldwide and revenues of 4.2 billion euros, Arcadis is one of the five largest design and engineering companies in the world. In Belgium, we employ 950 colleagues, and we operate in three business areas: infrastructure, buildings and environment. Our people have the flexibility to work from one of our six offices, client construction sites or remotely from home. We specialize in designing sustainable buildings and traffic infrastructure, conducting environmental impact assessments, and managing construction projects from start to finish. We have a wide range of clients from different sectors, including private businesses, government organizations, different industries, contractors, project developers and financial institutions. Together, we develop solutions for sign.

### Job options

Do you want to make an impact with your job and are you ready to get started? At Arcadis, we have opportunities for young professionals in various disciplines. Whether you prefer working on the engineering and design aspects of projects or prefer a hands-on approach, our talent recruiters will help you find the perfect role for you. You will be surrounded by experienced colleagues who are always there to support you, and you will be assigned a mentor during your first months to guide you in your new role.

### Selection procedures

The first step is a telephone interview with our campus recruiter. If this conversation goes well, you will be invited for a meeting with the hiring manager, either at our office or online. A second interview with a member of the team will then follow. If you are successful in these interviews, you can look forward to receiving an offer from us.



## ArcelorMittal



**Contact**  
simon.vander sluys.external@arcelormittal.com

**Website**



**Location**  
Gent - Geel - Genk - Luik

**Employees**  
Belgium 5.000 Worldwide 168.000



### Company Info

Steel is the foundation of a sustainable world. At ArcelorMittal, we develop innovative steels that are not only powerful and versatile, but also have a positive impact on people and planet. Our high-tech processes drastically reduce energy consumption and CO2 emissions, on top of which steel itself remains endlessly recyclable, with no loss of quality.

With applications in electric vehicles, solar panels and wind turbines, our steel plays a key role in the energy transition. But sustainable change requires more than just innovative materials; it also requires entrepreneurial people. That is why all our employees get the chance to develop their talents and build a career within a world leader in the steel industry.

### Job options

- Project Engineer (electrical, mechanical, ...)
- Engineer modelling and automatisation
- Engineer IT networks
- Engineer data science & modelling

### Selection procedures

1. Online application
2. Introductory interview with HR and your future colleague
3. Final selection interview with the Head of HR and the department
4. Contract offer

## Atlas Copco



**Contact**  
lise.janssens@atlascopco.com

**Website**



**Location**  
Wilrijk

**Atlas Copco Group**

**Employees**  
Belgium 4.000 Worldwide 55.000



### Company Info

Atlas Copco Group enables technology that transforms the future. We innovate to develop products, services and solutions that are key to our customers' success. Our four business areas offer technologies for air and gas compression, vacuum and abatement, automated assembly and quality control, mobile energy management and power generation as well as portable and industrial flow technologies.

### Job options

We offer a wide range of opportunities for students and graduates, including internships, thesis projects and starter positions. Typical profiles we recruit are:

- Engineering and R&D
- Software, data and IT
- Manufacturing and logistics
- Sales, service
- ... and much more

### Selection procedures

At Atlas Copco Group, our slogan for various positions is "hire for attitude & train for skill". We train you for positions through on-the-job-training. Do you only partly meet the profile as outlined in the vacancy? No problem! We still encourage you to apply and take this opportunity. Who knows, on-the-job-training may be available for you for this position.



## ATS Groep



Contact  
/  
Location  
/

Website



Employees  
Belgium 1.600 Worldwide 1.600

### Company Info

Powered by experience  
Driven by passion

ATS Groep is een multidisciplinaire technologiegroep gespecialiseerd in het creëren van duurzame, innovatieve en efficiënte productie- en werkomgevingen door het realiseren van totaal-projecten in elektro, automatisering, mechatronica en HVAC.

### Job options

/

### Selection procedures

/

## Axiants



Contact  
ines.thevelein@axians.be  
Location  
Merelbeke - Wauthier-Braine - Evere - Asse

Website



Employees  
Belgium 300 Worldwide 8.000



### Company Info

Als 'linking pin' in onze sterk verbonden wereld biedt Axiants, ICT-merk van VINCI Energies, smart solutions & services voor ICT en telecom. We ontwikkelen gerichte oplossingen voor het design, de implementatie en het besturen & beheren van de ICT- en telecominfrastructuur, inclusief software, hardware en service op maat.

Met klanten binnen zowel gezondheidszorg, overhedsdiensten, financiële dienstverlening, industrie alsook service providers, is onze referentieportfolio heel gevarieerd.

Onze organisatiestructuur is zo opgebouwd uit business units, en combineert zo de gedrevenheid van een KMO met de sterkte en slagkracht van een internationale groep.

### Job options

- Software developer
- Data & AI engineer
- Functioneel analist
- Implementation consultant
- System engineer
- Cybersecurity engineer
- Service technician
- Radio Frequency Engineer
- Database Engineer

### Selection procedures

Meeting with HR, technical colleagues and your future Business Unit Manager. If wanted, you can also have a meet & greet with other junior colleagues already working at the company!

## Barco



**Contact**  
Marte.Vanoverberghe@barco.com

**Website**



**Employees**  
Belgium 1.200 Worldwide 3.300



### Company Info

Wherever you go, whatever you do... Barco is closer than you think. Our technology touches everyday life: from train rides, concerts, and medical exams to sports on TV, online classes, movies, and museums. For 3,000+ colleagues worldwide, Barco is the place to collaborate on innovative solutions, learn, and grow. Our people are at the heart of our success, without them, no product, no magic, no Barco! Ready to join? Whether it's your first job, an internship, or a thesis project, get in touch and explore the possibilities!

### Job options

At the start of your own bright tomorrow? Then you've come to the right place. We're a house of innovation that wants to make a difference in people's personal and professional lives. That means yours too. By kickstarting your career as a future visioneer, for example. We have jobs in many different domain like, software, hardware, engineering, mechanics, sales, service, and even so much more.

### Selection procedures

1. Application  
You start by applying for a job opening that interests you.

2. First Interview  
If your profile matches what we are looking for, we will invite you for an initial interview via Teams with our HR department.

3. Second Interview  
The next step is an on-site interview with the hiring manager.

4. Third Interview  
Depending on the position and the hiring manager, there may be a third interview with a team member. This is an opportunity for you to get familiar with the team and the work environment.

5. Offer  
If all interviews are successful, we will proceed with an offer.

## Basalte



**Contact**  
enzo.dupre@basalte.be

**Website**



**Employees**  
Belgium 81 Worldwide 105



### Company Info

Basalte's founding mission consists in marrying quality design with intuitive, intelligent home automation. This unique combination remains a crucial part of our DNA. We want to keep things simple and elegant, both in form and in function.

It all started with an innovative design switch but today we offer so much more: multifunctional design controls, sophisticated speakers, elegant iPad holders, an intelligent home server and even an intelligent remote control. We work closely with integrators, architects and interior designers who are active across the globe in the residential luxury market to make sure our smart home solutions can be integrated seamlessly into the most exclusive villas, apartments, hotels and yachts anywhere in the world.

### Job options

We're currently hiring for three positions at Basalte:

1. Software Engineer  
Focus on Embedded Linux development and integrations with third-party systems.
2. Front-end Engineer  
Responsible for our app development, ensuring a smooth and intuitive user experience.
3. Technical Support Engineer  
Provides support and training to our customers, the system integrators, helping them implement and optimize our solutions.

### Selection procedures

Our recruitment process consists of three steps:

1. Introductory Interview  
You'll first have a meeting with the manager of the team you'd join, together with HR. This is an opportunity to get to know each other and discuss your experience and expectations.
2. Job Tasting / Trial Afternoon  
Next, you'll spend an afternoon at our company, working on a practical assignment. This gives you a feel for our environment and allows us to see your skills in action.
3. Offer  
If everything goes well, we'll make you a formal offer to join the team.



## Bayer Agriculture



**Contact**  
katrien.mertens.ext@bayer.com

**Website**



**Employees**  
Belgium 750  
Worldwide 124.000



### Company Info

Bayer is a world-class innovation company with more than 150 years history in the life science fields of health care and agriculture. Bayer successfully completed the acquisition of Monsanto in June 2018, bringing together Monsanto's leadership in seeds and plant traits with Bayer's leadership in chemical and biological crop protection. By joining forces, we will create even more extensive career opportunities for talent around the world. We're a global team working to shape agriculture through breakthrough innovation that will benefit farmers, consumers, and our planet.

### Job options

- Process Engineer
- Energy Engineer
- Reliability Engineer
- Mechanical Engineer
- Operations Team Lead

### Selection procedures

Online application via [www.career.bayer.be](http://www.career.bayer.be).  
The application process consists of a phone screening, a personality questionnaire and reasoning test and an interview with the recruiter and hiring manager.  
Would you like to know more about what our people do and how they feel at Bayer? Check <https://www.bayer.com/be/nl/career/our-people>.

## Bayer Antwerp Site



### About Bayer

Bayer is an innovating world class enterprise with more than 150 years history and core competencies in health and agriculture.

We develop new molecules that we use in innovative products and solutions to improve the health of humans and plants. Our research and development activities are based on an in-depth knowledge of the biochemical processes in living organisms.

We act sustainably, ethically and socially responsible, taking into account the interests of all our stakeholders. Employees with a passion for innovation are given excellent development opportunities at Bayer. Our values play an important role in our daily work and are a guideline in fulfilling our mission. These values are contained in the word LIFE (Leadership, Integrity, Flexibility and Efficiency).

### Bayer Agriculture Antwerp



Bayer Antwerp has approximately 750 employees. Chemicals are produced by 5 production units. These production units belong to Bayer, Flexsys, Eastman and Henkel.

Flexsys is a global manufacturer of rubber adhesives that make rubber products including tires safer, last longer, and perform better.

Eastman is a multinational company that produces a wide range of chemicals including PVB film for the production of safety glass but also coatings, inks, specialty plastics, fibers, etc.

Henkel Adhesives is a leading global manufacturer of adhesives, synthetic polymers, electronic materials, and others.

// Science for a better life //



### Practical info

- 📍 Haven 627, Scheldelaan 460, 2040 Antwerpen
- 📞 +32 3 568 51 11
- 🌐 [career.bayer.be](http://career.bayer.be)

Our social wall: <https://career.bayer.be/en/teambayerbenelux>



## Besix

Contact  
evelyne.vandenbroeck@besix.com

Website



Employees  
Belgium 1.800 Worldwide 11.000

Location  
Brussel - Vlaanderen - Wallonië - Internationaal



### Company Info

BESIX is a leading international construction and engineering group, active in building, infrastructure, marine, and industrial projects. The company delivers complex and innovative solutions in Belgium and worldwide, combining technical expertise with a strong focus on safety, sustainability, and quality. BESIX operates across the entire project lifecycle, from design and engineering to construction and maintenance. With a strong people-driven culture, BESIX invests in talent development and offers employees the opportunity to work on challenging projects within a stable, international environment.

### Job options

BESIX offers a wide range of job opportunities across technical, operational, and corporate functions. Core roles include engineering and project-based positions such as Site Engineers, Project Engineers, Planning Engineers, and Construction Managers. In addition, BESIX employs professionals in support functions like HR, Finance, IT, Procurement, and Communications. For students and graduates, internships, entry-level roles, and initiatives such as the BESIX Young Professional Days provide a strong start to a career within an international construction and engineering group.

### Selection procedures

The selection process at BESIX starts with an interview with the HR team, followed by one or two interviews with the hiring manager and the relevant department. At least one interview takes place on site. In addition, BESIX organizes the BESIX Young Professional Days on March 18, March 24, and April 24. During these days, young graduates experience BESIX through workshops, presentations, and an on-site job interview. Successful candidates receive a salary proposal a few weeks later.





## Be-Mobile



**Contact**  
hr@be-mobile.com

**Location**  
Melle

**Website**



**Employees**  
Belgium 75 Worldwide 115



### Company Info

Be-Mobile is een toonaangevend Belgisch technologiebedrijf dat slimme mobiliteitsoplossingen ontwikkelt om verkeer veiliger, vlotter en duurzamer te maken. Vanuit ons hoofdkantoor in Gent bouwen we met een enthousiast team innovatieve platformen voor connected cars, realtime verkeersinformatie, routeplanning, tolheffing en parkeeroplossingen. Onze technologie ondersteunt overheden, mobiliteitsoperators en bedrijven in heel Europa bij het efficiënter beheren van mobiliteit en het verminderen van verkeersdruk. Samen werken we aan de weg naar slimme, verbonden en toekomstgerichte mobiliteit.

### Job options

Wij bieden een aantrekkelijk loonpakket met extralegale voordelen zoals maaltijd- en ecocheques, groeps- en hospitalisatieverzekering, smartphone met abonnement, laptop en flexibele verloningsopties. Je werkt in een moderne ontwikkelomgeving met ruimte voor technische groei, kennisdeling en ownership. We hanteren flexibele werkuren, hybride werken en een sterke focus op work-life balance. Je komt terecht in een team van gedreven developers waar codekwaliteit, innovatie en teamwork centraal staan.

### Selection procedures

Na een telefonische screening plannen we een eerste gesprek met onze CTO voor een inhoudelijke en technische kennismaking. Bij een positieve match volgt een tweede gesprek met HR en de toekomstige teamlead, waarin we verder ingaan op cultuur, samenwerking en verwachtingen.

## Bilfinger



**Contact**  
lise.raes@bilfinger.com

**Location**  
Zwijndrecht - Antwerpen - Brussel

**Website**



**Employees**

Belgium 1.000 Worldwide 34.000



### Company Info

Bilfinger is de multidisciplinaire partner voor projecten en onderhoudswerkzaamheden aan industriële assets. Simpel gezegd: wij zorgen ervoor dat fabrieken en industriële installaties veilig en efficiënt blijven functioneren, door ze te bouwen, te onderhouden of aan te passen. Dit voornameelijk in de procesindustrie.

Bilfinger Engineering & Consultancy helpen we industriële klanten hun duurzaamheidsambities waar te maken. Met innovatieve technieken en digitalisering bieden we concrete oplossingen voor complexe energie- en milieuvraagstukken. Al sinds 1945 zijn we een toonaangevend ingenieurs- en adviesbureau voor een toekomstbestendige industrie.

### Job options

Binnen Bilfinger zijn er tal van opties. Afhankelijk van jouw interesses bekijken we wat de mogelijkheden kunnen zijn.

Enkele voorbeelden: structureel ingenieur, projectingenieur E&I, mechanisch of binnen hoogspanning, werkvoorbereider...

### Selection procedures

Heb je interesse?

Dan nodigen we je graag uit voor een kennismakingsgesprek. Dit kan via teams of op een van onze kantoren.

Daarna volgt er een gesprek met de managers om inhoudelijk de functie nog beter toe te lichten. Hierna volgt een joboffer.



## Bio-Dynamics



**Contact**  
stephanie.dhooge@bio-dynamics.be

**Website**

**Employees**  
Belgium 120 Worldwide 180

**Location**  
Wieselbeke - Madrid - France - Netherlands



### Company Info

Bio-Dynamics is specialized in building in-situ poured reinforced concrete tanks for wastewater treatment plants, biogas plants and for industrial and agricultural storage applications. Bio-Dynamics is a family-owned company and has acquired over 30 years of experience in the treatment of industrial wastewater and environmental engineering. We're specialized in the building of round tanks with a diameter starting from 14.5 feet (4.5m) to 164 feet (50 m) and up to 82 feet (25 m) in height, with or without roof, underground or over ground level.

### Job options

Bio-Dynamics is always looking to enrich their company with bright minds who want to help out our colleagues in all aspects, be it civil engineering, calculations or electromechanical innovation. Contact our HR-department with your CV and motivational letter or reach out to our colleagues at the VTK Job Fair for more information.

### Selection procedures

Our HR-team is responsible for the selection of new engineers and internships. They will contact you for a short talk and first selection. In a further selection procedure you will get to experience a day in the life of a colleague and a talk with your direct Manager.

If all talks go the right way, we will welcome you in the Bio-Dynamics family.

## Borealis



**Contact**  
charlotte.essers@borealisgroup.com

**Website**

**Employees**  
Belgium 1.000 Worldwide 6.000

**Location**  
Kallo - Zwijndrecht - Beringen



### Company Info

Borealis is one of the world's leading providers of advanced and circular polyolefin solutions and a European market leader in base chemicals and the mechanical recycling of plastics. We leverage our polymers expertise and decades of experience to offer value adding, innovative and circular material solutions for key industries. In re-inventing for more sustainable living, we build on our commitment to safety, our people and excellence as we accelerate the transformation to a circular economy and expand our geographical footprint.

Borealis has three production sites in Belgium, in Beringen, Kallo and Zwijndrecht and an international business center in Mechelen. In total approximately 1000 employees are working in these locations.

### Job options

We attract people who challenge, innovate, and push the boundaries towards a more sustainable future. We enjoy working as one team and collaborate towards common goals. At Borealis, everyone has a voice and we encourage you to speak-up. We trust and empower you in order for you to grow and perform.

If this resonates with you, explore our current job offer on <https://careers.borealisgroup.com/>

Let's make it real – together!

### Selection procedures

Do you want to be part of the solution for a more circular tomorrow? We are happy to meet you! Our selection process will generally consist of the following steps:

- your application via our career site: [careers.borealisgroup.com](https://careers.borealisgroup.com/)
- a general interview with the hiring manager and HR
- a technical interview



## Bridg



**Contact**  
recruitment@anchrsoftware.com

**Website**



**Employees**  
Belgium 100 Worldwide 100

**Location**  
Gent (Sint-Denijs-Westrem) - Mechelen - Breda

### Company Info



Bridg ontwikkelt innovatieve softwareoplossingen voor de publieke sector. We stroomlijnen processen en verbeteren publieke diensten. Als experts in digitalisering van de overheid werken we nauw samen met Belgische en Nederlandse autoriteiten om op maat gemaakte oplossingen te co-creëren.

### Job options

Bij Bridg geloven we in de kracht van technologie én van mensen. Samen bouwen we slimme softwareoplossingen die echt het verschil maken in de publieke sector. We houden van vernieuwing, zijn nieuwsgierig naar wat beter kan, en zoeken mensen die daar evenveel goesting in hebben als wij.

### Selection procedures

Of het nu gaat om groeikansen, flexibele werkuren, of een goede kop koffie op kantoor: we zorgen voor de juiste omkadering, zodat jij je werk met goesting en comfort kan doen. Bekijk onze vacatures, solliciteer en ontdek het zelf.

## BrightAnalytics



**Contact**  
hr@brightanalytics.eu

**Website**



**Employees**  
Belgium 90 Worldwide 130

**Location**  
Hooglede - Roeselare

### Company Info



Are you interested in tech & data and looking for more than "just a job"? Do you want to work in a motivated team with international colleagues where every day brings new opportunities to learn? At BrightAnalytics, we believe in performance. Our management reporting platform helps CFOs and CEOs make smarter and faster strategic decisions using implemented Artificial Intelligence. We turn financial, operational data into clear, real-time dashboards, enabling action and delivering impactful results.

BrightAnalytics counts 130+ young enthusiasts working from our headquarters in Roeselare and our offices in Stockholm, Rotterdam, Oslo, Copenhagen and Paris. BrightAnalytics is the place where you can make a lasting impact and shape your future.

### Job options

- Software Engineer
- DevOps Engineer
- Full Stack Developer
- Site Reliability Engineer
- Business Analyst
- Internships

### Selection procedures

Ready to join? Apply through: <https://jobs.brightanalytics.eu/>

## BRIGHTWOLVES

### BrightWolves



**Contact**  
valentine.dautricourt@quanteus.eu

**Website**



**Employees**  
Belgium 50 Worldwide 55



#### Company Info

BrightWolves is a consulting company that offers business transformation support, from strategy to implementation, through a team of motivated young and ambitious, highly talented consultants who combine solid analytical and conceptual skills with a can-do attitude.

BrightWolves fills the gap between top tier management consulting companies and internal staff, helping you to achieve tangible results through the endeavor and commitment of passionate young talent willing to go the extra mile.

BrightWolves has four main areas of expertise to support its clients in solving their most critical business transformation challenges, from strategy to implementation:

- Growth & Integration
- Operational Excellence
- Digital/Data Transformation
- Sustainable Impact

#### Job options

Graduates/students without professional experience via internships:

- Business Intern
- Digital & Data Transformation Intern

Graduates with professional experience via internships (min. 9 month):

- Business Analyst
- Digital & Data Transformation Analyst

#### Selection procedures

BrightWolves selection procedure:

- Step 1: Online application (CV, motivation letter)
- Step 2: Fit interview
- Step 3: Online assignments (quants, business acumen, writing)
- Step 4: Case interviews
- Step 5: Panel interview

### Caeleste



**Contact**  
jobs@caeleste.be

**Website**



**Beyond State-of-the-Art  
Custom Image Sensors**

**caealte**

Beyond State-of-the-Art  
Custom Image Sensors

**Employees**  
Belgium 45 Worldwide 45



#### Company Info

Caeleste is a leading innovator in advanced custom CMOS image sensors, creating cutting-edge solutions for scientific, medical, industrial, and space applications. Our multidisciplinary teams push the boundaries of what imaging technology can achieve. At Caeleste, you will work in a high-tech, fast-moving environment where your contributions have a direct impact.

#### Job options

Analog Design Engineer

As an Analog Design Engineer at Caeleste, you are part of our talented, multidisciplinary engineering team and you will learn how to play a pivotal role in shaping next-generation CMOS image sensors. You will learn all about our interesting projects and become an expert in your field.

Characterization Engineer

As a characterization engineer at Caeleste, you are part of our multidisciplinary engineering team and you work closely together with the application engineers of our customers.

#### Selection procedures

Send your CV to [jobs@caeleste.be](mailto:jobs@caeleste.be) or submit your application on our career page:

<https://caeleste.be/careers/>

# Callens

## Callens Willy



### Contact

jda@callens.eu

### Location

Waregem - Geel - Awans

### Website



### Employees

Belgium	275	Worldwide	350
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### Company Info

Achter de Callens Group schuilt een hechte groep van bedrijven, elk gekenmerkt door hun specifieke kennis.

Warmtetechnieken: met sterke technologieën brengen we warmte in verschillende vormen - waaronder stoom - naar industriële productieprocessen. Een maximale energie-efficiëntie en minimale CO2-uitstoot zijn altijd de focus.

Luchttechnieken: onze industriële HVAC-projecten kennen vele toepassingen om ruimtes hygiënisch, functioneel en aangenaam te maken. We zorgen voor ventilatie, luchtbehandeling, (stof) afzuiging en werken aan de luchtbalans in o.a. labo's en cleanrooms.

CO2-reductie: alternatieve energiebronnen zoals elektriciteit, waterstof, biogas, ... krijgen een belangrijke rol. Net zoals verregaande energierecuperatietechnieken.

### Job options

- Project Engineer
- Project Manager
- E&I
- Technicians

### Selection procedures

Verwacht bij ons geen standaard, kant-en-klaar sollicitatietraject. Net zoals we onze projecten voor klanten op maat uitwerken, is ook jouw sollicitatietraject er één op maat.

Verwacht je aan een snel, transparant en eerlijk sollicitatieproces, volgens jouw noden.

## Camco Technologies



### Contact

celine.bossens@camco.be

### Location

Leuven - Gent

### Website



### Employees

Belgium	220	Worldwide	250
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### Company Info

Camco Technologies is a Belgian company with over 250 employees worldwide and a global player in container terminal automation. We create AI-powered cameras, real-time tracking systems, and intuitive kiosks, along with in-house software that makes terminal operations faster, safer, and easier to manage. Serving over 300 clients globally, including terminals, ferry operators, railway companies, and crane manufacturers, we help customers run operations smoothly while evolving into a software-focused company. Camco Technologies has offices in Belgium, Shanghai, the US, the Middle East, and Australia.

### Job options

For September 2026, we are looking for recent graduates to join our teams:

- Software Engineers – Product Team: develop and improve core software products.
- Software Engineers – Implementation Team: work with international clients, with travel opportunities.
- Project Engineers – Manage and execute hardware installations worldwide, with travel opportunities.
- AI Developer – R&D Team: support innovative AI projects.

### Selection procedures

The recruitment process for new graduates includes four steps:

- HR interview to get to know you
- Team lead and/or manager interview to discuss your skills and fit
- Programming test to assess technical abilities
- Job offer for successful candidates

## Capgemini Engineering



**Contact**  
campus.erd.be@capgemini.com

**Website**



**Employees**  
Belgium 2.000 Worldwide 340.000

**Location**  
Brussels - Flanders - Wallonia



### Company Info

Capgemini Engineering is a global leader in engineering, R&D, and technology consulting, helping organizations deliver next-generation products, systems, and services by combining deep engineering expertise with digital and software innovation. As part of the Capgemini Group, with over 340,000 people in 50+ countries, we support clients from concept to industrial deployment. We operate across industries including automotive, aerospace, rail, energy, life sciences, telecommunications, semiconductors, software, consumer products, manufacturing, and industrial equipment. By bridging the physical and digital worlds, we accelerate innovation and enable intelligent sustainable industry through cutting-edge technologies and scalable engineering solutions.

### Job options

As a graduate, you will be working with the world's leading brands to enhance and transform the way they do business.

With our portfolio of innovative market offers and technologies, we empower and encourage you to create your own career path. You get the freedom to build your personalized career journey with challenging global projects across the industries and businesses. You will get opportunities to contribute to society through social innovations, digital inclusion initiatives and environmental impact projects.

### Selection procedures

- Open positions are published on our website (<https://www.capgemini.com/be-en/careers/career-paths/careers-at-capgemini-engineering/>) and on LinkedIn.
- Open applications are welcome via campus.erd.be@capgemini.com
- When applying, indicate the industries and types of projects that interest you most. We are always looking for talented individuals and will work with you to find a role that matches your skills, interests, and ambitions.

## CERM



**Contact**  
liesbeth.beeuwsaert@cerm.net

**Website**



**CERM**



**Employees**  
Belgium 60 Worldwide 100

**Location**  
Oostkamp



### Company Info

At CERM, we build innovative software that transform the label and packaging industry. Our advanced ERP solution helps label and packaging businesses around the world work smarter and more efficiently. As we grow our global reach and enhance our technology, we're looking for bright, motivated young developers ready to make an impact.

CERM is owned by its management and with a team of 100 around the globe, we are a global leader in our niche segment.

We offer a collaborative and forward-thinking environment where you can grow, learn, and make a difference from day one.

### Job options

CERM is looking for

- Masters young graduates Computer Science to strengthen our development teams as a full-stack developer
- Masters young graduates Business Engineering to work as an ERP implementation consultant

### Selection procedures

- Interviews with development team lead(s)
- Interview with Director Product Development
- Online assessment test
- Final interview with a second director/CEO
- Job offer

Our process is quick, informal and transparent

# Citymesh



## Contact

hr@citymesh.com

## Location

Oostkamp - Sint-Niklaas - Gierle

## Website



## Employees

Belgium	300
Worldwide	300



## Company Info

Citymesh isn't just another telecom company... We're shaping the future of connectivity. As a European leader in B2B telecom, we deliver innovative solutions like Mobile Private Networks, 5G connectivity and temporary solutions for events such as Tomorrowland, Rock Werchter and the Pokémon World Championships. Wherever it is needed, we ensure seamless and reliable connectivity.

We're all about making a real impact on society. From drone technology and critical communications to future proof connectivity, we're breaking barriers and supporting businesses of all sizes as well as public services. Through our B2B telecom offer and our joint venture with DIGI, we're also helping to make telecom more accessible. We work on technology that truly makes a difference.

## Job options

Ready to build the connectivity of tomorrow? At Citymesh, we pioneer 5G, private networks, and mission-critical tech. We would love to meet:

- Data & Security: Experts to safeguard critical infrastructure and manage secure data flows.
- Network Engineering: RAN, System, and Network Engineers for advanced 5G/WiFi design.
- Technical Sales: Driven profiles with a passion for connectivity to bridge the gap between tech and business.
- Field Ops: Project Managers and Technicians realizing innovation on-site.

## Selection procedures

Apply via our jobsite! We start with a video call with HR to get to know you. If there's a match, you'll be invited for an on-site interview with HR and the Department Lead. This is your moment to prove your knowledge, enthusiasm, and willingness to learn. For specific roles, you'll showcase your expertise through a case study. Most importantly: we look for a genuine fit with our team and company culture. Ready to join the Citymesh family? Let's connect!



Ready to make an impact?  
Connect with your future colleagues!



Liesbeth Misseeuw  
**HR Business Partner**



Céline Vileyn  
**HR Business Partner**



Join us in building the  
4th operator in Belgium.

# Clarebout Potatoes



## Contact

/

## Location

Nieuwkerke - Waasten - Moeskroen - Dunkerque

## Website



## Employees

Belgium	2.600	Worldwide	3.000
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## Company Info

Clarebout Potatoes is a family business specialized in frozen potato products. We are a Belgian private label company with more than 30 years of experience and a worldwide reputation in the potato industry. We have high-end production sites in Heuvelland and Warneton from which our products are shipped around the world.

Together with our team of more than 1500 employees we deliver top quality products to retail, food service and food industry.

As a fast growing business it is our goal to maintain our leading position in the global market. Therefore we invest daily in our team and production sites. We also wish to contribute to employment security and welfare in our region.

At Clarebout you can count on a varied job with responsibilities in a state-of-the art international company!

## Job options

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## Selection procedures

/



## CNH



**Contact**  
tiemen.rosseel@cnhind.com

**Website**

**Location**  
Zedelgem - Antwerpen

**Employees**  
Belgium 3.500 Worldwide 35.000



### Company Info

CNH Belgium, part of CNH, is a global leader in agricultural and construction machinery. Our Zedelgem site develops and produces high-performance harvesting equipment, including combines, forage harvesters and balers. With decades of expertise, we combine advanced technology, precision engineering, and sustainable practices to meet the evolving needs of farmers and contractors worldwide. Committed to innovation, we create machines that boost productivity, efficiency, and environmental responsibility. As part of a global network, CNH Belgium plays a key role in shaping the future of farming and infrastructure.

### Job options

Looking for a career that drives innovation? CNH Belgium offers exciting opportunities in engineering, manufacturing, and technology at our Antwerp and Zedelgem sites. Join a global leader in agricultural and construction equipment, where your ideas help shape sustainable solutions for the future. Explore roles in design, production, R&D, and more—grow your skills and make an impact worldwide.

### Selection procedures

Our selection process is designed to be clear and efficient. It starts with an introductory interview, either online or on-site. Next, you'll meet HR Business Partners and potential colleagues for a second conversation. If needed, a third meeting will address any remaining questions. After a successful first interview, candidates complete online assessments from home. This process ensures transparency and helps us find the best match for both sides.

## Colas Belgium



**Contact**  
liesbeth.vanbaelen@colas.be

**Website**

**Location**  
Antwerpen - Limburg - Vlaams-Brabant - Oost-Vlaanderen - Brussel

**Employees**  
Belgium 1.100 Worldwide 60.000



### Company Info

Sinds 1988 maakt Colas Belgium deel uit van de Groep Colas, wereldleider in de bouw en het onderhoud van vervoersinfrastructuur.

Als belangrijke speler in de ruimtelijke ordening komt Colas Belgium tegemoet aan de mobiliteits-, urbanisatie- en milieu-uitdagingen waarmee lokale overheden geconfronteerd worden.

De activiteiten van Colas Belgium zijn gericht op de stadsplanning, de bouw en het onderhoud van wegen-, spoorweg-, luchthaven-, haven- industriële en logistieke infrastructuren.

Het bedrijf is ook actief op specifieke gebieden: wegvakken gereserveerd voor het openbaar vervoer, autocircuits, architecturale en bouwactiviteiten.

### Job options

- Eindwerk/ stages

Elk jaar bieden wij aan verschillende studenten de mogelijkheid aan een stage en/of eindwerk te doen in onze firma.

- Aanwervingen

Elk jaar werven wij meerdere Ingenieurs aan in Junior posities of een Young graduate program.

### Selection procedures

- Eerste gesprek met HR  
- Persoonlijkheidstesten (voor iedere bediende-positie)  
- Gesprek met COO en de regionale verantwoordelijke van de regio die het meest interessant is voor de kandidaat



## Colruyt Group



**Contact**  
margot.vandergucht@colruytgroup.com

**Website**



**Location**  
Halle - Zwijnaarde - Haasrode - Mechelen

**Employees**  
Belgium 30.000 Worldwide 33.000



### Company Info

Colruyt Group, dat is meer dan je denkt.

Zoek je variatie, ruimte voor jouw ideeën of een gezonde dosis inspiratie in je werk? Bij Colruyt Group vind je het allemaal ... en meer!

We zijn de grootste retailer van België, produceren groene energie, hebben een eigen wijnbottelarij, maken heerlijke zelfgebrande koffie ... En dat is nog maar een kleine greep uit al onze activiteiten.

Onze winkelmedewerkers kent iedereen uit de winkels van bijvoorbeeld Colruyt, Okay of Bio-Planet. Maar wist je dat we ook heel wat andere specialisten in huis hebben: ingenieurs, financiële specialisten, technici, digitale experts, analysten, marketeers, ... noem maar op.

Ontdek al onze mogelijkheden op <https://jobs.colruytgroup.com> of kom ons bezoeken op de jobbeurs!

### Job options

- Traineeship IT Analyse
- Junior Functional Analyst
- Traineeship Werkverenigdiger

### Selection procedures

- 1) Je solliciteert
- 2) We bellen even
- 3) Eerste kennismaking & online testen
- 4) Een babbel met je toekomstige leidinggevende
- 5) We gaan er samen voor

## Crunch Analytics



**Contact**  
kwitkowska@crunchanalytics.be

**Website**



**Location**  
Gent - Rotterdam

A Data & AI Agency

**crunch**

**Employees**  
Belgium 18 Worldwide 22



### Company Info

Crunch is a data & AI agency. We help both business frontrunners and analytics leaders when applying data science, statistics, machine learning, and AI. We are based in Ghent and have another office in Rotterdam.

We have been fortunate to work with a variety of teams in Europe, such as G-star, Scotch & Soda, Vandervelde, Heineken, Beerwulf, Hornbach, Unilin, Hunkemoller, Brico, Eurocontrol and Roompot.

### What sets us apart?

We have an extensive track record working on projects in Retail and FMCG but also other industries that especially combine our business acumen with expertise in data management, ML, AI, and statistics. We analyze data, predict trends, advise on forecasting and help businesses grow.

### Job options

We are looking for Data Engineers and Data Scientists to work in a vibrant, friendly atmosphere in our Ghent office.

You can always find current job vacancies on our website: <https://careers.crunchanalytics.be/>.

### Selection procedures

Our hiring process is thorough. It consists of clear steps:

1. Apply for a specific job.
2. We screen your resume.
3. Phone interview comes next.
4. Complete a job-specific challenge.
5. Present the results of your challenge.
6. Welcome on board.

## Daikin Europe



**Contact**  
shubitidze.l@daikineurope.com

**Website**



**Employees**  
Belgium 2.500 Worldwide 89.000

**Location**  
Oostende - Gent - Brussel



### Company Info

Daikin Europe is a subsidiary of Daikin Industries Ltd. and the leading provider of heating, cooling, ventilation, air purification and refrigeration technology. The company designs, manufactures and brings to market a broad portfolio of equipment, as well as tailor-made solutions for residential, commercial and industrial purposes in Europe, Middle East and Africa. To date Daikin Europe has over 12 000 employees across more than 59 consolidated subsidiaries. It has 12 major manufacturing facilities based in Belgium, the Czech Republic, Germany, Italy, Spain, Turkey, Austria and the UK. The headquarters of the Daikin Europe group are in Belgium, Ostend. The company was established in 1972, production in Europe started in 1973.

### Job options

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### Selection procedures

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## Datameister



**Contact**  
finance@datameister.ai

**Website**



**DATA  
MEISTER.**

**Employees**  
Belgium 17 Worldwide 17

**Location**  
Gent



### Company Info

Datameister is a private AI research & deployment lab specialized in visual and spatial intelligence. We're building a platform and tools that power 3D and video pipelines for annotation, optimization, and creation. Built to fit, accelerated by our in-house AI library, and operated on our optimized cloud platform or yours. We believe that visual and spatial intelligence should behave like core infrastructure. Teams run these systems with the same confidence they have in databases and CI/CD today.

### Job options

We're looking for various AI engineers:

- Generalist AI Engineer (LLMs, AI architecture, Agents)
- Computer Graphics / 3D AI Engineer
- Robotics Engineer

If you're curious, proactive, and want to help shape the future of visual intelligence, reach out to us anytime.

### Selection procedures

We keep our process light and transparent. Applications are reviewed on a first come, first serve basis. Send us your CV, motivation letter, preferred starting date and we'll be in touch if there's a good match.

Procedure:

- Introduction call
- Case study
- Case discussion

Early applications are encouraged, as spots fill up quickly.



## Damen Naval

**Contact**  
m.moison@damennaval.com

**Location**  
Vlissingen - Schiedam

**Website**



**Employees**  
Belgium 0 Worldwide 12.000



### Company Info



Get on board with Damen Naval, along with more than 1,200 professionals based in The Netherlands, Romania, and Germany. We are the naval division of the family-owned Damen Shipyards Group which employs 12,000 professionals globally. Damen Naval designs and builds advanced naval vessels for customers all over the world. With a passion for technological innovation and sustainable solutions, we continue to push the boundaries in naval shipbuilding. You can be part of our team! Are you ready for duty?

### Job options

- Manufacturing Engineer
- Functional Application Manager
- Test & Integratie Engineer
- Functional Application Specialist 3DX
- Supplier Quality Assurance Engineer
- Engineer Configuration Management
- Integration Engineer
- Engineer Marine Piping Systems
- Electrical Engineer
- Automation Engineer
- Engineer Electro Magnetic Compatibility
- Cyber Security Engineer
- Naval Architect
- Engineer Plans and Arrangements
- Structural Analyst

### Selection procedures

- Apply via the website
- Call with the recruiter
- 1st interview with hiring manager
- 2nd interview with hiring manager, teammember and someone from the project
- Offer



We need you on our team.

At Damen Naval, you will find a dynamic working environment where talent is developed and empowered.

Help us build the next generation of naval vessels that will shape the future of maritime security.

Working closely together with our NATO-partners and allied nations, we are involved in some of the world's most advanced naval programmes. Innovation drives us forward. As the Netherlands' only naval original equipment manufacturer, we handle every stage of the ship's lifecycle: from design and engineering to construction and maintenance. To date, we have delivered more than 420 vessels to customers around the world.

Join a company that encourages innovation and collaboration. Whether you're interested in research, design, construction and commissioning, or one of the many supporting roles, your work will be meaningful in advancing naval defence

Are you interested in a job, an internship, or a traineeship? Visit [career.damen.com](http://career.damen.com) or call +31 (0)118 48 50 00 (ask for our HR Department).



De Willem Ruysstraat 99  
4381 NK Vlissingen  
The Netherlands

P.O. Box 555  
4380 AN Vlissingen  
[damennaval.com](http://damennaval.com)

## Dataroots



**Contact**  
recruitment@dataroots.io

**Location**  
Gent - Leuven

**Website**



**Employees**  
Belgium 180 Worldwide 180



### Company Info

Dataroots is a team of passionate experts who use AI, data, and cloud technologies to help companies work smarter. As part of the global Talan Group, we combine local expertise with international reach.

We collaborate closely with clients to unlock the value of their data: improving processes, enhancing customer experiences, and ensuring compliance. Our work spans data strategy, AI, and cloud-native data platforms, always with a focus on building sustainable, long-term solutions.

Our culture is built on diversity, knowledge sharing, and a passion for technology. We believe in empowering people, both our clients and our colleagues, to grow and succeed.

If you're curious about data, eager to learn, and excited to work with cutting-edge AI, dataroots offers a supportive environment.

### Job options

We deliver end-to-end AI solutions, requiring experts at every step. Therefore, we are looking for:

- Cloud architects to build the scalable platforms AI runs on.
- Data engineers provide clean, reliable data.
- ML engineers turn this data into intelligent models.
- Analytics engineers to connect these models to real business needs, ensuring our AI solutions create clear, lasting value.

### Selection procedures

Soon after the Jobfair, we will get in touch with those that expressed interest in Dataroots. We will keep those interested updated on the opening of our junior vacancies.

Once the vacancy opens and you apply via [dataroots.io](http://dataroots.io), you will be subject to:

1. CV screening
2. A small assessment
3. HR interview
4. Technical interview
5. Conversation with your future manager

If you are hired, you'll get to start alongside other junior data professionals in our famous Rootsacademy in September!

## DD Engineering



**Contact**  
jobs@ddeng.be

**Location**  
Gent - Ieper

**Website**



**Employees**  
Belgium 48 Worldwide 48



### Company Info

Engineering the factories of tomorrow at DD Engineering.

As architects of production lines and internal logistics, our focus is invariably on innovation, automation & digitization, safety and sustainability. To achieve this, our four different engineering specializations work closely together. At DD Engineering we have experts in every required specialization.

As a fast-growing company, we are always looking for driven and passionate employees for each business unit.

As a company we work almost exclusively with Civil or Industrial Engineers and this as much as possible on a project basis. We can intervene very early in investments, starting with strategic advice on technical installations and making a feasibility study, up to and including the implementation of the entire project.

### Job options

Young Potential - Project Engineer (Plant/Safety)  
<https://www.ddeng.be/jobs/young-potential/>

We offer a Young Potential program to train you as a multidisciplinary Project Engineer. You work with senior engineers on real projects from concept to execution and receive training in process, mechanical, automation and safety engineering. After the program you grow into a full Project Engineer with opportunities in plant and safety projects. Hands-on mindset and engineering degree required.

### Selection procedures

To become a Young Potential at DDE, you simply apply and we schedule a short call to get to know each other. Next, you join our case day where we explore your skills. If it's a match, you receive your contract and we start together. Let's go!

## Deceuninck



**Contact**  
werken@deceuninck.com

**Website**



**Employees**  
Belgium 668 Worldwide 4043

**Location**  
Hooglede - Gits - Diksmuide



### Company Info

Deceuninck is een groep van wereldformaat, gespecialiseerd in het ontwerp en de ontwikkeling van profielen voor ramen en deuren, tuintoepassingen, dak en gevel, en interieuroepassingen. We zijn actief in meer dan 90 landen en stellen 3.600 personen tewerk. Bij Deceuninck heeft ons engagement op vlak van innovation, ecology en design een duidelijke focus: building a sustainable home voor onze klanten en medewerkers. Een (t)huis dat energiezuiniger is om te wonen en aantrekkelijker om naar te kijken. Deceuninck verwerkt wereldwijd de nieuwste materialen tot producten die weinig onderhoud vergen, top isoleren, een lange levensduur hebben en op het einde van de gebruiksduur volledig kunnen worden gerecycleerd.

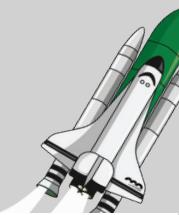
### Job options

- Application Engineer
- Project Engineer Extrusie
- Business Analyst
- Product Design

### Selection procedures

- Kennismakingsgesprek
- Testing
- Kennismaking manager/ HRBP

## Dekimo



**Contact**  
Stijn.Verhertbrugge@dekimo.com

**Website**



**Employees**  
Belgium 350 Worldwide 450

**Location**  
Gent



### Company Info

Dekimo is an electronic services supplier for customers worldwide. We develop applications for PC-platforms, embedded software, micro-controllers, FPGA apps in VHDL, hardware design (digital and analog), advanced PCB routing, mechatronics and mechanical engineering.

Our development teams are located in Gent, Leuven, Turnhout, Delft, Goes, Louvain-la-Neuve, an EMC lab in Erpe-Mere and an assembly plant in Erpe-Mere for series of 100 up to 10.000 PCBAs. We are involved in the complete development cycle of electronic equipment from feasibility to production, with a broad spectrum of technically challenging projects.

### Job options

- Hardware developer
- Software developer
- Embedded software developer
- VHDL developer
- Netwerkbeheerder

### Selection procedures

- Na selectie
- > Gesprek met project coördinator en kennistest
- > Gesprek met managing director

## Delaware



**Contact**  
recruitment@delaware.pro

**Website**



**Employees**  
Belgium 1.800 Worldwide 4.000

**Location**  
Gent - Kortrijk - Berchem - Lummen - Wavre



### Company Info

Help us build the bridge between business and IT.

We are an IT consultancy company. We like to bring out the best in technology (and in people!) to help our customers improve their business processes. We truly believe that innovation and technology go hand in hand, so we're always on the lookout for new, exciting tools. Either way, as consultants, we take pride in the solutions we build and the services we offer. Want to know more? Here are some fun facts & figures about us!

Let's get you off to a flying start.

Whether you're interested in software development, business processes, data analytics or digital transformation, we trust that you and your expertise will fit right in. Discover a whole new world as a technical consultant, a functional consultant, or somewhere in between.

### Job options

Bij delaware zijn er tal van jobmogelijkheden voor juniors die willen starten in consultancy en IT. Je kan aan de slag in domeinen zoals Supply Chain & Logistics, Finance & Performance Management, Finance & Business Controlling, Data & AI, Customer Experience & CRM, HR en Information Management. Daarnaast biedt delaware ook technische juniorrollen in ERP, .NET, web- en mobile development, low-code & RPA, integratie, cloud & infrastructuur en software testing & ALM.

### Selection procedures

Het rekruteringssproces bij delaware start met een sollicitatie via de website. Na een eerste screening word je uitgenodigd voor een gesprek met de verantwoordelijke recruiter. Daarna volgt een inhoudelijk gesprek met de teamlead om je kennis en motivatie te bespreken. Afhankelijk van de rol kan er nog een laatste gesprek met de solution lead plaatsvinden als finale check vóór een aanbod.

## Denys



**Contact**  
Recruitmentemployees@denys.com

**Website**



**Employees**  
Belgium 900 Worldwide 1.800

**Location**  
Projects in Belgium - Netherlands - Germany - Niger



### Company Info

Over the past ten years, Denys has grown to become an international group with 1800 employees. Denys is active across a number of different disciplines: water, energy, mobility, restoration, architecture, trenchless, civil works, buildings, special techniques and much much more. In each of these complementary areas of expertise, we are established as a niche player and, as we go forward, we are emerging as a global benchmark with high added value.

But the greatest success factor driving our growth is the enthusiasm and creativity of our employees. At Denys, we like nothing better than challenges - it's a feature that is embedded in each of us. If you can dream it, we can do it. That's why we call ourselves the DoDreamers!

### Job options

Looking for a job on site as a site manager? Or prefer a job as a tender engineer? Do you prefer to work on buildings, pipelines, cables, tunnelling, civil works, etc?

Prefer a job in Belgium or excited to go abroad in Europe?

Let's talk! At Denys the opportunities are endless, so let's chat & find an opportunity for you.

### Selection procedures

First you'll have a chat with our HR recruiters to discover what you are looking for & where your ambitions lie.

Next we'll arrange a meeting with the business so you can really discover what your day to day could look like.

If we can find a match with our projects & your ambitions, that's perfect! You'll receive an offer from our side and we're looking forward to welcome our next DoDreamer!

# Deloitte.



**Contact**  
begraduatesrecruitment@deloitte.com

**Website**



**Employees**  
Belgium 6.000  
Worldwide 473.050

**Location**  
Zaventem



## Company Info

As a leading professional services firm in Belgium, Deloitte offers value added services in consulting. In Belgium, Deloitte has more than 5905 employees in 10 locations across the country, serving national and international companies, from small and middle-sized enterprises, to public sector and non-profit organisations. Thanks to a strong regional presence and our multi-disciplinary approach, we are ideally placed to meet the requirements of a wide range of public institutions and small and large companies.

## Job options

- Data & Analytics
- Engineering
- Technology
- Supply Chain
- Strategy
- Finance
- Marketing & E-commerce
- Human Resources
- Legal
- Tax

## Selection procedures

1. Application
2. (Phone) Screening
3. Business Case Day
4. Selection Day (All-in-one interview day)
5. Offer
6. Welcome Days (Sept)

# Deloitte.

Together makes progress



## A career built around you.

Join us and you'll connect with incredible people across the globe. You'll be part of a community where you can be your true self, make an impact every day, and never stop growing. Let's explore the huge range of career opportunities we offer together, and find the right fit for you.

**Choose your impact.  
Apply now.**





DEME

Contact  
acaDEME@deme-group.com

Location  
Beveren-Kruibeke-Zwijndrecht

Website



Employees  
Belgium 1.200 Worldwide 5.800



#### Company Info

For nearly 150 years, DEME has been pushing the boundaries in dredging and maritime infrastructure, offshore energy, and environmental projects. Where water, land, and energy meet, we develop groundbreaking solutions that address climate change, the growing global population, increasing maritime trade, and environmental challenges. We do this with a team of more than 5.600 highly skilled professionals worldwide and a versatile fleet of more than 100 vessels.

Our culture is centered around safety and care for our people. At DEME, you have the opportunity to learn from experienced colleagues, develop yourself, and create impactful solutions. Here, you will not only contribute to a better, liveable world but also build your own career, at your own pace.

#### Job options

Where Next? At DEME, we empower you to shape your own career journey. Driven by our values We Care, We Dare, We Deliver, we foster teamwork, innovation, and a shared commitment to delivering impactful projects that really make a difference.

#### Selection procedures

- Discovery Call
- Teams Meeting 1
- Teams Meeting 2
- Proposal



WHERE NEXT?  
EXPLORE NEW HORIZONS  
WITH DEME



DEME is a place for explorers. With 150 years of experience, we tackle global challenges through pioneering projects. Work aboard vessels, at international sites or offices, or at our HQ in Belgium. A career at DEME can take you around the world. **The only question is: Where Next?**



Apply for a job  
at DEME  
on [www.DEME-group.com](http://www.DEME-group.com)  
or scan the QR code

## DESOTEC

# DESOTEC<sup>®</sup>



**Contact**  
sophie.ghysbrechts\_ext@desotec.com

**Website**



**Employees**  
Belgium 300 Worldwide 450

**Location**  
Roeselare



### Company Info

#### Wie is DESOTEC?

DESOTEC is een internationaal milieudienstenbedrijf dat helpt de planeet te beschermen met duurzame mobiele filtratieoplossingen voor vloeistoffen en gassen.

We hebben ongeveer 450 medewerkers, verenigd in Generation D., die zich allemaal inzetten om de planeet te beschermen door positieve ecologische veranderingen in alle sectoren te bevorderen.

Private equity-fondsen beheerd door Blackstone hebben DESOTEC in 2021 verworven.

### Job options

We're continuously looking for interns and students for our departments (engineering, lab, finance...). Not interested in an internship or student job? Don't worry! We're eager to learn more about your ambitions for your future career in engineering. Come say hello!

### Selection procedures

/

## Devagro

**DEVAGRO**  
Expertise. Innovatie. Visie.



**Contact**  
sophie.vandeveld@devagro.be

**Website**



**Employees**  
Belgium 220 Worldwide 220

**Location**  
Desselgem - Harelbeke



### Company Info

#### Bouwbedrijf

### Job options

- Werfleider
- Projectleider
- Calculator

### Selection procedures

Kennismakend gesprek met HR en leidinggevende, 2e gesprek met eventueel loonvoorstel.

## Dewulf



**Contact**  
liselotte.leplae@dewulfgroup.com

**Website**



**Employees**  
Belgium 250 Worldwide 550

**Location**  
Roeselare



### Company Info

Dewulf bewijst dat een familiebedrijf en wereldspeler perfect hand in hand gaan. Een dynamische derde generatie leidt ons bedrijf, dat al 79 jaar een gevestigde waarde is in de landbouwsector. Vanuit onze drie vestigingen in België, Nederland en Roemenië zijn we dé referentie in de ontwikkeling en productie van landbouwmachines voor grondbewerking, poten, oogsten, inschuren, sorteren en transporteren van aardappelen en groenten.

Met 550 medewerkers en een omzet van 140 miljoen euro (2024), zetten we in op continue groei, innovatie en ontwikkeling – zowel als bedrijf als voor onze medewerkers.

We respecteren. We werken samen. We innoveren. We gaan ervoor. Met passie.

### Job options

- Software Engineer
- Mechanical Engineer
- ...

Zie [jobs.dewulfgroup.com](http://jobs.dewulfgroup.com)

### Selection procedures

- Solliciteren: cv sturen en motivatie naar [hr@dewulfgroup.com](mailto:hr@dewulfgroup.com) of via de website [jobs.dewulfgroup.com](http://jobs.dewulfgroup.com)
- Positief? Uitnodiging om langs te komen: Kennismaking Hiring Managers en eventueel rondleiding (of in latere fase gebeurt rondleiding)
- Positief? Assessment en 2de gesprek.
- Positief? 3de gesprek, rondleiding, eventueel jobvoorstel
- Positief? Start

## Dow Benelux



**Contact**  
feuhrt@dow.com

**Website**



**Employees**  
Belgium 3.500 Worldwide 35.000

**Location**  
Terneuzen



### Company Info

Dow combines one of the broadest technology sets in the industry with asset integration, focused innovation and global scale to achieve profitable growth and become the most innovative, customer centric, inclusive and sustainable materials science company. In the Benelux, Dow operates 7 sites employing more than 4000 experts in research and development, manufacturing, finance, sales, supply chain and related services.

Can you help us make an impact in the environment we live in? We at Dow are innovative, passionate and driven by limitless curiosity. We are continuously interested in how science can enhance people's lives. Ready to unlock your potential? Join the conversation at [careers.dow.com](http://careers.dow.com).

### Job options

Our career opportunities, ranging from internships, development programs and entry level to manager positions in Manufacturing & Engineering, Research & Development and Environment, Health & Safety to various business functions like Supply Chain, are designed to help you understand what it really means to work at Dow. You will have the chance to join a diverse team of problem solvers and big-picture thinkers inspired by innovation, gain relevant experience through specific projects, get exposure to Dow's culture, and have a dedicated coach who guides you along your development journey.

### Selection procedures

1. Prep: Visit [campuseamei.dow.com](http://campuseamei.dow.com).
2. Start: Check [careers.dow.com](http://careers.dow.com) or join our Talent Community in case you can't find the perfect fit yet.
3. Apply: Filter roles, create a profile, import LinkedIn, complete forms, attach docs.
4. Confirmation: Expect a mail confirming your application.
5. Screening: Matching profiles can expect a phone assessment.
6. Interview: If selected, you'll be invited – preferably face-to-face.
7. Decision: Post-interview, expect offer details.

Dow prioritizes diversity and equal opportunities—no discrimination based on age, sex, religion, or race.



**Contact**  
dorine.lammens@eastman.com

**Website**

**Location**  
Gent

**Employees**  
Belgium 820 Worldwide 14.000



#### Company Info

Eastman's mission is to enhance the quality of life by delivering innovative products and solutions while maintaining a strong commitment to safety and sustainability.

Our growth model combines world-class technology platforms, deep customer engagement, and differentiated application development to strengthen our leading positions in sectors such as transportation, construction and consumables. Eastman is headquartered in Kingsport, Tennessee, USA. For more information, visit [www.eastman.com](http://www.eastman.com).

#### Job options

At Eastman we offer meaningful growth opportunities, a competitive salary and benefits package, and collaborative global work environment.

We champion diversity and inclusion, encouraging talented individuals to work together to turn great ideas into materials that improve everyday life. In Ghent, Eastman is the largest employer in the chemical sector, operating two production sites and a research centre.

#### Selection procedures

Our selection process is fair, transparent and designed to identify the best fit for both the role and our culture. Candidates can expect a straightforward application review followed by interviews and practical assessments where relevant, with timely communication at each step and equal consideration given to diversity and potential.



**Contact**  
Recruitment.employees@eiffageenergie.be

**Location**  
Aalter - Willebroek - Drongen - Houthalen - Neder-Over-Heembeek

**Website**

**Employees**  
Belgium 1.300 Worldwide 38.000



#### Company Info

Eiffage Énergie Systèmes – Belux behoort tot de groep Eiffage, een leider in Europa op het gebied van constructie, energiesystemen, infrastructuur en concessies. Dankzij 3 expertisepolen en 10 filialen ontwerpt, realiseert, beheert en onderhoudt de groep elektrische, industriële, klimaat-regelings- en energietechnische systemen en apparatuur.

#### Job options

Of je nu een activiteitenmanager, bedrijfsmanager, projectmanager, ontwerptechnicus of site-manager bent, wij bieden een breed scala aan mogelijkheden.

Eiffage Énergie Systèmes – Belux is voortdurend op zoek naar dynamisch talent om zijn teams te verrijken. Wij bieden jobs met toekomst en een brede waaier aan expertise.

Kom bij ons werken en maak deel uit van een team waarin iedereen bijdraagt aan ons gezamenlijke succes.

#### Selection procedures

<https://jobs.eiffageenergiesystemes.be/front/nl/vacancies>

# Eiffage Benelux



**Contact**  
Ryasmine.fahmi@eiffage.com

**Website**



**Employees**  
Belgium 2.300 Worldwide 72.000

**Location**  
Brussel - Antwerpen - West-Vlaanderen - Oost-Vlaanderen - Buitenland/Offshore

## Company Info

De EIFFAGE-groep is een van de grote namen in de Europese bouw- en concessiewereld. Met 66.000 medewerkers wereldwijd halen ze jaarlijks een omzet van 14 miljard euro.

In België kom je EIFFAGE tegen via Eiffage Construction BeLux, Eiffage Energie en de Groep Smulders. Samen werken hier in de Benelux zo'n 4.000 mensen, met een omzet van bijna 1 miljard euro.

Wat EIFFAGE zo interessant maakt? Ze zijn actief in vijf verschillende domeinen: van Bouw en Burgerlijke Bouwkunde, Vastgoed en Waterbouwkunde tot Energie en Metaalconstructie. Kortom, volop kansen om mee te bouwen aan indrukwekkende projecten!

## Job options

Bouw & Burgerlijke Bouwkunde

Werken aan grootschalige bouwprojecten:

- Projectingenieur of werfleider.

Extra mogelijkheden voor studenten:

- Stages en afstudeerprojecten
- Traineeships
- Junior functies voor starters: calculatie en BIM

## Selection procedures

Wil je bij EIFFAGE aan de slag? Dit is wat je kan verwachten:

- 1) Online sollicitatie - Je uploadt je cv en motivatiebrief via onze website. Vertel ons wie je bent en waarom je bij EIFFAGE wilt werken!
- 2) Screening - Ons HR-team bekijkt je profiel en checkt of je past bij de functie en ons bedrijf.
- 3) (Video)interview - Een eerste kennismaking met HR en/of je toekomstige team. We willen jou leren kennen!
- 4) Eindgesprek - Je ontmoet je toekomstige manager of teamleider.
- 5) Welkom bij EIFFAGE! - Ben je door de selectie? Dan start jouw avontuur aan één van onze uitdagende projecten.

**EIFFAGE CONSTRUCTION**

**Innovatie** – Eiffage Benelux investeert in duurzame en slimme bouwoplossingen.

**Duurzaamheid** – Sterke focus op circulair bouwen en milieuvriendelijke projecten.

**Veiligheid** – Sterke focus op werfveiligheid en welzijn van werknemers.

**Carriermogelijkheden** – Veel kansen voor stage, opleiding en doorgroeimogelijkheden.

**Follow**



## element61



**Contact**  
julie.vanackere@element61.be

**Website**



**Employees**  
Belgium 140 Worldwide 140

**Location**  
Gent - Brussel - Antwerpen - Hasselt



### Company Info

Founded in 2007, element61 is the thought-leading Analytics, Performance Management and Data Science consulting company in the Belgian marketplace. Today, element61 has brought together the most experienced team in Analytics, Performance Management, Business Intelligence, Data Science, Data Governance and Big Data & Artificial intelligence in Belgium.

The company has grown in 18 years to more than 130 consultants with -on average- 8 years of experience in Analytics, totalling over 1200+ man-years of experience, serving over 100 blue chip customers on an annual basis and attaining over 26 million € annual revenue in 2024.

### Job options

Working at element61 will allow you to develop and extend your knowledge in Business Analytics. You will find yourself surrounded by an exceptional peer group of professionals. Through formal training and coaching, we give you the opportunity to reach new heights in your personal and professional development.

- (Junior) Data Engineer/Scientist - <https://www.element61.be/en/vacancy/junior-data-scientistengineer>
- (Junior) Data Scientist/Analyst - <https://www.element61.be/en/vacancy/junior-data-scientist-analyst>
- Jobs - <https://www.element61.be/en/jobs>

### Selection procedures

During February/March we get in touch during Career events and allow upcoming graduates to apply in March/April.

When we feel the "match", you will be invited for interviews with element61 hiring manager or element61 colleague to get to know each other. These interviews will focus on your drive, passion & personal ambitions.

After the interviews, we will inform you of the next steps, these can be, a next interview, a use-case to allow you to present and which can lead to an offer to join us in September.

## elia Belgium



**Contact**  
Ellen.Geerts@elia.be

**Website**



**Employees**  
Belgium 1.900 Worldwide 2.700

**Location**  
Brussel - Schaarbeek



### Company Info

Wij zijn Elia, de Belgische transmissienetbeheerder die de betrouwbaarheid en duurzaamheid van de elektriciteitsbevoorrading in ons land verzekert.

Studeer je binnenkort af? Ben je klaar om te shin en te groeien naar ongekende hoogtes?

Elia is the place to be! Bij Elia bouw je mee aan de toekomst van het elektriciteitsnet in België en krijg je als getalenteerde technieker, ingenieur, designer, business strateg of data- en IT-profiel de kans om samen een impact te maken die de wereld verlicht.

3 redenen om voor een job bij Elia te kiezen:

1. Een job vol variatie in een werkomgeving waar impact en innovatie centraal staan.
2. Focus op persoonlijke groei en welzijn.
3. Een divers team van gepassioneerde collega's staat klaar om jou te verwelkomen.

### Job options

#### JUNIOR ENGINEER

Als junior engineer bij Elia krijg je vanaf dag één verantwoordelijkheid in uitdagende projecten die mee de energietransitie vormgeven. Je wordt begeleid door ervaren collega's en bouwt stap voor stap expertise op in jouw domein – van netontwikkeling tot grote infrastructuurprojecten of digitalisering.

#### CORPORATE TRAINEESHIP

In het corporate traineeship bij Elia maak je in een rotatieprogramma kennis met verschillende afdelingen en functies binnen het bedrijf. Je werkt mee aan uiteenlopende projecten met zowel technische als business uitdagingen.

### Selection procedures

1. Sollicitatie via jobsite: <https://jobs.elia.be/>
2. Pre-screening (online)
3. Selection Day (corporate traineeship) of HR & Business interview (junior engineer)



**Contact**  
yari.saelens@elindus.be

**Website**



**Employees**  
Belgium 100  
Worldwide 100

**Location**  
Waregem



## Company Info

Shape the future of energy with us.

At Elindus, you'll help build the energy landscape of tomorrow. You'll work with real data, tackle meaningful challenges, and design smart energy strategies that support thousands of entrepreneurs across Belgium.

We're a young, close-knit team where your ideas genuinely matter. Whether you're analysing market trends or developing innovative energy solutions, you'll have the freedom to grow, take ownership, and make a real impact in a sector that evolves every single day.

Ready to power your career?

Visit our website and discover our vacancies: [elindus.be/jobs](http://elindus.be/jobs)

## Job options

### • Junior Energy Trader:

We are looking for energetic and passionate traders who are driven to get the best out of themselves and contribute to the future of Smart at Energy. By closely monitoring the energy markets, you identify patterns, optimize purchasing strategies, and back-test the results of our models.

### • Data Scientist:

You enjoy diving into data in all its shapes and sizes, always with a strong ear for the business needs. Through your analyses, you become a key player across all departments.

## Selection procedures

At Elindus, our recruitment process is clear, personal and transparent. After receiving applications, HR reviews each profile and selects candidates for an initial interview focused on motivation, experience and cultural fit. Selected candidates then meet the hiring manager for a deeper discussion on the role and expectations. Depending on the position, an additional interview or assignment may follow. We conclude with a clear offer and a warm onboarding, ensuring a smooth start at Elindus.

# Bouw mee aan de energie van morgen



Bij **Elindus** werk je met data, marktanalyses en slimme energie-oplossingen in een sector die razendsnel evolueert. Je krijgt verantwoordelijkheid, impact en een sterk team rond je. [elindus.be/jobs](http://elindus.be/jobs)





# Engie

**Contact**  
els.bruyneel@engie.com

**Website**



**Employees**  
Belgium  
7.300

Worldwide  
97.000



**Location**  
Vilvoorde - Drogenbos - Gent - Linkebeek -  
Brussel



## Company Info

Wat als jouw volgende carrière-avontuur begint bij ENGIE?

Bij ENGIE word je deel van een internationaal bedrijf dat de energietransitie aanvoert. Met zo'n 97.000 collega's in 30 landen zijn we actief in de hele energieketen – van de productie van hernieuwbare elektriciteit en groen gas tot flexibiliteitstoepassingen, infrastructuur en energie-oplossingen op maat.

Maar ENGIE is meer dan energie. Het is een plek waar je kan groeien, innoveren en helemaal jezelf kan zijn. We geven onze mensen verantwoordelijkheid, stimuleren hen om continu te leren en bouwen samen met hen aan een cultuur die draait om inclusie, zorg en impact.

Jouw morgen begint vandaag.

Klaar om jouw stempel te drukken – op de wereld én je loopbaan? Zet vandaag de eerste stap bij ENGIE. #WithENGIE

## Job options

- Techniekers: mechanisch onderhoud, elektrisch onderhoud, onderhoud meet- en regeltechniek
- Projectmedewerkers: grondwatermodellering
- Maintenance ingenieurs

## Selection procedures

### ONS WERVINGSPROCES

Diepgaand HR-interview in Teams met de Talent Acquisition Partner  
1 uur online vragenlijsten en abstract redeneervermogen oefeningen  
Eindgesprek met je toekomstige Managers op locatie (Robin Dupon en Benjamin Defoort)  
Jobaanbieding







## Establis



**Contact**  
jcrombe@establis.eu

**Location**  
Roeselare - Gent

**Website**



**Employees**  
Belgium 30 Worldwide 30



### Company Info

Establis Group is een familiaal ingenieursbureau, met specialisatie binnen stabiliteit. Met een team van ongeveer 30 collega's, zijn we klein genoeg om persoonlijk en flexibel te blijven, maar groot genoeg om alle kennis in huis te hebben.

Establis bestaat uit 2 business units.

Evolv Engineering is gespecialiseerd in het ontwerp en de stabiliteit van vaak complexe projecten zoals ziekenhuizen, scholen, kantoren en woningen. We voeren nieuwe stabiliteitsstudies uit en verfijnen bestaande studies. Skald Engineering focust op industriële projecten, zoals automatische stapelmagazijnen, diepvrieshallen en productiegebouwen. Skald is sterk in het bieden van oplossingen op bouwtechnische vragen, van structuur tot afwerking, voor nieuwbouw- en renovatieprojecten.

### Job options

- Master Bouwkunde of Architectuur
- Interesse in stabiliteit & interesse in een job als Stabiliteitsingenieur, BIM-Ontwerper of Projectleider
- Gemotiveerd, oplossingsgericht & met oog voor detail
- Op zoek naar sterke begeleiding als starter & doorgroeimogelijkheden

### Selection procedures

Bij Establis krijg je ruimte om te groeien. Je wordt als starter zeer goed begeleid, leert van ervaren collega's, werkt mee aan uitdagende projecten en ontdekt waar jouw talent het beste tot zijn recht komt. We geloven in open communicatie, teamwork en een gezonde balans tussen werk en plezier.

Of je nu graag rekent, tekent of overlegt met architecten en aannemers, bij Establis Group vind je een plek waar jouw kennis echt impact heeft.

Je kan ons contacteren voor een vrijblijvend gesprek via [jobs@establis.eu](mailto:jobs@establis.eu) en je kan al onze vacatures terugvinden via <https://www.establis.eu/nl/jobs>.

## European Commodities



**Contact**  
fca@europeancommodities.com

**Location**  
Deerlijk

**Website**



**Employees**  
Belgium 10 Worldwide 10



### Company Info

European Commodities is a dynamic short-term power trading company where speed, analysis, and teamwork come together. We operate in a market that never stands still — and neither do our people.

At European Commodities, trading is not just about numbers and markets, but about energy, growth, and enjoyment. Every day, we build expertise, trust, and performance together as a team.

### Job options

We are looking for young, passionate talent with drive and ambition. People who:

- Are hungry to grow
- Are curious and dare to ask questions
- Take responsibility and show an entrepreneurial mindset
- Understand and strengthen teamwork
- And above all: want to have fun in what they do

Experience matters, but mindset is decisive.

People at European Commodities thinks and acts with:

- Excitement & enthusiasm
- A learning mindset
- A mastery mindset: striving for excellence, discipline, and control

We are currently seeking traders, quantitative algorithm developers, and data scientists.

### Selection procedures

Interview with the Head of Trading and Management, including an analytical test.



## EXAIL Robotics



Contact  
/  
Location  
Moeskroen, Oostende

Website



Employees  
Belgium 11 Worldwide 500



### Company Info

EXAIL staat bekend om zijn expertise in robotica, geautomatiseerde systemen, simulatie en industriële processen. Ons aanbod is bestemd voor internationale klanten in de defensie-, marine-, luchtvaart- en energiesector.

EXAIL Robotics, deel van het bedrijf ECA Group, is één van de wereldleiders op gebied van robotica en geautomatiseerde systemen voor de defensiesector (marine, kustwacht, hydrografische diensten, landmacht, enz.) en de civiele sector (olie- en nucleaire industrie, civiele bescherming, leidinginspectie, enz.).

EXAIL Robotics heeft in België een meerjarig contract verkregen ter waarde van enkele honderden miljoenen euro's. In het kader van dit groot internationaal defensieprogramma gaat ECA Robotics een groot deel van het toekomstige mijnenbestrijdingssysteem verwezenlijken voor de Belgische en Nederlandse marines.

### Job options

/

### Selection procedures

/

## Flanders Make



Contact  
katrien.geebelen@flandersmake.be  
Location  
Kortrijk - Lommel - Leuven

Website



Employees  
Belgium 250 Worldwide 250



### Company Info

Flanders Make is het strategische onderzoekscentrum voor de Vlaamse maakindustrie. Het ondersteunt bedrijven bij innovatie rond producten, machines en productieprocessen. Dankzij de unieke positie tussen industrie en onderzoek combineren teams diepgaande systeemkennis met technologische expertise. De focus ligt op energie- en aandrijfsystemen, manufacturing en mechanische systemen, robotica en sensortechnologie, Employee 5.0, situational awareness, reasoning & acting technologieën, system-of-systems en duurzaam business- en operationsmanagement.

### Job options

- Mathematical research engineer computational analysis and optimization
- Research Engineer Large Language Models
- Research Engineer Knowledge Graphs

### Selection procedures

- CV+motivation via jobsite
- First interview
- Second interview
- Contract proposal



**Contact**  
frederik.creemers@exxonmobil.com

**Location**  
Regio Antwerpen

**Website**



**Employees**  
Belgium 2.000 Worldwide 65.000

## Company Info



ExxonMobil is the largest oil company in the world. It is active in more than 200 countries. We achieved this by combining the first-class talents of our employees with first-class results in all areas we operate in. We believe in our people and are constantly looking for new talent. This is why we offer our employees every opportunity to develop their abilities. Everyone who starts working at ExxonMobil is offered a real career, not only a job. Training, regular job rotation and flexibility are key concepts for a successful career at our company.

## Job options

Hiring 1-5 engineers

- Internship Engineer - Belgium
- Graduate Engineer - Belgium

## Selection procedures

Interested to join us? Apply via our career website (<http://careers.exxonmobil.com>) and search for "Engineer Belgium". Once selected, you will be invited for an interview at one of our sites (Antwerp, Zwijndrecht or Meerhout). If successful, you will receive a confirmation of your selection and get an offer. Hope to welcome you soon!



Be part of our energy

Location: Antwerp, Zwijndrecht, Meerhout

## Graduate Engineer - Belgium

We are looking for talented engineers!

In the Antwerp Area we are offering job opportunities for Process Engineers. In this role you ensure the operation of a manufacturing unit and strive for optimal efficiency, cost effectiveness and operational safety. A next step may be the technical ownership of another process unit, a "coordinating" position such as checking and managing energy consumption in the entire manufacturing site or a commercial/business role.

### You have / are:

- 5 year university education MSc Engineering Science (Chemical, Materials, Mechanical, Electrical, Energy, Applied Physics) and Bioscience Engineering (Chemistry & Bioprocess Technology, Catalytic Technology).
- fluent in Dutch and English
- strong analytical, problem solving and communication skills
- well organized and able to manage multiple tasks
- proactive, with an ability to anticipate, identify and resolve potential issues
- effective leadership skills, including influencing with no direct formal authority
- strong interpersonal skills and ability to collaborate with people from various backgrounds in developing innovative solutions
- broad career interests and international mindset

### This awaits you ...

We offer a wide range of benefits including competitive pay, team mates who support and inspire you, the flexibility to explore multiple challenges and roles. Your development never stops. A variety of job roles and access to cutting-edge training let you expand your potential throughout an entire career. At ExxonMobil we have your back. We want you to enjoy a career with us. That's why we provide the safest workplace we can, so you can work with focus and peace of mind.

**Interested to join us? Then apply now.  
We are looking forward to connecting with you !**

Apply online via our website [jobs.exxonmobil.com](http://jobs.exxonmobil.com)



### Curious about this opportunity?

Stay connected with us and apply

Hope to welcome you soon!





## Greisch

**Contact**  
candidature@greisch.com  
**Location**  
Brussel - Luik - Luxemburg

**Website**

**Employees**  
Belgium 260 Worldwide 275



### Company Info

Bureau Greisch is one of the leading engineering and architectural firms in Europe. Since 1959, we have designed and participated in more than 5.000 projects in over 20 countries. We have a reputation for our bold approach and the rigour of our designs.

We undertake design and construction supervision missions for infrastructure such as roads, civil engineering or hydraulic works and bridges, and for special structures such as towers, stadiums and all kinds of civil and industrial buildings. In the case of buildings, our engineers and architects work closely together on missions right through from programme development to commissioning, including architecture, energy design, stability studies and building services engineering.

### Job options

- Projectingenieur
- Structuuringenieur
- Ingenieur projectleider
- Ontwerper
- Projectingenieur voor infrastructuur, openbare ruimtes en milieu
- Ingenieur projectleider voor civiele bouwwerken
- Bouwkundig tekenaar

### Selection procedures

- Stuur je cv naar: <https://www.greisch.com/nl/jobs-nl/>
- Analyse van je profiel
- Als je profiel wordt geselecteerd, plannen we een sollicitatiegesprek
- Contractvoorstel

## Group Monument

**Contact**  
jobs@monument.be  
**Location**  
Ingelmunster - Zottegem - Brasschaat - Deinze - Leest

**Website**

**Employees**  
Belgium 590 Worldwide 640



### Company Info

Bij Group Monument staat ambacht voorop. Door met een team van vakkli te streven naar excellente, geven we uiteenlopende projecten vorm. Restauratie, renovatie of herbestemming van erfgoed? Of net een uitdagende nieuwbouw? Onze medewerkers zijn onze sterkte en onze beste ambassadeurs. Jij binnenkort ook?

### Job options

**Werkvoorbereider:**  
Je bent op zoek naar een avontuurlijke job? Maar je hebt geen duidelijk beeld van de samenwerkingen binnen onze werfteams. Daarom hebben we bij Group Monument een traject op maat uitgewerkt, waarbij je de kans krijgt om jouw vaardigheden te ontwikkelen en geleidelijk aan meer verantwoordelijkheden op te nemen binnen onze uitdagende bouwprojecten.

**Jouw functie:**  
Jij werkt grotendeels vanop de werf en ondersteunt hierbij de werf- en projectleider. Op die manier maak je kennis met onze werven en de verschillende functies op de werf.

### Selection procedures

1. Telefonische kennismaking
2. Gesprek met HR & leidinggevende
3. Voorstel

## Guardsquare



**Contact**  
jobs@guardsquare.com

**Website**



**Employees**  
Belgium 120 Worldwide 200

**Location**  
Leuven



### Company Info

Guardsquare offers the most complete approach to mobile application security on the market, delivering the highest level of protection, with ease. Guardsquare integrates seamlessly across the full development cycle, from mobile app security testing and code hardening to real-time threat detection and app attestation. Guardsquare provides enhanced mobile application security across the entire development process.

More than 975 customers worldwide across all major industries rely on Guardsquare to help them identify security risks and protect their mobile applications and SDKs against reverse engineering and tampering in the ever-evolving threat landscape.

### Job options

Guardsquare is always on the lookout for Master Computer Scientists interested in Mobile App Security and anything related to Code Hardening, Reverse Engineering, Low Level Programming and Compilers. Whether you want to work as a Software Engineer in R&D or as a Solution Engineer supporting sales and customers through your technical expertise, if you're passionate about these topics, get in touch!

### Selection procedures

1st interview with recruiter  
2nd cultural interview with hiring manager  
3d technical interview with one of our R&D team leads  
4th final interview with CEO

Typically a process does not last longer than 4 weeks.

## ie-net



**Contact**  
toon.de.bruyn@ie-net.be

**Website**



**Employees**  
Belgium 12 Worldwide 12

**Location**  
Belgium



### Company Info

ie-net engineering association is a dynamic network for civil, industrial and bio-engineers in Flanders and Brussels. We are the ideal intermediary between engineers, companies, government institutions and training centres. We support engineers as far as training and networking is concerned and give them advice whenever their career is at a crossroads.

ie-net is here to assist you with:

- training: a wide range of training courses for engineers (members under 30 enjoy a discount of 50% on all our courses)
- virtual job platform: ie-net will connect you with companies looking for people with an engineering background
- job information events: ie-net organizes job fairs
- salary: ie-net surveys engineers and shares results about salary, fringe benefits, etc. with all its members

### Job options

Visit [www.jobs4engineers.be](http://www.jobs4engineers.be)

### Selection procedures

Visit [www.jobs4engineers.be](http://www.jobs4engineers.be)


**Contact**

jobs@imec.be

**Location**

 imec: Leuven - Gent - Antwerpen  
 imec.istart: Gent - Antwerpen

**Website**

**Employees**

Belgium	Worldwide
6.136	6.603


**Company Info**

As the chip lab of the world, imec drives the advancements that power today's most cutting-edge technology. By making chips smaller, faster, more affordable, and more sustainable, we tackle the most pressing global challenges, such as climate change, pollution, accessible healthcare, and sustainable food provision. Imec is shaping the future.

imec.istart is imec's open accelerator program helping tech startups grow globally. We offer pre-seed funding, tailored coaching, and access to imec's network and expertise.

We connect ambitious talent with high-potential startups and scale-ups. Whether you're a student, intern, junior, senior, or exploring co-founder opportunities, there could be a match for you.

**Job options**

We're not exaggerating when we say the world's best infrastructure can be found in our clean-rooms. And your work makes a difference. At imec, your novel ideas from academic research are brought towards higher technology readiness levels, making them suitable for industry. High impact guaranteed. Take the opportunity to work in a one-of-a-kind environment with unique expertise and the most advanced technology. We are looking for:

<ul style="list-style-type: none"> <li>- Researchers</li> <li>- R&amp;D assistants</li> <li>- Software Developers</li> </ul>	<ul style="list-style-type: none"> <li>- R&amp;D engineers</li> <li>- Performance Computing Architects</li> <li>- Data Scientists</li> </ul>
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**Selection procedures**

How we hire our talent:

If there's a match, we'll have a first interview. If you live abroad we will do a first phone interview. In this interview HR will check on your overall motivation and fit with imec. The hiring manager will assess your technical knowledge and background. To prepare for an in-depth interview you will be asked to fill in a personality questionnaire. Our goal is to get to know you better and we hope you will do the same.

Make sure you are prepared:

research imec, our business, our technology and services. Just relax and be yourself.

We're just as eager to meet you.


**Contact**

ann.mauroo@infrabel.be

**Location**

Brussel

**Website**

**Employees**

Belgium	Worldwide
10.500	10.500


**Company Info**

Infrabel bouwt, onderhoudt en vernieuwt de spoorweginfrastructuur in België. Met zo'n 10.000 medewerkers werken we aan een betrouwbaar en modern spoorwegnet: om de mobiliteitsbehoeften van onze samenleving mee te ontwikkelen en bij te dragen aan een duurzame samenleving.

**Job options**

Binnenkort afgestudeerd of max 2 jaar ervaring? Wij hebben een vaste job mét traineeship voor jou! Ons ICT-Traineeship is een integratietraject van 9 maanden. Vier dagen/week werk je binnen je team. De rest van de tijd profiteer je van interactieve trainingen en infosessies zodat ICT binnen Infrabel geen geheimen meer voor je heeft. Met dit Traineeship kun je je netwerk opbouwen, je vaardigheden ontwikkelen, maar ook leren werken in teamverband.

**Selection procedures**

1. Solliciteer online.
2. CV Screening.
3. Wij nemen contact met je op.
4. Selectiegesprek.
5. Welkom bij Infrabel!



## Group-IPS



**Contact**  
Patricia.Rebollo@group-ips.com

**Website**



**Employees**  
Belgium 50 Worldwide 330

**Location**  
Nijvel - Mechelen



### Company Info

Group-IPS is an engineering consultancy company offering investors a full range of services across the entire project lifecycle, from feasibility studies and layout design to commissioning. Our long-term ambition is to build a worldwide network of engineering offices to support our clients globally. We are looking for entrepreneurial individuals eager to contribute to the factories of the future. At Group-IPS, you grow faster by taking responsibility, working on impactful projects and driving initiatives in a dynamic, agile and international environment.

### Job options

We offer opportunities for engineers to work on multidisciplinary and international projects across different industries.

- Engineering Intern
- Graduate /Junior Engineers
- Junior Project Engineer
- Safety Engineers
- Construction coordinators
- Civil Engineer

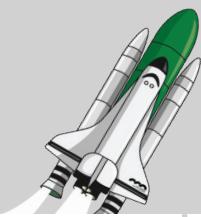
### Selection procedures

As part of our recruitment process, we invite all candidates to participate in our Job Day, a dedicated day where you will have the opportunity to interact with our managers and experience our company firsthand. Ask our team about more information!

In addition, candidates are required to apply through our website, both to attend the Job Day and to formally participate in the selection process, which consists of several interview stages.

<https://group-ips.zohorecruit.eu/jobs/Careers>

## Itineris



**Contact**  
ines.vandercruys@itineris.net

**Website**



  
**itineris**

**Employees**  
Belgium 328 Worldwide 570

**Location**  
Sint-Denijs-Westrem (Gent)



### Company Info

Ready to kick-start your career in IT and utilities?

Itineris was founded from scratch by our CEO, Edgard Vermeersch, who combined vision, persistence, and entrepreneurial spirit to grow the company into a trusted partner for utilities - successfully expanding into the U.S. and European markets along the way. That same entrepreneurial mindset continues to drive us today.

Why intern at Itineris?

- Work on real, cutting-edge projects alongside experienced industry leaders
- Gain valuable, hands-on experience in IT and utilities
- Be part of a supportive, innovative, and international team
- Get a head start on your career even before you graduate

Let's shape the future of the utility industry together!

### Job options

There are many options within IT:

As an analyst, you act as the bridge between business and IT. Together with your team, you work closely with clients, often in an international context, to help build our tailored solutions.

Not excited about international travel? No problem. Our R&D department offers great opportunities as well.

More IT-driven and eager to dive deeper into development? That's absolutely possible!

Interested in Data & AI? Then you're in exactly the right place with us too!

### Selection procedures

When you're interested, we want to give you a clear picture of what you can expect with us. That's why we'd love to get to know you: both through a conversation with our HR team and with the potential manager you might be joining. So you have a clear view about our projects, your tasks and what team you'll be working on.



**Contact**  
basile.dewaegenaere@jandenul.com

**Website**



**Employees**  
Belgium 2.000 Worldwide 7.000

**Location**  
Worldwide - Aalst



#### Company Info

Jan De Nul shapes water, land and energy around the world, addressing some of the most important challenges of our time. From the rising sea level to the energy transition, from polluted soil to sustainable construction: we engineer solutions that future-proof our world, known for their complexity and high stakes. Our Can-do People focus on four areas of expertise: Offshore Energy, Dredging Solutions, Construction Projects and Planet Redevelopment. Together, we all work towards one shared goal: to improve the global quality of life for generations to come.

#### Job options

Grow and make an impact! Make your first working experience a life-changing one. You will work on projects that answer global challenges. Think climate resilience, renewable energy and sustainable construction. Build lasting relationships, seek mentorship and contribute to meaningful change.

#### Selection procedures

- 1) Application via our career site
- 2) Interview with Recruiter
- 3) Technical interview
- 4) Final Interview with hiring manager and HR

# WE ARE WORLD BUILDERS

Jan De Nul shapes water, land and energy around the world. We seek solutions to some of the greatest challenges of our time. From rising sea levels to the energy transition, from contaminated soil to sustainable living: we build solutions, known for their complexity and high stakes, that prepare our world for what is to come.

We focus on four core activities: Offshore Energy, Dredging Solutions, Construction Projects and Planet Redevelopment. Our talented teams work together towards a common goal: ensuring global quality of life for future generations.

## Meet Gilles, design engineer

“Our team contributes to projects all over the world - quay walls, bridges, locks... you name it. Seeing our calculations come to life - that is what I love about my job.”

I work on a wide range of projects. Each project is technically very challenging, requiring you to think outside the box. You are in a working environment where initiative and creative thinking are really encouraged.



Discover more on our career site



## Jensen Hughes



**Contact**  
louis.devos@jensenhughes.com

**Location**  
Gent - Leuven - Antwerpen

**Website**



**Employees**  
Belgium 22 Worldwide 1.900



### Company Info

Jensen Hughes België is een gespecialiseerd ingenieursbureau in brandveiligheid en risicobeheer. We werken in een hecht, kleinschalig team met een open, collegiale sfeer, terwijl we deel uitmaken van een wereldwijd netwerk van experts. We combineren wetenschappelijke kennis met digitale tools zoals simulaties en data-analyse om innovatieve oplossingen te creëren voor gebouwen, industrie en infrastructuur. Bij ons krijg je de kans om impact te maken én je carrière uit te bouwen via mentoring en internationale samenwerking. Bouw mee aan een toekomst waarin veiligheid en technologie hand in hand gaan.

### Job options

Brandveiligheidsadviseur: Adviseren over bouw- en brandveiligheidsvoorschriften, technische oplossingen bieden en rapporten opstellen. Profiel: industrieel/burgerlijk ingenieur(-architect), interesse in brandveiligheid, goede communicatieve vaardigheden.

Brandveiligheidsingenieur: Beoordelen van brandveiligheidsprojecten, technische rapporten opstellen, samenwerken met ontwerpteams. Profiel: brandveiligheidsingenieur, kennis van brandveiligheidsnormen, analytisch en nauwkeurig.

### Selection procedures

Wil je jouw carrière starten bij Jensen Hughes België?

Laat van je horen met een korte, informele mail waarin je je interesse toont. Onze contactpersonen, Martin Reynolds (martin.reynolds@jensenhughes.com) en Jessica Carle (jessica.carle@jensenhughes.com), beantwoorden graag je vragen en helpen je verder. We kijken ernaar uit om kennis te maken!

## KBC



**Contact**  
jobs@kbc.be

**Location**  
Leuven - Brussel - Mechelen - Gent

**Website**



**Employees**  
Belgium 12.500 Worldwide 38.000



### Company Info

At KBC innovation is not a hollow slogan. We are committed being the reference in bank-insurance and digitalization. Every day, our IT-team strives to offer our customers the very best solutions and impact their lives thanks to straightforward processes delivered in a secure, proactive manner.

Why join Team Blue

- You work with the latest digital technologies (state of the art). These make your life and the lives of our customers just a little bit easier.
- Throughout your career, we encourage you to continue to grow and develop your talents.
- You can count on a good work-life balance thanks to teleworking and flexible working hours, and a pleasant working environment.

A match?

Want to see if your skills match with KBC? Upload your cv on [kbc.be/jobs](http://kbc.be/jobs) and discover your match.

### Job options

As a big IT-employer with 3500 colleagues worldwide and a lot of in-house expertise we offer a wide range of different opportunities. Young graduates can apply for our challenging traineeship. Or a specific young graduate-vacancy such as functional analyst, software engineer or system engineer.

A match?

Want to see if your skills match with KBC? Upload your cv on [kbc.be/jobs](http://kbc.be/jobs) and discover your match.

### Selection procedures

<https://www.kbc.be/jobs/en/why-work-at-kbc/finding-and-applying-for-jobs/sollicitatie-on-boarding-proces.html>



## Keysight



**Contact**  
robin.sercu@keysight.com

**Website**



**Employees**  
Belgium 100  
Worldwide 15.000

**Location**  
Gent - Leuven



### Company Info

Keysight is the innovation partner, delivering market-leading design, emulation, and test environments that helps our customers develop and deploy faster, with less risk, throughout the product life cycle.

We push the boundaries of engineering and deliver the best product experiences with our fusion of technologies, measurement expertise, and tailored solutions built from a foundation of co-innovation with industry ecosystem leaders. Gather insights sooner to build and go to market with confidence.

Our ~15,000 employees create world-class solutions in wireless communications, 5G/6G, automotive, quantum, aerospace, defense, and semiconductor markets for customers in over 100 countries.

### Job options

In Belgium, Keysight Technologies develops core technologies that contribute directly to its advanced test and measurement solutions. The teams are responsible for the development of commercial Electronic Design Automation (EDA) simulation software, as well as for Digital Signal Processing (DSP) and ASIC design. This work directly supports the development of high-performance measurement instruments, enabling accurate validation of complex electronic systems.

### Selection procedures

For all job offerings consult [jobs.keysight.com](http://jobs.keysight.com)

## KPMG



**Contact**  
be-fmgraduaterecruitment@kpmg.com

**Website**



**Employees**  
Belgium 2.000  
Worldwide 275.000

**Location**  
Zaventem - Antwerpen - Gent - Kortrijk - Hasselt



### Company Info

At KPMG, we believe the best relationships start with shared values, curiosity, and a spark of ambition. Whether you're passionate about coding, engineering, modelling, or solving complex problems with data, we might just be your perfect match.

We offer internships and full-time opportunities for STEM students and graduates ready to grow, learn, and build something meaningful with like-minded colleagues.

We invest in you from day one, your growth is our love language. #ThriveWithUs

### Job options

For Students and grads who:

- Speak Dutch or French, and are fluent in English.

Hold (or are pursuing) a Bachelor's or Master's degree in:

- (Applied) Computer Sciences	- Actuarial Sciences
- (Applied) Informatics	- Financial Engineering
- Civil Engineering	- Mathematics/Statistics
- Industrial Sciences/ Engineering	- Physics
- (Business Engineering) Information Management	- Any equivalent area
- Electronics - ICT	

### Selection procedures

Think we're a match? Commit in four quick moves.

- Apply via <https://kpmg.com/be/en/home/careers.html>
- Show your personality (online assessment)
- Meet the team (First HR date, second with our business experts)
- Seal the deal, review and sign your contract!



**Contact**  
astrid@mylighthouse.com

**Website**



**Employees**  
Belgium 200 Worldwide 900



## Company Info

Build at Scale with Lighthouse. Lighthouse is disrupting hospitality by transforming 166TB of daily data—including 1.8B prices and 1.6B searches—into actionable intelligence. With \$370M in funding and \$100M+ ARR, we profile 20.4M properties daily, proving the massive scale of our mission.

We take messy, fragmented global data and turn it into elegant, actionable insights. If you love clean architecture and high-performance pipelines, you'll fit right in.

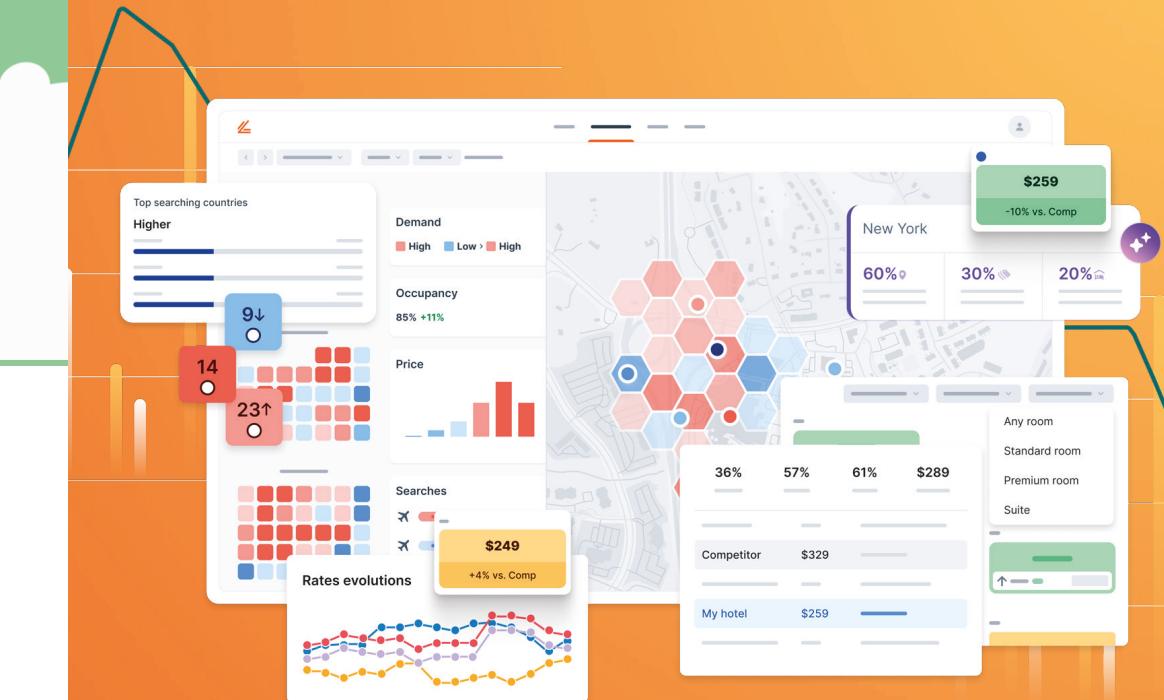
For a graduate engineer, this is the ultimate playground. Join a global team of 850+ tackling distributed systems and high-velocity data challenges. Ready to take the complexity out of data?

## Job options

- Crawler R&D Engineer
- Data Science Engineer
- Backend Engineer
- Data Engineer

## Selection procedures

- Interview with Lighthouse Engineer and Talent Acquisition
- Final interview with 2 Lighthouse Engineers at our Ghent offices (no preparation, no live coding)



Crunching 100TB  
of data daily for 70K  
hotels worldwide!

**Join our #bestteamever as**  
Data Engineer, Crawler Engineer  
or Backend Engineer





## Logflow



**Contact**  
floris.vandenbussche@logflow.be  
**Location**  
Oostkamp - Zandhoven

**Website**



**Employees**  
Belgium 50 Worldwide 50



### Company Info

At Logflow, we are once again looking for a few high potentials to join our team. Logflow helps companies across all sectors develop a long-term vision to guide them towards becoming "Factories of the Future." We are looking for strong engineers to bring together Supply Chain, Automation, Digitalization, Intralogistics, and Industry 4.0 into state-of-the-art and sustainable concepts.

### Job options

Logistics Analyst – turn data into smart logistics concepts

As a Logistics Analyst, you support consultants and project managers in shaping efficient logistics solutions. You critically assess client data, perform PQ analyses, visualize insights, and design warehouse layouts and material flows. You calculate operational costs, support tender documents, and help improve internal tools. We offer real impact, strong learning opportunities, and a clear growth path toward consultant or project manager roles.

### Selection procedures

Our selection process is straightforward and focused on getting to know you and your potential.

After an initial screening of your application, selected candidates are invited for an interview to discuss motivation, skills and fit with our team. This is followed by a short case/analytical exercise to better understand your way of thinking and problem-solving approach. The process concludes with a final interview and feedback.

## Lonza



**Capsugel** | **Lonza**

**Contact**  
tess.vandesompel@lonza.com  
**Location**  
Bornem

**Website**



**Employees**  
Belgium 500 Worldwide 15.000



### Company Info

In Bornem, we design, develop, and manufacture hard gelatin capsules for the biopharmaceutical and consumer health and nutrition industries. Our unique combination of science, engineering, and capsule expertise enables our customers to optimize the bioavailability, delivery, and overall performance of their biopharmaceutical and consumer health and nutrition products. We also sell filling and sealing machines and provide technical services to our global customers. The Bornem site is also the technological R&D center for Lonza's global capsule business, as well as sales and support.

### Job options

- Process Engineer
- Utilities Supervisor
- Print Coordinator
- Process Technician
- Site Controller

### Selection procedures

1. Interview by recruitment partner (online / by telephone).
2. Interview on site with recruitment manager.
3. Interview with manager's manager & HR + site tour (if applicable).
4. Contract proposition.



## Lotus Bakeries



**Contact**  
amelie.vanbeveren@lotusbakeries.com

**Website**



**Location**  
Lembeke

**Employees**  
Belgium 1.800 Worldwide 3.800

### Company Info



Lotus Bakeries, founded in 1932, is a global player in indulgent and natural snacking, with strong brands such as Lotus®, Biscoff®, nākd®, TREK®, BEAR®, Kiddylicious®, Peter's Yard®, Dino-saurus®, Peijnenburg® and Annas®. Headquartered in Belgium, it operates production sites in Belgium, the Netherlands, France, Sweden, South Africa and the United States, with a third Biscoff plant in Thailand opening in 2026. Lotus Bakeries has 23 sales organizations and works with partners in about fifty countries. The company employs around 3.300 people and achieved revenue of EUR 1.063 million in 2023. Listed on Euronext Brussels and part of the BEL20, it is majority-owned by the Boone and Stevens families.

### Job options

At Lotus Bakeries, we offer a personalized and challenging career path to passionate and driven young graduates. A unique two-year programme that fully immerses you in our company and allows you to build up experience in one of our departments. It is also a great opportunity to train your soft skills, as you will join forces with all Young Graduates to work on cross-functional projects of strategic importance.

### Selection procedures

Ready for your first exciting job opportunity? Enroll in our Young Graduate programme and discover how your talents can grow within Lotus Bakeries. After registering on our website, our recruiters screen your CV and contact you if they see a match. In the next step, you will meet a recruiter and several colleagues, and depending on the role, you may complete assessments. This process gives you a real flavour of our culture. You can apply via our careersite: <https://www.lotusbakeriesjobs.com/en/careers>

For the Young Graduate programme: <https://www.lotusbakeriesjobs.com/en/young-graduates>

## Luceda Photonics



**Contact**  
joris@lucedaphotonics.com

**Website**



**Location**  
Gent

**LUCEDA**  
PHOTONICS

**Employees**  
Belgium 30 Worldwide 50

### Company Info



Luceda Photonics is a leading provider of photonic integrated circuit (PIC) design software and services. The Luceda Photonics Design Platform enables designers to design, simulate, and optimize photonic integrated circuits (PICs) and empowers photonic designers to quickly achieve their tape-out, getting their designs right the first time. For more information, visit [www.lucedaphotonics.com](http://www.lucedaphotonics.com).

### Job options

- Software Engineer
- Internship

### Selection procedures

2 steps:

1. Informal get to know in our offices
2. Technical assessment during an interview.

## Luminus



**Contact**  
Jobs@Luminus.be

**Website**



**Employees**  
Belgium 3.000 Worldwide 3.000

**Location**  
Brussel - Gent - Seraing - Hasselt



### Company Info

Luminus is a leading player in Belgium's energy transition, active in electricity generation, energy supply, and energy solutions and flexibility. As Belgium's No. 1 in onshore wind and hydropower, Luminus operates diversified and flexible production units that support security of supply and grid balance.

The company supplies electricity and gas to residential and business customers, holding a market share of around 24%, and offers solutions to help customers electrify and reduce CO<sub>2</sub> emissions and energy consumption. By investing in storage and flexibility, Luminus turns renewable energy challenges into opportunities.

Driven by 3,000 employees, strong local roots and the expertise of the EDF Group, Luminus works toward a CO<sub>2</sub>-neutral, electric future.

### Job options

Be part of the new energy era

Generation Zero is our inspiring Young Talent programme, a paid traineeship lasting 1.5 to 2 years. You choose three projects where you can make a meaningful impact while building your skills and expertise. Together, we work toward a bold goal: zero emissions, zero waste, zero carbon footprint.

- Young Graduates Track

Are you a true all-rounder eager to explore diverse domains? Do you prefer hands-on technical impact?

- Young Tech Track

- Young IT Track  
Do you want to put your IT talent to work for the climate?

Become one of our new starters in September 2026.

### Selection procedures

First we screen your CV and you introduce yourself. Then we conduct a personality and/or reasoning test and invite you for an interview. If you score well in all rounds, you have a chance to win a ticket to Zero Camp.

Zero Camp will take place at the end of March – a day full of sustainable challenges, inspiring encounters with other Young Talents and Luminus employees, at a unique location.

## LVD



2024 BELGIUM'S BEST MANAGED COMPANY  
PLATINUM LAUREATE 2024  
An initiative of Deloitte.



**Contact**  
lynn.vandenbergh@lvdgroup.com

**Website**



**Employees**  
Belgium 400 Worldwide 1.250

**Location**  
Gullegem - Houthalen-Helchteren - Worldwide



### Company Info

LVD is een wereldspeler in het ontwerp en de productie van plaatbewerkingsapparatuur met een van de meest uitgebreide gamma's in de branche. Onze producten en software bieden innovatieve en geïntegreerde oplossingen om productieprocessen te verbeteren volgens de Smart Factory-principes.

### Job options

- Field Service Engineers

- Opstarter

- Mecanical / Electrical Engineer

- Support Engineer

### Selection procedures

- Technical test online

- Interview HR

- Interview departement chef

- Voorstel via mail + online besprekking



**Contact**  
jobs\_belgium@melexis.com

**Website**



**Employees**  
Belgium 470  
Worldwide 2.000

**Location**  
Tessenderlo-Ham - Ieper



### Company Info

Melexis is a global supplier of micro-electronic semiconductor solutions (mainly for the automotive industry) and stands for engineering that enables the best imaginable future - a future which is safe, clean and comfortable. All of these aspects are reflected in the applications that our technology empowers.

Melexis has a team of experienced, well-played together engineers and technicians. Thanks to their expertise in product definition, design and testing of integrated analog-digital semiconductor solutions and sensor chips Melexis acquired a leadership position.

We're now an industry leader, and as such, are always looking to expand teams with the right people.

### Job options

#### WHAT'S YOUR EXPERTISE?

Engineering from A to Z. From listening to the customers and identifying their needs, to designing, testing and improving integrated circuits, machines and processes. All under the same roof.

- Development engineers: Listen to the customer and design chips that make a real difference.
- Test Solution Development Engineers: Identify, design and implement the best way to test our integrated circuits.
- Quality engineers: Maintain and improve the quality of our products, ensuring a safe ride.
- Application engineers: Ensure every chip works well in the applications.

### Selection procedures

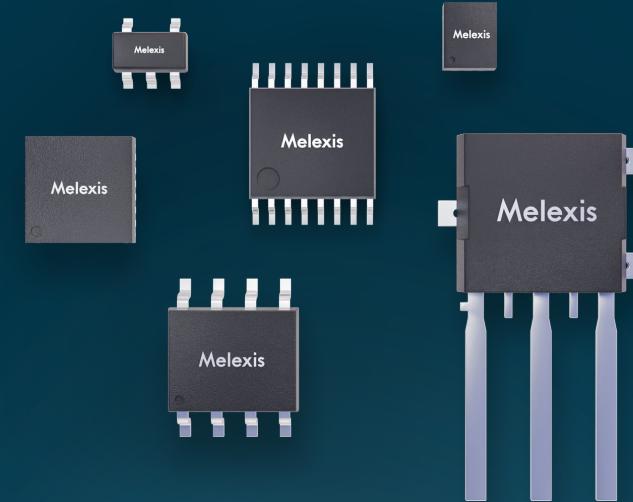
Found a vacancy that made you smile? Or test your luck spontaneously? Apply and send your CV.

If things look promising, we'll set up a call with you. To listen and get to know each other better.

Still looking good after the call? Then you might get invited for an in-person competence interview.

Still going strong? Time to meet the hiring manager and test your skills for more technical jobs.

Time for you and us to make a decision that could lead to an offer and contract.



Melexis develops advanced microelectronic sensor and driver solutions with a heart for people and the planet. Our innovative technology turns ideas into applications for the automotive, alternative mobility, robotics, digital health and sustainable systems industries.

## DISCOVER OUR INTERNSHIPS



[melexis.com/en/  
career/student-search](http://melexis.com/en/career/student-search)



## Marelec

**Contact**  
jobs@marelec.com

**Website**



**Employees**  
Belgium 120 Worldwide 160

**Location**  
Nieuwpoort



### Company Info

Marelec Food Technologies is a high-tech innovation company developing advanced portioning, weighing and grading solutions for the global food processing industry. Based in Nieuwpoort, Belgium, and with over 40 years of engineering expertise, Marelec combines smart software, precision mechanics and data-driven technology to build machines used worldwide. As part of the international Duravant Group, we offer young technical talents the chance to work on real-world engineering challenges in a modern, collaborative and international environment. At Marelec, you grow through hands-on experience, continuous learning and close teamwork — making a real impact with technology that matters.

### Job options

Marelec offers exciting job opportunities for engineering students who want hands-on experience in a high-tech industrial environment. You can work on engineering challenges in areas such as mechanical design, automation, software, international service, testing and R&D. You'll collaborate with experienced engineers, apply your technical knowledge in practice and develop valuable skills.

### Selection procedures

Let's start by getting to know each other to understand your interests and expectations so we can look for the perfect match. After this initial interview, a second meeting will follow, and afterward you will receive a salary proposal.

## ML6

**Contact**  
jobs@ml6.eu

**Website**



**Employees**  
Belgium 75 Worldwide 130

**Location**  
Gent



### Company Info

ML6 is a frontier AI engineering company, constantly pushing the boundaries of what's possible with AI. We partner with bold leaders to turn cutting-edge AI into lasting business impact. With over a decade of proven expertise, we deliver AI that reshapes business models. AI that is reliable and secure, ensuring a lasting impact. From strategy to delivery, we don't just follow the hype—we build the future.

As we are now doing with Unum, the world's first Enterprise Superintelligence. ML6 is active in Amsterdam, Berlin, Ghent, and Munich.

### Job options

- AI Engineer
- Internships

### Selection procedures

- Get To Know Interview
- Technical Assessment
- Final Interview

## MULTI



**Contact**  
nina.certyn@multi.engineering

**Website**



**Employees**  
Belgium 150 Worldwide 250

**Location**  
Driehoek: Gent - Antwerpen - Brussel



### Company Info

MULTI enables customers to be successful by offering flexible solutions to their engineering issues. Our clients conduct capital-intensive projects in 3 markets: Industry, Building & Infrastructure and Maritime & Offshore. MULTI offers service, expertise and capacity within 3 services: at our own Design & Engineering Offices, through project sourcing, through consultancy.

### Job options

We will sit down with you to discuss your ambitions and areas for growth. As a family-oriented organization, we find a match between the candidate's personality and our organization to be important. We offer opportunities at our offices in Temse, Gent, Vlissingen (NL) and Zwijndrecht (NL) but as well at the location of our clients via projectsourcing.

### Selection procedures

1. CV Screening: First, we review your CV to see if your skills and experience align with our needs. If positive, this is combined with a interview over the phone.
2. Initial Meet-Up: Next, you'll be invited for a conversation to explore mutual expectations.
3. Second In-Depth Interview & Personality Test: If all goes well, a more in-depth interview combined with a personality test follows to get to know you better.

Salary Proposal: Upon a positive outcome, you'll receive a competitive salary offer.

## nanoGrid



**Contact**  
wouter.storme@nanogrid.com

**Website**



**Employees**  
Belgium 32 Worldwide 32

**Location**  
Erembodegem



### Company Info

nanoGrid is a Belgian technology company building a full-stack platform for utility data monitoring and energy management. We design both hardware and software in-house to capture accurate, real-time data from electricity, gas, water and heat meters even sealed or legacy ones.

Our platform is used by large, multi-site organisations across Europe such as WDP, Goodman, Action, Shurgard and Belfius to reduce energy waste, costs while improving building performance and simplifying ESG and CSRD reporting.

Founded in 2012, nanoGrid works at the intersection of IoT, data engineering and sustainability, with real-world impact at scale.

### Job options

nanoGrid offers engineering roles that combine hands-on technical work with project coordination.

You'll support and execute real installations, work with electrical systems and IoT hardware, and help prepare, document and follow up technical projects across multiple sites. Over time, you'll take more ownership: coordinating installations, supporting field teams, and ensuring projects are delivered correctly and on time.

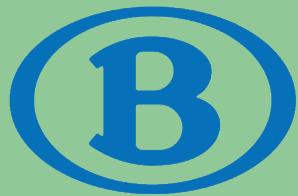
The focus is on learning by doing, understanding systems end-to-end, and building practical engineering experience in real buildings.

### Selection procedures

Our selection process is straightforward and technical. After an initial conversation, candidates usually complete a technical discussion or small case related to the role.

We focus on problem-solving, curiosity and practical thinking rather than trick questions.

You'll always speak with people from the team you'd be working with.



## NMBS



**Contact**  
christian.smets@nmbs.be

**Location**  
Brussel

**Website**



**Employees**  
Belgium 17.000  
Worldwide 17.000



### Company Info

The train, a modern, sustainable, safe and comfortable means of transport accessible to all, forms the backbone of mobility in Belgium. In the long run, we want the train, and the SNCB offer, to be a conscious and desirable choice for our passengers. In order to achieve this mission, NMBS is constantly looking for new talent to meet the numerous challenges in the field of sustainable mobility, technical innovations, predictive maintenance for our rolling stock, modern and accessible stations...

### Job options

Mainly opportunities for junior production engineers or junior project engineers to work within maintenance of our rolling stock. Or junior civil engineers in construction/ Architecture to help us renovate or build stations. We also have opportunities in data science, supply chain, procurement... And we offer a junior engineer trainee role in our transport operations division.

### Selection procedures

We will always want to get to know you and prefer you to visit the workshop or construction site to get an idea of the work environment.

## Nokia



**Contact**  
nadia.beutels@nokia.com

**Location**  
Antwerpen

**Website**



**Employees**  
Belgium 1.300  
Worldwide 87.000



### Company Info

Advancing connectivity to secure a brighter world!

Nokia is a global leader in connectivity for the AI era, providing the critical network infrastructure the world relies on.

Every day, we're powering our customers with advanced connectivity across fixed, mobile and transport networks, delivering the performance and security they need to meet the demands of an AI-enabled future.

Our offices in Antwerp host the headquarters of Fixed Networks, a major IP R&D department with activities in Cloud and customer experience.

Antwerp also hosts one of the core centers of Nokia Bell Labs, working on mid and longer term fundamental research. Our offices are ideally located right next to the Antwerp Central Station so easily reachable via all public transportation means.

### Job options

- Software Development jobs
- SoC Development jobs
- Quality Assurance SW development jobs
- SW architect jobs
- PhD and Master internships

### Selection procedures

- Screening CV
- Tech interview and/or coding exercise
- HR interview
- Offer



## North Sea Port



**Contact**  
lara.serpentier@northseaport.com

**Location**  
Gent - Terneuzen

**Website**



**Employees**  
Belgium 140 Worldwide 250

### Company Info



Welcome to the port that connects!

Quick and sustainable connections, that's where we shine. How we do it? With sixty kilometres of cross-border port straight on the North Sea. A deep-sea dock, cutting-edge infrastructure, seamless logistics, strong multimodal connections and heavy-hitting industry. This is the place to grow. Anyone's ideal anchor spot? North Sea Port.

### Job options

We are looking for talented civil engineers and IT professionals to strengthen our teams. Opportunities range from (operational) asset managers, project engineers, and draftsmen to project leaders within our Port Infrastructure department. On the IT side, we are especially focused on data-driven profiles who want to shape the future with us.

### Selection procedures

Joining the most versatile port in Europe is a journey in itself:

- CV screening: We carefully review your application.
- First interview: A conversation with HR and your future manager.
- Optional online assessment: Depending on the role, you may complete an assessment.
- Second interview: A deeper discussion about your skills and fit.
- Offer stage: We present you with a competitive salary proposal.
- Do we agree? Welcome aboard! You officially join the team at Europe's most versatile port.

## OIP Sensor Systems



**Contact**  
jobs@oip.be

**Location**  
Oudenaarde

**Website**



**OIP**  
**Sensor Systems**

**Employees**  
Belgium 120 Worldwide 120

### Company Info



Located in Oudenaarde (East Flanders, Belgium), we employ over 100 people and have extensive experience in providing customised electro-optical solutions for Defense & Space. Working at OIP involves many opportunities to learn and to grow. Our company strives to stay at the forefront of technology and is constantly searching new frontiers to explore. Whatever your technical discipline (Electronical, Embedded Software, Optical Design, Mechanical Design, Aerospace, Manufacturing,...) or career discipline (Sales, Accounting, Program Management,...); we can offer you challenging projects in an international working environment, together with a team of great colleagues.

### Job options

- Mechanical Designer
- Engineer Planner
- Software Engineer
- AIV Engineer
- Electronic Engineer
- System Engineer
- Optical Engineer

### Selection procedures

Alle vacatures kunnen geconsulteerd worden via [www.oip.be/careers](http://www.oip.be/careers)  
Sollicitaties via deze weg worden tevens het snelst behandeld.



**Contact**  
snuydens@omp.com

**Website**



**Location**  
Wommelgem - Gent - Waver - Parijs - Rotterdam

**Employees**  
Belgium 734 Worldwide 1.284



#### Company Info

We are OMP, a leading game changer in supply chain planning solutions.

The world's largest companies, including Johnson & Johnson, Procter & Gamble, and Nestlé, count on our smart software and services to optimize their supply chains.

Our commitment to people and innovation is our key driver of success. That's why we continuously invest in growing talent and industry expertise.

Are you ready to join over 1,200 passionate colleagues of over 65 nationalities?

#### Job options

- Consultants: You equip customers with supply chain planning solutions. You analyze planning challenges, assist in the solution design, implement and validate the solution, and ensure a smooth go-live. Customers rely on your support throughout the entire project life cycle.

- Software Engineer: You contribute to the creation of innovative and leading software solutions. Guided by our top-notch software architects and software experts, you participate in all the steps of the software development life cycle from analysis, architectural design, and programming to maintenance.

#### Selection procedures

After an online assessment and a first interview with a recruiter, we will invite you to the office for a half day of interviews (the "Career Day"). We will let you know that same day if we will extend an offer!



Open Analytics

**Contact**  
careers@openanalytics.eu

**Website**



**Location**  
Antwerpen

**Employees**  
Belgium 60 Worldwide 60



#### Company Info

Open Analytics is a consulting company specialized in supporting the data analysis process of its customers end to end. We provide services and products to support this process using open technology.

The teams at Open Analytics are composed of highly-trained and talented experts in mathematics, statistics, engineering and computer science. By focusing on our analytical expertise and supported by a time-tested consulting methodology we are able to solve problems in a very broad range of applied domains and across industrial sectors.

Our offices and data center are based in Antwerp, but we provide our services across industries and geographies. Long-standing relationships with clients around the world speak to the quality of our work and our ability to respond to clients' changing needs.

#### Job options

- Software Engineer for a MSc in Computer Science
- Data Scientist for a MSc / PhD in Computer Science, Engineering or Statistics
- Statistician for a MSc / PhD in Statistics, Mathematics or Engineering
- Infrastructure Engineer for a MSc in Computer Science

#### Selection procedures

Straightforward and simple: an e-mail with your resume and a motivation letter, an interview, followed by, for the successful applicants, an offer.



**Contact**  
sophie.bajart@pattyn.com

**Website**



**Employees**  
Belgium 255 Worldwide 600

**Location**  
Brugge



#### Company Info

Pattyn, based in Bruges, is the headquarters of the Pattyn Group and market leader in bag-in-box packaging machines. With a strong focus on innovation and quality, we develop and manufacture everything in-house, giving us complete control over the process. Our team of 250 employees in Belgium and 600 employees in international branches in seven countries offers customers worldwide complete, tailor-made solutions.

As part of the Duravant Group, we benefit from a powerful international network, strategic investments, and technological innovations. This allows us to continue to expand our expertise and deliver leading packaging technology.

#### Job options

Are you passionate about machines and technology? Do you want to work in an ambitious and fun team? Are you looking for a job in a stable company with big ambitions and a people-focused environment? Then one of the positions below is probably a great fit for you.

- Mechanical Design Engineer
- Project Manager
- Finetuner
- International Field Service Engineer
- Automation Engineer
- Sales Engineer

#### Selection procedures

The application process starts when you submit your details, motivation, and CV, after which you receive feedback within two working days. A first interview with a recruiter follows, usually within a week. If successful, a second meeting with your future manager explores your skills and includes a company tour, possibly with tests. Finally, you receive a contract offer to review before signing.



**Contact**  
jobs@psicontrol.com

**Website**



**Employees**  
Belgium 170 Worldwide 500

**Location**  
Ieper



#### Company Info

Psicontrol focuses on the design, development, production, and support of custom-made controllers with a technological focus on contemporary human interfacing, wireless communication technologies, and embedded systems. With offices in Ieper (Belgium) and Râşnov (Romania), Psicontrol mainly focuses on industrial customers, for whom reliability is crucial. Today, it supplies various sectors, such as textile machinery, compressors, HVAC, and vending machines. Psicontrol has its headquarters in Ieper (Belgium) and it employs more than 500 people worldwide.

Psicontrol is part of Picanol Group, a business unit of Tessenderlo Group (Euronext: TESB). For more information about Tessenderlo Group, please visit [www.tessenderlo.com](http://www.tessenderlo.com).

#### Job options

Are you ready for the next wave you're going to catch?

At Psicontrol you can work at a place where dynamic, committed teams enjoy working together to achieve top-quality. We invest in knowledge sharing, lifelong learning and coaching. In a challenging work environment with flexible working hours and in a traffic-free region, we offer various job opportunities for fresh graduates.

Ready to catch some tech waves together?

Go to [www.psicontrol.com/jobs](http://www.psicontrol.com/jobs) or contact us via [jobs@psicontrol.com](mailto:jobs@psicontrol.com).

#### Selection procedures

##### Catching the right waves

Is Psicontrol the right next wave for you, and vice versa? We value an open and transparent selection process and are happy to take you through the various steps.

- 1) Send us your CV
- 2) If you're a match
- 3) Some boxes to tick
- 4) We can discuss things in depth
- 5) Let's catch some waves together!

It's really straightforward to do this  
We'll invite you here to meet some of the team. Together, exploring your salary and employment conditions.

We won't hang about  
We might ask you to complete a few questionnaires.

We'll get back to you very soon.



## PM Group



**Contact**  
else.boriau@pmgroup-global.com

**Website**



**Employees**  
Belgium 170 Worldwide 3,600

**Location**  
België - Nederland - Ierland - UK - Polen



### Company Info

At PM Group we provide talented Engineering and Construction Services graduates with a structured training programme, access to our top talent, the chance to travel and develop your career, and opportunities to work on complex, innovative projects for world-leading clients. PM Group is an international project delivery company operating across Europe, the USA and Asia. We have a +50 year track record in project management, process design, facility design and construction management for leading multinational companies. We are world leaders in the pharmaceutical, food, mission critical, medtech, advanced manufacturing and energy sectors. Our reputation is built on great people with a flexible 'can do' attitude who consistently deliver successful projects safely for our clients.

### Job options

We are hiring the following graduates for our Benelux office:

- Piping Graduate
- Process Graduate
- Building Services Graduate
- Electrical Graduate
- Automation Graduate
- BIM Graduate
- Project Engineer Graduate
- Construction Engineer Graduate

### Selection procedures

If you are interested in a future career at PM Group apply for our roles: <https://www.pmgroupprojects.com/careers/graduate-programme/>

## Polysense



**Contact**  
jarne.bogaert@polysense.ai

**Website**



**Employees**  
Belgium 30 Worldwide 30

**Location**  
Gent



### Company Info

Hi there! Welcome to Polysense.

We're one of Ghent's fastest-growing scale-ups fully focused on making sure the food industry produces less waste. Where manual work and static process parameters is causing tons of inefficiencies, we are using cameras and other visual sensors, computer vision, optimisation algorithms, and a lot more computer science wizardry to ensure quicker and more accurate quality inspections. To go even further, we use that quality information to optimize the process parameters.

Whether it's adjusting the oven temperature based on the browning of an eclair, or detecting how many defects we see on French fries, we are turning the food industry upside down and inside out. Not only in Belgium, but we're working across the globe. Ready to join the foodtech rocketship?

### Job options

Each year, we open up several young graduate positions. They're one of the driving forces behind our growth. At Polysense, you'll have the chance to make true impact in one of these positions:

- Summer Internship
- Master thesis
- Integrations Engineer (Full-time)

This changes quickly, so be sure to keep an eye on [careers.polysense.ai](https://careers.polysense.ai) to get the latest!

### Selection procedures

We'll guide you through the following process to see if you're a fit with our team:

- Screening call: We want to introduce Polysense and the role possibilities while checking your background, interests and possible past experiences.
- On-site interview: We're diving deeper into the culture fit to see if you align with our values.
- Technical assessment: We want you to show off your skills to part of our Engineering team.
- Final interview: Our squad leads or CTO will make the final call.



## Procter & Gamble



**Contact**  
fauconnier.s@pg.com

**Website**



**Employees**  
Belgium 1.300 Worldwide 127.000

**Location**  
Mechelen - Strombeek-Bever



### Company Info

You probably use Procter & Gamble products without even knowing it. A staggering 3 billion people across the globe use them too, every day of the week. Because we're the name behind some of the world's most trusted, quality brands, from Dreft, Gillette, Braun and Ariel to Pampers. But you can do more than use our products: you could be creating, manufacturing, distributing, promoting or selling them. P&G has 127.000 employees, representing over 100 nationalities, about a quarter working in 17 Western European countries. So we can offer a huge array of careers in a flexible, inspiring and healthy environment. Right from the start, you'll be making your mark, owning projects that touch the lives of consumers around the world and facing new challenges every day.

### Job options

- Engineering: Lead the startup of production factories, build custom machinery, maintain sophisticated equipment, etc.
- Manufacturing: Manage production lines, make innovative products using tools like robots, work in a cross-functional team, operate within highly technical and innovative manufacturing processes, etc.
- Supply chain: Forecast customer demand, execute production plans, ensure information is shared and accessible throughout the entire supply chain, manage the physical flow of products, etc.
- Sales: Be the link between leading brands and consumers

### Selection procedures

- Step 1: Submit your application online
- Step 2: Take on or more of our online assessments
- Step 3: Go through the P&G interviews for us to get to know you better and give you a chance to ask us questions
- Step 4: Job offer

## Proximus



**Contact**  
employer.branding@proximus.com

**Website**



**Employees**  
Belgium 12.000 Worldwide 12.000

**Location**  
Brussel



### Company Info

Proximus is our major brand, which we are building into the reference brand that "empowers everybody to thrive in a digital world, so we can improve our shared well-being". Our brand promise "Think possible" captures that mission. We are convinced that new digital solutions make our lives easier, allow us to work together in smarter ways and make our world a better place. That is why we are always looking for the best partnerships and why we continue to invest in sustainable technology.

### Job options

- You hold a master's degree (graduating in 2026) with a specialisation in business, strategy, IT, engineering, finance, etc. We welcome candidates from diverse educational backgrounds: we believe in promoting a multidisciplinary and inclusive environment.
- You have a genuine interest in our activities and a passion for innovation and technology.
- You are fluent in Dutch or French and have a perfect command of English, enabling you to communicate effectively in a multicultural environment.
- You are eager to learn and fully commit to the programme.

### Selection procedures

We are 100% Belgian. So we make our decisions in three languages. And all at the same time if you want! We encourage personal development. At the Proximus Academy, you won't want to miss a single session. We are committed to sustainable development. We firmly believe that it's important to work together, but even more important to have fun together. That's why we regularly organise fun activities. (Feel free to let us know if you have a talent for playing Father Christmas!) And what about work-life balance, which is always very important? We maintain it at an appropriate level.



## Qargo



**Contact**  
vienna.kuchta@qargo.com

**Website**



**Location**  
Gent

**Employees**  
Belgium 90 Worldwide 150

### Company Info



Qargo is a fast-growing SaaS scale-up with offices in London, Ghent and Chicago. We build an intelligent Transport Management Platform that helps modern logistics companies run more efficiently, sustainably and profitably.

Our all-in-one system covers the full workflow, from order entry and planning to invoicing, and connects with hundreds of external tools. At the core is Qargo Intelligence, our transport-savvy AI that learns from real workflows to automate manual tasks.

As an engineer, you'll work with modern technologies, solve complex optimisation problems and help us scale a platform used across Europe and the US. You'll join a collaborative, product-driven team where your ideas matter and where you can have a real impact from day one. Join us and shape the future of logistics!

### Job options

Qargo is scaling fast and expanding multiple engineering teams. We're looking for talented people who want to build impactful products in a modern, cloud-native environment.

- Our open roles include:
- Integrations Engineer
- Frontend Engineer
- AI Engineer
- Software Engineer
- Analytics Engineer

### Selection procedures

Our selection process has two steps:

Cultural Interview: You'll meet two Qargo engineers to discuss who you are, what you're looking for, and to ask any questions you have about working with us.

Technical Interview: You'll create a high-level solution design so we can understand your engineering mindset, problem-solving approach, and how you structure complex challenges.

## Quantum



**Contact**  
len.buckens@quantum.com

**Website**



**Location**  
Gent

**Employees**  
Belgium 15 Worldwide 450

### Company Info



Quantum is an industry pioneer with over 40 years of groundbreaking expertise that provides state-of-the-art storage solutions that ensure data is available, discoverable, and safe. With Quantum, leading companies can drive new opportunities, explore new paths, or accelerate the next groundbreaking discovery. <https://www.quantum.com>

Quantum presents captivating career opportunities. Become a part of our vibrant team dedicated to revolutionizing Exabyte-scale Object Storage systems. Engage with ActiveScale's Cold Storage innovation at <https://www.quantum.com/en/products/object-storage/>

Join us at Quantum and delve into the challenges of shaping high-performance multi-tier storage systems, bringing cloud-level scale and manageability within reach of organisations.

### Job options

We are on the lookout for engineers to tackle the challenges we face with storing hundreds of billions of data objects at exabyte capacities in geo-dispersed environments for decades – without losing a single bit. You are not intimidated by distributed consensus and optimization algorithms? That's our data path team. Like service orchestration, during installs and upgrades for extra credit? Our management path team does it before breakfast. You love supporting development teams and infrastructure-as-code sounds like poetry? Join our infrastructure / devops or QA team!

### Selection procedures

After reviewing your resume, selected talent will be invited to meet with our hiring manager, followed by a technical interview. Those who successfully complete the technical interview will be invited for a final discussion with our HR team.

## Redwire Space



**Contact**  
tessa.parmentier@redwirespace.eu

**Website**



**Employees**  
Belgium 150 Worldwide 150

**Location**  
Kruibeke



### Company Info

Formerly QinetiQ Space nv, the Redwire Space nv facility in Kruibeke, Belgium, delivers entire satellites and major satellite equipment, including on-board computers, power control and distribution units, and remote terminal units. With two cleanroom areas and multiple working labs, this facility is a major contributor to the infrastructure of the International Space Station – building sophisticated science instruments and life support systems to enable long-term crewed missions. Redwire Space nv is also developing IBDM, the International Berthing and Docking Mechanism.

### Job options

Open positions in various areas:

- Electronics Systems Engineer
- FPGA Design Engineer
- Product Assurance Manager
- Mechanical Design Engineer
- etc. ...

### Selection procedures

Interested in joining the Redwire team?

Let's hear from you!

Feel free to contact us at [recruitment@redwirespace.eu](mailto:recruitment@redwirespace.eu) or apply through our website <https://careers.rdw.com/jobs/search/kruibeke-be>

## RP One



**Contact**  
MNE@rp-one.eu

**Website**



**Employees**  
Belgium 20 Worldwide 20

**Location**  
Vlaanderen



### Company Info

Are you a recent graduate or looking for a new step in your career? RP One is an IT consultancy specialized in Software Development and Data & AI. From our base in Vilvoorde, we work on projects across Flanders with startups and larger companies.

At RP One, we focus on you. We listen to your experience, skills, and ambitions and help you grow through a personal approach and long-term partnerships. We invest in our consultants with continuous training, a personal training budget, and guidance from a Talent Manager and Business Manager. Through events and knowledge sharing, we build strong connections. At RP One, you grow both professionally and personally.

### Job options

Junior Software Engineer

You will participate in, support, or lead project teams and help turn projects into technical success by delivering high-quality solutions for our clients. Based on your career goals, interests, and expertise, you can work on projects from the blueprint or audit phase through implementation.

You hold a Master's degree in IT or a related field and have a strong passion for Python development. You are eager to work with frameworks such as PyTorch, Django, Keras, and tools like Scikit-learn, NumPy, or TensorFlow. You enjoy variety, value clean code and best practices.

### Selection procedures

We believe in a clear and efficient hiring process. Following a positive screening of your CV, we will invite you for an online introductory interview to discuss your motivation and ambitions. The next step is an on-site interview, combined with a technical assessment to gain a clear understanding of your expertise. If there is a mutual match, a conversation with our CEO follows. Once we are aligned, we will immediately look for the best fit, whether it's for an existing project or a new opportunity within our extensive client network.



**Contact**  
imca.beckers@renotec.be

**Location**  
Brussel - Geel - Loppem - Eindhoven

**Website**



**Employees**  
Belgium 970 Worldwide 980



#### Company Info

Ben jij klaar om meer te doen dan theorie? Bij Renotec krijg je de kans om mee te werken aan uitdagende renovatie- en restauratieprojecten die gebouwen, kunstwerken en infrastructuur een nieuwe toekomst geven. Wij combineren traditioneel vakmanschap met innovatieve technieken en beginnen waar anderen stoppen. Met meer dan 30 jaar ervaring en 900 collega's zetten we veiligheid en welzijn op de eerste plaats, want wie zich goed voelt, groeit mee. Samen maken we het verschil en bouwen we aan iets groots. Klaar om jouw talent in te zetten, nieuwe skills te leren, impact te maken én trots te zijn op je werk? Ontdek jouw toekomst bij Renotec, waar jouw ideeën en energie bijdragen aan projecten die geschiedenis en toekomst verbinden. Groei met ons mee!

#### Job options

##### Assistent-projectleider

Goede start. Sterke toekomst.

Vanaf dag één sta je er niet alleen voor. Je krijgt een mentor, leert de kneepjes van het vak en groeit stap voor stap in je rol. In je eerste vier weken leer je onze systemen, processen en manier van werken kennen én draai je 10 dagen mee op de werf. Na zes maanden volgt verdieping met extra trainingen.

Daar stopt het niet: met exclusieve ontwikkeltrajecten blijf je jezelf uitdagen, je hele loopbaan lang!

#### Selection procedures

Hebben we je al helemaal warm gemaakt voor een job bij Renotec? Stuur een mailtje naar onze enthousiaste en gepassioneerde recruiters op volgend mailadres: [jobs@renotec.be](mailto:jobs@renotec.be).

Zij bellen je op voor een eerste telefonische screening.

Nadien word je ingepland voor een fysiek gesprek op één van onze vestigingen.

Hier zal je kennismaken met de directeur van betreffende divisie samen met de recruiter die je heeft opgebeld.

Match made in heaven? Dan volgt het loonvoorstel en het tekenen van het contract.



Schrijf je hier in!

## Ben jij student Bouwkunde, Civil Engineering en/of Architectuur?

Dan wil je dit niet missen!

### Wat mag je verwachten?

- Proeven van de Renotec sfeer (én ons walking dinner)
- Inspireerde gesprekken met onze experts
- Een verrassende act om de avond af te sluiten
- En misschien ... jouw eerste job!



31 maart 2026

Renotec Brussel  
De Béjarlaan 1  
1120 Neder-Over-Heembeek



20-21u

Stand-up comedian  
Yannick Noben

Gratis parking beschikbaar

**RENOTEC**  
**DINNER**  
**& SIGN** 20  
**26**





## ScioTeq



**Contact**  
jobs@scioeq.com

**Location**  
Kortrijk

**Website**



**Employees**  
Belgium 360  
Worldwide 450



### Company Info

ScioTeq has a 40 year heritage of designing and manufacturing the most innovative solutions for the Aviation, ATC and Defense & Security markets. With sales, engineering and manufacturing locations throughout the world, we are able to provide solutions designed to operate in the environments you need them to.

We enable our customers to make real-time decisions by providing advanced visualization solutions with the features and capabilities needed to ensure success. Our products are used in the air, on the ground, and at sea, providing mission critical information to customers on some of the most advanced platforms on earth.

### Job options

- Software engineers
- Hardware engineers
- Mechanical engineers
- Program managers
- Product managers
- Repair Technicians

### Selection procedures

- 1) Sollicitatie indienen via: E-mail (jobs@scioeq.com), linkedIn, website (jobs-pagina)
- 2) Eerste gesprek - HR:  
kennismakingsgesprek om CV en motivatie te bespreken + culturele fit en basisvereisten te beoordelen
- 3) Tweede gesprek - Hiring Manager:  
diepgaand gesprek over technische vaardigheden - ervaring en rol-specifieke competenties.
- 4) Contractvoorstel
- 5) Contractondertekening.

## Sertius



**Contact**  
leen.biesemans@sertius.be

**Location**  
Gent - Leuven - Louvain-la-Neuve - Namen

**Website**



**Employees**  
Belgium 92  
Worldwide 92



### Company Info

Sertius is een snelgroeiend consultancykantoor gespecialiseerd in milieu- en veiligheidsadvies. Onze onderneming is gebouwd op kwaliteit, integriteit en sterke multidisciplinaire samenwerking.

Tevredenheid van klanten en medewerkers is de rode draad in alles wat we doen.

Met meer dan 90 collega's en 4 vestigingen – in Drongen (Gent), Wijgmaal (Leuven), Louvain-la-Neuve en Namen – bouwen we elke dag verder aan een veilige omgeving.

### Job options

- Milieuconsultant - projectingenieur
- Extern veiligheidsdeskundige
- Consultant bodemonderzoek en -sanering

### Selection procedures

De selectieprocedure bestaat uit twee tot drie gesprekken met verschillende collega's. Tijdens deze gesprekken nemen we ruim de tijd om toe te lichten wat Sertius doet en wat de functie precies inhoudt. We stellen open en gerichte vragen, luisteren naar jouw verwachtingen en beantwoorden graag jouw vragen.



## Skyline Communications

**Contact**  
jobs@skyline.be

**Website**



**Employees**  
Belgium 200 Worldwide 350

**Location**  
Belgium



### Company Info

Skyline Communications is the global leader with DataMiner, a software platform that helps telecom, media, and satellite companies manage and automate their complex operations. Iconic clients like Sky, HBO, KPN, ESA, and France Télévisions have been relying on our technology for years to keep everything running smoothly. But joining Skyline means more than just writing code for top-tier clients. It means joining a vibrant family of over 350 Skyliners and over 12.000 users. From our HQ in Belgium to offices in the BiH, Portugal, US and Singapore, we offer a dynamic environment that prioritizes your personal growth, flexibility, and well-being. Visit our booth to discover more about at Skyline Communications!

### Job options

Full Stack developer - AI integration

### Selection procedures

Give us a couple of days to have a closer look at your resume and we will get back in touch with you. If you pass the CV screening, we invite you for a preliminary interview. Otherwise, if your profile doesn't fit our requirements, we let you know. During the introductory interview, we ask you about your experiences, motivation and competences. If, after the first interview, your profile appears to fit our requirements, you are invited for a second, more technical interview. If this second interview is successful, you receive our job offer as quickly as possible.

## SOFICS

**Contact**  
office@sofics.com

**Website**



**Employees**  
Belgium 20 Worldwide 20

**Location**  
Aalter



### Company Info

SOFICS technology pushes the state of the art of both IC and device design to offer our customers the most reliable and performant on-chip interface structures. Our designs have been realized in over 50 different processes, including many of the most advanced process nodes. In Q3 2024 we taped our first IC in TSMC 2nm Nanosheet, bringing our proprietary designs and devices to the first generation of energy efficient nano-sheet transistors. We value continuous learning and regularly organize events to share knowledge, experiences, and skills related to the semiconductor industry and other areas of expertise. Join us and become part of an international work community of IC design experts. At SOFICS, you will find a prestigious market leader who gives you stability and a vision for the future

### Job options

Our job options keep changing throughout the year, check out our website for the most up to date job options:  
<https://sofics.com/careers/>

### Selection procedures

Based on your CV and motivation letter, you are invited to an initial interview at our office in Aalter. During the next step we will ask you to prepare a few technical presentations. We will discuss this during a second interview.

Afterwards we will let you know what we decide.



**Contact**  
charlotte.puts@smulders.com

**Website**



**Employees**  
Belgium 941  
Worldwide 2.487

**Location**  
Arendonk - Hoboken - Vlissingen - Rotterdam



#### Company Info

Smulders is an experienced, growing multidisciplinary construction company and the market leader in building foundations and substations for offshore wind projects. We have evolved from a pure steel construction company to a full EPC system integrator with our own electrical and mechanical engineering department. From engineering to production and system integration, we cover it all.

#### Job options

- Assistant Project Manager
- Designer
- Project Engineer
- Electrical Engineer
- QA/QC Project Engineer
- Project Controller
- Commissioning Engineer

#### Selection procedures

- 1st (digital) interview with HR
- Face to face interview with hiring manager and HR
- (Assessment for some positions)
- (Depending on position, interview with Director of Department)
- Salary proposal

# SMULDERS

Manufacturing a sustainable world

## Who is Smulders?

As an international construction company, Smulders has built up decades of experience in sustainable creations. Our focus is on civil and industrial steel projects and offshore wind energy. In fact, we are the market leader in building foundations and substations for offshore wind projects. From engineering to production and system integration, we do it all.

Go to [www.smulders.com](http://www.smulders.com) and find out more about our expertise and projects.

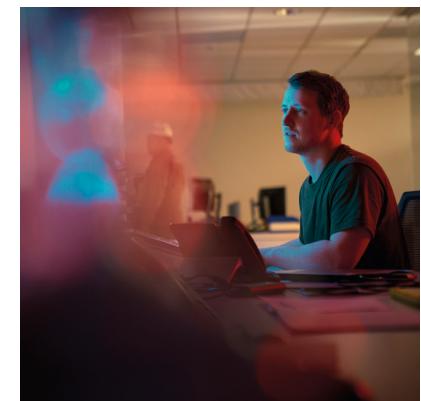


## Are you the masterworker we are looking for?

Are you a young professional with a degree in Civil Engineering? At Smulders, you can give your career a jump start.

- Choose a wide range of tasks or specialise in a field that suits you.
- Learn and grow continuously, both on the work floor and through training courses that we offer - or that you suggest yourself.
- Discover different departments such as commercial service, project management, engineering or purchasing.

Our master workers are known for their flexibility, eagerness to learn, technical expertise and team spirit.



## Ready to take pride in your work?

Ignite your career spark on [masteryourmagic.be](http://masteryourmagic.be)



Scan &  
apply now!

# SOLV



**Contact**  
a.debaere@solv.world

**Website**



**Employees**  
Belgium 7 Worldwide 15

**Location**  
Brussel

#### Company Info



SOLV is a fast-growing SaaS company that helps governments and other high-stakes organizations de-risk complex projects and manage their stakeholders. Our AI-integrated platform combines software and services to guide decision-making in sensitive domains such as mobility, energy, urban development, and policy. Founded in 2021, we work with major public and private clients across Belgium and beyond. Our 20-person team operates from Brussels, Ukraine, and Rwanda.

We combine data science, natural language processing (NLP), and graph-based modelling to help organisations understand how different actors perceive and influence decisions.

#### Job options

- Sales
- Project management
- Researcher
- Software Engineer

#### Selection procedures

Interested students can send an e-mail to [jobs@solv.world](mailto:jobs@solv.world). This e-mail should include the following things:

- CV
- Personal motivation
- Main field of interest

The office is based in Brussels, with strong opportunities for hybrid work.

#### Profile Requirements:

- Obtained a Master's Degree and strong communication skills (Dutch/English)



**sopra steria**

**Contact**  
agatha.cateau@sopraSteria.com

**Website**



**Employees**  
Belgium 2.000 Worldwide 51.000

**Location**  
Vlaanderen - Brussel - Diegem

#### Company Info



Sopra Steria offers tailored, end-to-end corporate technology and software solutions to help clients make bold choices and deliver results. Successfully so! With more than 51.000 colleagues in nearly 30 countries, we rank as Europe's leading digital solutions provider. Some of the most successful companies in Europe rely on our technology due to our commitment to innovation, collaboration, and value in business development.

The world is how we shape it. Let's shape it together.

#### Job options

- Data&AI
- SAP
- IT Consulting
- Business Consulting
- Cloud & Infrastructure
- Development & Testing
- Cybersecurity

#### Selection procedures

We have received your application. What next? We go through your CV and cover letter. Do we see a match? Then a recruiter will call you to further discuss your application.

The first interview: we will discuss your competences and previous work experience. We will talk about your career plan, availability and flexibility, and align expectations.

Do we both have a positive feeling? Then we would like to invite you for a second interview. We will go deeper into the context of your future projects. Based on your profile, we may also ask you to take an online assessment, technical test.



## Square Group



**Contact**  
leticia.pattyn@squaregroup.be

**Website**



**Employees**  
Belgium 500 Worldwide 500

**Location**  
Wondelgem - Heist Op Den Berg - Puurs - Brugge  
Zaventem



### Company Info

Square Group verenigt als multidisciplinair bouwbedrijf verschillende ondernemingen gegroeid uit Aclagro. We ondernemen duurzaam, met sterke synergie tussen onze activiteiten. Zo realiseren we samen de meest complexe projecten. Meer dan 500 ervaren medewerkers staan elke dag klaar.

Aclagro is een betrouwbare aannemer met focus op infrastructuurwerken, bodemsanering en waterzuivering, afbraak, asbestverwijdering en grondreiniging, voor publieke en private klanten.

AC Materials maximaliseert recyclagestromen via strategisch gelegen sites in Vlaanderen.

Oryx Projects ontwikkelt uitdagende, strategische sites in stedelijke omgevingen.

DD Shipping verzorgt op- en overslag en is een logistieke troef voor de groep.

### Job options

Wervingsoproep voor 5-10 ingenieurs

Onze zoektocht geldt voor alle verschillende divisies en afdelingen binnen de Square Group. Aclagro is een A-class contractor. We zoeken versterking voor de interne (werkvoorbereiding, calculatie, enz.) en externe (diverse werven, site management, enz.) afdelingen.

In de recyclage zoeken we ook naar een aantal auteurs die willen bijdragen aan duurzaamheid, onderzoek en circulaire ondernemerschap.

### Selection procedures

Vanuit de eerste kennismaking streven we ernaar de kandidaat te begeleiden naar de juiste functie binnen het bedrijf. Door middel van interviews, een bezoek en een gedetailleerd onboardingssprogramma ontvangt de kandidaat de nodige begeleiding en ondersteuning, al van bij de start.

## Stadsbader



**Contact**  
delphine.coussens@stadsbader.com

**Website**



**STADSBADER**  
GROUP

**Employees**  
Belgium 2.000 Worldwide 2.000

**Location**  
Vlaanderen



### Company Info

Van lokale aannemer tot een multidisciplinair bouwbedrijf met een stevige reputatie in de sector, dat is de weg die Stadsbader Group aflegde.

Ons rijk gevulde portfolio omvat een verscheidenheid aan projecten. Of het nu om infrastructuurwerken, bouwprojecten, civiele bouwkunde of elektromechanische uitrusting gaan, we doen het allemaal. op vandaag zijn meer dan 2000 gemotiveerde medewerkers werkzaam in de onderneming.

Dagelijks zijn zij op zo'n 250 werven in België en de buurlanden actief. Deze werven worden uitgevoerd voor zowel openbare als private klanten in een divers aanbod van sectoren. Hierbij staan dialoog, kwaliteit en deskundigheid centraal.

### Job options

Stadsbader Group werft jaarlijks heel wat ingenieurs aan. Je komt terecht in een grote organisatie met stevige fundamenten. Dit maakt het mogelijk om via verschillende trajecten te groeien. Niet enkel in jouw functie, maar ook als persoon.

Ons aanbod is zowel in de diepte door onze diverse specialisaties, als in de breedte enorm uitgebreid. Op die manier is interne heroriëntatie steeds mogelijk. De ervaring van jouw peter/meter geeft jou de nodige ondersteuning.

We hebben diverse mogelijkheden voor afstuderende ingenieurs in werfleiding, werkvoorbereiding, calculatie, aankoop, etc.

### Selection procedures

Wij vragen steeds te solliciteren via onze jobsite: <https://jobs.stadsbader.com/nl/werken-bij-stadsbader>. Zoek tussen onze diverse jobs of solliciteer spontaan.

Je kan ook steeds een mail sturen naar volgende emailadressen:

- jobs@stadsbader.com
- jobs@stadsbader-contractors.com

Nadat we jouw cv hebben ontvangen, gaan we aan de slag om een afspraak in te plannen in één van onze kantoren. Bel je liever? Dat kan via +32 56 26 06 66 of +32 2 719 46 11



**Contact**  
jasper.vandenbroucke@stow-group.com

**Website**



**Employees**  
Belgium  
607

**Location**  
Spiere-Helkijn - Lokeren - Berchem

Worldwide  
2.000

## Company Info

The core activity of stow is the development and manufacturing of logistic solutions for the storage of pallets, small goods, long items as well as mezzanine structures. Engineering, sales and on-site assembly are handled by our own affiliates in the key markets and an extensive distributor network in Europe, Asia-Pacific and Middle-East. In line with our continuous growth and innovation efforts, we have developed automated storage solutions both for pallets and bins at Movu Robotics.

We nurture a creative atmosphere and believe it is possible to have fun at work. Every day, our team members ('Rack Stars') work on developing innovative solutions for customers around the world. We offer freshly cooked lunches in Spiere-Helkijn, learning & development, R&D projects, a competitive salary.

## Job options

- R&D Engineer (Hardware / Software)
- Sales Engineer
- Project Engineer
- Hardware Controls Engineer
- PLC Engineer
- Commissioning Engineer
- Integration Engineer
- Helpdesk Engineer
- Field Service Engineer
- CAD Design

## Selection procedures

1. Application through company website and SmartRecruiters portal.
2. First screening with HR through Teams.
3. Interviews with hiring managers (Teams and/or F2F).
4. Salary proposal.

**Become  
part of the  
change in  
the logistics  
world!**

**Join the  
stow Group  
community**

**Apply here ➔**



## Studibo



**Contact**  
axelle.vaneesbeek@studibo.group

**Location**  
Gent - Brugge - Antwerpen - Brussel - Limburg

**Website**



**Employees**  
Belgium 337 Worldwide 436



### Company Info

Studibo verenigt gespecialiseerde ingenieurs- en adviesbureaus met één gemeenschappelijk doel: duurzame gebouwen en een gezonde leefomgeving. Verspreid over Vlaanderen, Wallonië, Brussel, Nederland en Luxemburg werken meer dan 400 experts samen om projecten sneller, consistent en kwalitatiever te realiseren. Door expertise te bundelen over disciplines en regio's heen, realiseren we projecten sneller, en met meer kwaliteit. Zo combineren we de nabijheid van persoonlijk contact met de efficiëntie en slagkracht van één sterke groep, zonder het menselijke aspect te verliezen dat onze sector uniek maakt. Onze kracht ligt in samenwerking: kennisdeling tussen teams, efficiëntie in uitvoering en één gedeelde focus op de klant.

### Job options

- Ingenieur Technieken
- Ingenieur Stabiliteit
- Ingenieur Akoestiek
- Safety Consultant Engineering
- Other

### Selection procedures

Bij Studibo willen we het sollicitatieproces zo transparant en eenvoudig mogelijk maken. Volg deze stappen om deel uit te maken van ons team. Zo werkt het:

- Je start eenvoudig: solliciteer via onze website of solliciteer spontaan. Daarna leren we je kennen in een kort gesprek met onze recruiter. Is er een klik?
- Dan volgt een gesprek bij het label waar jouw talent het verschil kan maken.
- Na dit gesprek hoor je snel van ons.
- Match gevonden? Dan zorgen we voor een vlotte onboarding en een warm welkom.

## Superlinear



**Contact**  
marketing@superlinear.eu

**Location**  
Brussel

**Website**



**Employees**  
Belgium 51 Worldwide 51



### Company Info

At Superlinear, we are building Holon, the AI Operating System for Enterprise Orchestration, designed to coordinate people, processes, and machines across complex organizations and unlock up to 30% productivity gains.

We help European enterprises operate as one coordinated system, breaking down silos and improving how decisions are made and executed at scale. Our ambition is bold: to increase EU GDP by 1% by structurally improving enterprise productivity.

We're building a team around a shared mission: helping organizations operate smarter and faster through enterprise orchestration. If you want to build technology that changes how enterprises work, and see your impact reflected directly in client outcomes, Superlinear is where you belong.

### Job options

- Software Engineer - Optimization
- Forward Deployed Engineer

### Selection procedures

Our selection process looks like this:

1. A first intro call with the hiring lead (about 30 min)
2. A conversation with your potential future manager
3. A task or challenge to give you a feel for the role
4. A final debrief and decision

The Talent team will walk you through the process for your role during your initial chat and provide all the information and resources you need to succeed. Each interview is a two-way conversation, so you'll have plenty of time to ask questions. We typically complete the process within three weeks of your application.



Sweco

Contact  
marlies.opsommere@swecobelgium.be

Website



Employees  
Belgium 2.800 Worldwide 23.000

Location  
Gent - Leuven - Antwerpen - Brussel - Hasselt



#### Company Info

Sweco is Europe's leading engineering, architecture, consulting and design firm, always staying one step ahead of evolution.

Sweco plans and designs tomorrow's sustainable communities and cities. With the collective knowledge of our 23.000 (2.800 in Belgium) architects, engineers and other experts we work together with our clients to facilitate the green transition, maximise the potential from digitalisation and strengthen the resilience of our communities.

#### Job options

Make an impact and transform the world with Sweco! With our focus on innovation and sustainability, we offer you the opportunity to truly make a difference in multidisciplinary projects.

To fulfill our mission "Transforming Society Together", we are constantly looking for young, emerging talent as JUNIOR ENGINEER.

#### Selection procedures

Our selection process is short and personal with plenty of time to answer your questions.

Will you  
join us  
in creating  
a sustainable  
future?



**SWECO** \*



Sweco is the leading engineering, architecture, and consulting firm in Europe and stays one step ahead of the evolution. We collaborate with our clients on high-quality engineering and architectural projects in both the public and private sectors.

We make a difference.  
Now, tomorrow, and in the future.

Check out  
our open  
vacancies



[www.swecobelgium.be](http://www.swecobelgium.be)

## Syngenia



**Contact**  
fjolla.ukshinaj@syngenia.com

**Website**



**Employees**  
Belgium 155 Worldwide 180

**Location**  
Brussel - Antwerpen



### Company Info

Syngenia is a consultancy firm specialized in delivering tailored staffing solutions for engineering and industrial projects.

We support companies by providing technical expertise and project resources at every stage of the project lifecycle, from design and implementation to operations and maintenance. Our services cover a full spectrum of needs: Technical consultancy, Project staffing, Permanent recruitment, and Freelance experts coordination.

Whether our clients need to reinforce a project team, recruit long-term talent, or secure niche expertise for a specific challenge, we build the right solution — fast, flexible, and fit for purpose.

### Job options

- <https://www.syngenia.com/nl/job/5578-veiligheidsingenieur-safety-engineer-nuclear/>
- <https://www.syngenia.com/nl/job/5579-assistant-project-manager/>

### Selection procedures

1) Application  
You apply for a job or submit a spontaneous application through our website.

2) Phonescreening  
We contact you for an initial conversation

3) Interview  
You meet with a Syngenia recruiter for an in-depth interview

4) Mission Proposition  
Based on your profile and expertise, we identify and propose missions

5) Matching  
You meet the client to confirm the fit with the mission, validate mutual expectations, and ensure alignment on objectives, ways of working, and project environment

## TechWolf



**Contact**  
eniko@techwolf.ai

**Website**



**Employees**  
Belgium 70 Worldwide 100

**Location**  
Gent



### Company Info

TechWolf is an HR Tech solution that puts organisations on the fast track to becoming a skills-based organisation. Leveraging AI-driven Skills Intelligence, companies get an instant, up-to-date and unbiased view of the skills their workforce has and needs to attain company's strategic objectives.

### Job options

To support our rapid growth, we are looking for talented engineering graduates to join us at our Ghent office. Available opportunities include:

- Junior Engineer (full-time), start date: September '26. Opportunity to explore a wide range of fields, from Natural Language Processing (NLP) and data science to front-end and back-end engineering.
- Engineering Internship (6-12 weeks), start date: Summer '26. Rather than having a predefined set of internships, we tailor projects to make sure you can apply your unique skills to have a maximal impact.

### Selection procedures

Application for all roles via our Careers page: <https://careers.techwolf.ai/>  
Junior Engineer:

- 1:1 Interview with Talent Partner
- 2:1 Interview with VP Engineering & Engineering Lead/Manager
- 3:1 Technical Challenge with Engineering Lead/Manager & Engineer
- 4: Walk with Co-Founder & CTO

Internship:

- 1:2 Coffee chat with Engineers
- 2: 1:2 Project Presentation with Engineering Lead & Engineer
- 2: 1:2 Technical Challenge with Engineering Lead & Engineer

## Tekst AI



**Contact**  
saran@tekst.com

**Location**  
Gent

**Website**



**Employees**  
Belgium 30 Worldwide 30



### Company Info

Our AI platform automates B2B communication in a secure and scalable way. We analyze, label, prioritize, and reroute internal and external interactions so enterprises can focus on customers instead of fighting backlog.

- a) Outcomes:
  - Insights to optimize workflows (control& governance)
  - Operational efficiency through automation (FTE savings)
  - Focus on customers instead of battling backlog (CX)
  
- b) Customer requirements:
  - Quick time to value (TTV)
  - Compliant & secure
  - Seamless connection with existing systems
  - Multilingual

### Job options

- Software Engineer
- Frontend Engineer
- Solution Engineer
- Product Marketeer
- Customer Success

### Selection procedures

How We Hire: First Interview to Offer in 3 Weeks

Our process is transparent, efficient, and gives you a real sense of our company. We'll start with a video call to introduce the team, culture, and role, and discuss your background. Next, you'll meet the team and get an overview of the role, challenges, and daily tasks. Afterward, you'll have a conversation with one of our founders about the bigger picture. If it's a great fit, you'll receive a personalized offer to join us.

## Televic



**Contact**  
j.daese@televic.com

**Location**  
Izegem

**Website**



**Employees**  
Belgium 400 Worldwide 1.000



### Company Info

Televic develops, manufactures and installs high-tech communication systems. We bridge the gap between people, systems and information and provide our customers with reliable and state-of-the-art interaction solutions. Communication is in our DNA!

We focus on 4 niche markets: Conference, Education, Healthcare and Rail.

### Job options

- Software Engineering
- Hardware Engineering
- IT Infrastructure
- Product Management
- Customer Service Engineering
- NPI (New Product Introduction)

### Selection procedures

- First interview with HR
- Technical interview
- Assessment
- Contract proposal



## The Binding Energy



**Contact**  
vacancies@thebindingenergy.com

**Website**



**Employees**  
Belgium 15 Worldwide 15

**Location**  
Brussel - Gent



### Company Info

The Binding Energy is a specialized engineering active across the full lifecycle of nuclear facilities. While our work is rooted in the nuclear sector, we strongly believe that nuclear projects are built by engineers from many disciplines. At TBE, we welcome engineers who share a strong interest in the nuclear field. We support projects in design and licensing, operational support, and decommissioning for power plants, advanced reactors, medical isotope facilities, waste management sites, research centers, and government projects. What matters most to us is technical excellence, a pragmatic mindset, and genuine passion for working in the nuclear sector.

### Job options

Engineers with a strong passion for working in the nuclear sector.

### Selection procedures

Interview and testing in Brussels

## TMC Science and Technology



**Contact**  
ellymay.donkor@tmceurope.com

**Website**



**Employees**  
Belgium 360 Worldwide 2.800

**Location**  
Vlaanderen



### Company Info

TMC is an international high-tech consultancy firm with a team of entrepreneurial engineers, scientists, and digital experts from around the world. Together we form a fast-growing and proud community. We offer consultancy services in diverse industries such as high-tech, semiconductors, digital and IT services, energy and renewables, and life sciences, with access to high-profile clients globally.

As pioneers in entrepreneurship, we have redefined the traditional work model, offering our talented professionals the opportunity to combine the security of a permanent contract with their passion for entrepreneurship.

### Job options

For ambitious, entrepreneurial professionals, TMC has a standing invitation to come and work on our challenging and innovative projects.

Here are the specialities TMC focuses on:

Embedded Software, Electronics, Physics, Nanotechnology, Mechanical, Mechatronics, Civil Engineering, Manufacturing Support, Field Service, Infrastructure, Test & Integration, Automation, Project Management, Robotics, Life Sciences, Supply Chain Management, Digital & IT, Data Science, Engineering, and New Product Introduction.

### Selection procedures

To join TMC, you can apply via our website <https://www.themembercompany.com/about-us>

The selection procedure:

- HR screening
- Business Manager Interview (focused on project experiences and background)
- Technical assessment
- Contract proposal



**Contact**  
lara.dimitrovski@tno.nl

**Website**



**Employees**  
Belgium 0 Worldwide 4,500

**Location**  
Eindhoven - Den Haag - Delft



#### Company Info

This is our time. The time to work on innovative solutions for a safe, healthy, and sustainable world. At TNO, you collaborate with driven colleagues to transform knowledge into concrete innovations or companies. We truly make a difference by combining the power of science and entrepreneurship.

You can immediately apply your expertise to meaningful challenges as a scientist, engineer, business developer, or consultant. You get to work with the best experts in the field, supported by state-of-the-art facilities and with the freedom to keep developing yourself.

#### Job options

TNO is always looking for new talent; young people with the courage to confront society's greatest current challenges. Young talent who can take initiative, connect, and innovate. Who want to apply their knowledge to make a direct social impact. And who are looking to develop themselves, personally and professionally.

#### Selection procedures

Step 1: Apply via our careers site

Once you've applied for a role at TNO, you'll receive a confirmation email. This marks the start of our recruitment journey together!

Step 2: Review of your application

After a positive review of your CV and motivation, you will be shortlisted by the hiring team.

Step 3: Interview process

The number of interviews can vary based on the role and department. As part of the process, you might be asked to take an online assessment. In some cases, you will be asked to prepare a presentation. The recruiter will inform you about this.

Step 4: Job offer TNO!



**Contact**  
arthur@toqua.ai

**Website**



**TOQUA**

**Employees**  
Belgium 10 Worldwide 10



#### Company Info

Toqua builds machine-learning technology that helps shipping companies cut fuel consumption and emissions at scale, tackling one of the world's most urgent climate challenges. Our platform is used directly by customers and can also be embedded into partner products.

By 2029, we aim to power 10,000 vessels, which is equal to removing every car from Belgium's roads.

We're a young, ambitious team focused on impact, autonomy, and real ownership. Based in Ghent, Belgium.

#### Job options

Software Engineer (generalist): work across the stack - extend Python/FastAPI services, build data pipelines, polish React UI; operate services in the cloud (Azure/Terraform/Kubernetes a plus).

AI Engineer: design/build/ship LLM + agentic features end-to-end (Python/FastAPI, React, Azure); set up evaluation, monitoring and guardrails; bring new models/tools into production.

#### Selection procedures

Application

Intro call

Technical Test

Team chat

Offer.

We move fast and share clear, honest feedback after each step.



# TotalEnergies

**Contact**  
christelle.draize@totalenergies.com

**Location**  
Antwerpen - Brussel

**Website**



**Employees**  
Belgium 3.900 Worldwide 100.000



## Company Info

### About TotalEnergies in the world

TotalEnergies is a broad energy company that produces and markets energies on a global scale: oil and biofuels, natural gas and green gases, renewables and electricity. Our 100,000 employees are committed to energy that is ever more affordable, clean, reliable and accessible to as many people as possible. Active in more than 130 countries, TotalEnergies puts sustainable development in all its dimensions at the heart of its projects and operations to contribute to the well-being of people.

In Belgium, TotalEnergies has 3.900 employees committed to energy that is ever more affordable, clean, reliable and accessible to as many people as possible.

## Total Energies



## Toyota Motor Europe



# TOYOTA

**Contact**  
chaima.am-mi@external.toyota-europe.com

**Location**  
Brussel - Zaventem

**Website**



**Employees**  
Belgium 2.700 Worldwide 348.877



## Company Info

TOYOTA is one of the world's largest automobile manufacturers and a global corporation. Founded in 1937, Toyota now sells vehicles in 170 countries and employs over 300.000 people. We focus on sustainability and future generations and promote DEI. We are interested in receiving the applications from professionals of all backgrounds and genders looking to build their career in either scientific, engineering or corporate positions.

For Toyota, Quality is a way of life. We strive for improvement in everything we do. This basic principle for us is called: "KAIZEN" and is what guides us in our pursuit of best Quality. We are excited to bring more happiness to our customers through various mobility solutions. Check out:

<https://www.linkedin.com/company/toyota-motor-europe>

## Job options

[https://jobs.totalenergies.com/fr\\_FR/careers/SearchJobs](https://jobs.totalenergies.com/fr_FR/careers/SearchJobs)

## Selection procedures

[https://jobs.totalenergies.com/fr\\_FR/careers/SearchJobs](https://jobs.totalenergies.com/fr_FR/careers/SearchJobs)

## Job options

Drive your future with Toyota!

Eager to learn about the unique Toyota approach?

To apply for our internship programme you must meet the following criteria:

- Master student in the process of obtaining a business or engineering degree.
- Available to do an internship at our Head Office in Evere or at our Technical Centre in Zaventem (both location are near to Brussels, Belgium).
- Available for a duration of maximum 6 months (which is the maximum duration of our internships).
- Willing to accept a Toyota project for the internship.

## Selection procedures

Ready to apply? Then you're in the right place. Look through our jobs, send your application and you'll immediately receive a confirmation via email. If you don't immediately find the job you're looking for, apply to one of our talent pools. We'll automatically keep you posted on job offers that match your criteria via email!

1. Apply for a job
2. First, brief call
3. Interview
4. Get a job offer
5. Welcome



## Tremec



**Contact**  
jobs.be@tremec.com

**Website**



**Employees**  
Belgium 150 Worldwide 2.000

**Location**  
Zedelgem



### Company Info

TREMEC in Zedelgem is part of the international TREMEC Corporation with over 2,100 employees, spread across four locations in Mexico, the USA and Belgium. At our entity in Zedelgem (near Bruges), our more than 150 engineers and colleagues work on the development, testing, prototyping and production of high-technology transmission systems and subsystems for high-performance top-of-the-line vehicles!

### Job options

- Analysis Engineer
- Development Engineer
- Advanced Purchasing Buyer
- Controls Base Software Engineer

### Selection procedures

Interested? Send your CV and motivation letter to [jobs.be@tremec.com](mailto:jobs.be@tremec.com). The process includes an HR interview and a technical interview with our team leads. Join us and design the electronics driving next-generation powertrains.

## U2U



**Contact**  
info@u2u.be

**Website**



**Employees**  
Belgium 15 Worldwide 15

**Location**  
Zellik



### Company Info

U2U is een opleidingsbedrijf met klanten in binnen- en buitenland, gespecialiseerd in het opleiden van professionele developers, system engineers en data- en AI-specialisten in de nieuwste Microsoft-technologieën. Bij U2U werken 12 ervaren en gepassioneerde trainers die hun diepgaande technische expertise combineren met een sterke passie voor lesgeven.

### Job options

We zijn op zoek naar enthousiaste mensen met een sterke interesse in technologie die zich willen ontwikkelen tot professioneel lesgever.

Als junior trainer bij U2U krijg je via ons Junior Training Program de kans om een brede technische expertise en sterke didactische vaardigheden op te bouwen. Daarna ga je aan de slag als trainer en geef je opleidingen in ons trainingscentrum in Zellik en op locatie bij klanten in België, Europa en daarbuiten.

### Selection procedures

Heb je een passie voor IT en spreekt lesgeven je aan? Dan nodigen we je graag uit voor een kennismakingsgesprek, op kantoor of online.

Als deel van ons team geniet je van een competitief salarispakket inclusief een bedrijfswagen, laptop, gsm en de kans om internationale conferenties bij te wonen. Dit alles binnen een dynamisch, hecht en professioneel team.



**Contact**  
ruben.vanasch@unilin.com

**Location**  
Wielsbeke

**Website**



**Employees**  
Belgium 4.000  
Worldwide 8.600

#### Company Info



Unilin is wereldwijd een referentie in de productie van interieur- en bouwmaterialen. Met onze vloeren, (decoratieve) panelen, isolatie-oplossingen en technologieën zijn we te vinden in de huizen en werkplekken van miljoenen mensen en openbare ruimtes over heel de wereld. Ons team van 8.600 gepassioneerde collega's verspreid over 105 locaties wereldwijd wil de levenskwaliteit van mensen verbeteren door te innoveren en voortdurend grenzen te verleggen. Dankzij ons streven naar uitmuntendheid en onze uitgebreide knowhow maken we mooie, duurzame producten van de hoogste kwaliteit. Onze inzet wordt beloond.

#### Job options

Werken bij Unilin als Young Graduate, dat betekent een traject op jouw maat. Al bij de sollicitatie brengen we jouw sterkes en interesses in kaart en exploreren we samen in welk domein jouw ideale start ligt. Mogelijke functies zijn: Technical Engineer, Process Engineer, Production Engineer, R&D Engineer...

#### Selection procedures

- 1e gesprek: Talent Partner
- 2e gesprek: Manager/HR Verantwoordelijke
- 3e gesprek: Director + rondleiding in productie



~~wait for  
permission~~  
**TAKE  
THE LEAD**

Young  
Graduate  
Journey  
→»

Met de Young Graduate Journey bij Unilin bouw je vanaf dag één aan jouw toekomst. Een kopie zijn van de rest? Nee bedankt. Toon ons wie je bent, zo maak je pas indruk.

**START JOUW LOOPBAAN OP JOUW MANIER**  
[JOBS.UNILIN.COM/YOUNG-GRADUATES](http://JOBS.UNILIN.COM/YOUNG-GRADUATES)

## Umicore



**Contact**  
inge.vanantwerpen@eu.umincore.com

**Website**



**Employees**  
Belgium 3.000 Worldwide 11.100

**Location**  
Hoboken - Olen - Brussel



### Company Info

Umicore is a leading circular materials technology company with an extensive expertise in the fields of material science, chemistry and metallurgy. Our overriding goal of sustainable value creation is based on the ambition to develop, produce and recycle materials in a way that fulfills our mission: "materials for a better life". Which is why we are now more than ever determined to leverage our unique position and mutually reinforcing portfolio of activities to accelerate the global transformation of mobility, respond to the growing need for advanced materials, and contribute to the pursuit of a global circular economy.

### Job options

At Umicore, we are building a new future on a global scale. Colleagues from different cultures, different backgrounds, different areas of expertise come together at the Umicore site to create positive impact on people, planet and industry. We innovate and drive the science of change to create a future where we can all live together.

Every day, we are committed to shape that sustainable future. Innovation is ingrained in our DNA here at Umicore. And that is exactly what makes working for us so challenging.

### Selection procedures

Applications to Umicore are always submitted online. Please go to our website, take a look at our job vacancies and decide which one you would like to apply for. Be sure you have an up-to-date CV and covering letter, so that you can upload them there.

If your application is successful, you will automatically receive a confirmation email. The recruitment team will then follow up on your application and keep you informed.

## Vandenbussche



**Contact**  
vacatures@vandenbusschebouw.be

**Website**



**Employees**  
Belgium 180 Worldwide 180

**Location**  
Aalter - Werven



### Company Info

Vandenbussche NV is a general contractor, located in Aalter. We're specialized in both residential and non-residential construction such as public buildings, museums, office buildings, ... We mainly focus on class 6 to class 8 projects in the Flanders area. As an ambitious and experienced construction company, we offer a full-service approach. We guide our clients through the entire construction process with our expertise: from designing, over building, to maintaining.

### Job options

- Werfleiders
- Projectleiders
- Projectingenieurs
- Aankoper
- Projectleider Studiedienst

### Selection procedures

Eerste contact met HC, daarna een vervolg gesprek met de Hiring Manager of Directeur Projecten.

## Vandewiele

 **VANDEWIELE**



**Contact**  
quency.vandaele@vandewiele.com

**Website**



**Employees**  
Belgium 450 Worldwide 4.000

**Location**  
Marke (Kortrijk)



### Company Info

VANDEWIELE is a global market leader in designing and manufacturing high-tech machines and technology.

Our headquarters are located in Kortrijk. Worldwide there are 450 engineers, including about a hundred in Belgium, researching and developing innovative machines, in the field of mechanical design, mechatronics and software.

In addition, we have a state-of-the-art production system, with the whole production process from A to Z being realized in-house.

### Job options

- R&D Mechanical Designer
- R&D Mechatronics: Drive Engineer, Automation Engineer, AI,...
- R&D Software: C++ Engineer, Full Stack Developer
- IT: Infrastructure & Cloud Engineer, Security Engineer
- Manufacturing: Process Engineer
- International Sales Engineer

### Selection procedures

We'd love to get in touch and match your ambitions with our opportunities!

Check our job website: <https://vandewiele.com/careers> or send an e-mail to quency.vandaele@vandewiele.com and we will invite you for a chat!

## Verhaert Master in Innovation

 **VERHAERT** | MASTERS IN INNOVATION



**Contact**  
peter.roels@verhaert.com

**Website**



**Employees**  
Belgium 250 Worldwide 300

**Location**  
Kruibeke - Oost-Vlaanderen - West-Vlaanderen - Antwerpen - Vlaams-Brabant - Brussel



### Company Info

Verhaert and Verhaert Consulting are part of the Verhaert Masters in Innovation group, that support companies in their development and innovation processes.

Verhaert Consulting is the key player for all project sourcing activities to companies to strengthen their R&D, product development, design and engineering activities. Our project engineers and design engineers, (mechanical, automation, robotics, electronic hardware, embedded software, AI, ...) work on varied and exciting projects for the most diverse customers in machine building, healthcare, electronics, product development,....

At Verhaert, the employees in Kruibeke participate in the most diverse development processes, in which technology, functional and user-oriented design are integrated into new concepts and products.

### Job options

Verhaert On-Site Consulting is the perfect environment for mechanical designers, machine builders, electronic engineers hard- and software, mechatronics & automation engineers, junior project managers.... You'll work on challenging projects in mechanical engineering, automotive, telecom, medical devices, applied electronics, equipment construction, ... Verhaert is the playground of technology and innovation for AI and data science engineers, mechatronics engineers, product developers, mechanical designers, electronic designers, embedded software engineers, project engineers....

### Selection procedures

In a first interview we want to get to know you: as a person, an engineer, a developer. We get insights on your strengths, passions, ambitions and we match them with engineering opportunities at Verhaert and Consulting. Potential match? In a second interview you share your experiences in depth with development projects, thesis, .... Are you the consulting type who fits our organization and vice versa is Verhaert your playground in technology and development? Then the next step is a contract offer, financially but also your personal development plan by personal coaching and training.



## Verhelst Group



**Contact**  
axelle.gevaert@verhelstgroup.com

**Website**



**Employees**  
Belgium 400 Worldwide 400

**Location**  
Oostende - Oost-Vlaanderen - West-Vlaanderen - Anwterpen



### Company Info

Verhelst Group is a construction group with 8 areas of expertise. We take care of all construction activities, from demolition to earthworks to infrastructure works and from sand extraction to asphalt production. Verhelst Group is a total partner for professional construction projects.

### Job options

- Calculator
- Werfleider infrastructuur
- Werfleider grondwerken
- Werfleider afbraakwerken
- Landmeter

### Selection procedures

Send your CV by e-mail.  
Max. 2 job interviews directly with HR and management.

## VeroTech



**Contact**  
jobs@verotech.be

**Website**



**Employees**  
Belgium 70 Worldwide 70



### Company Info

Founded in 2010 and based in Leuven, VeroTech has grown into a trusted Belgian engineering consultancy operating at the heart of the country's high-tech ecosystem. We are a fast growing company specialized in consulting and engineering services for high-tech R&D projects. We are on top of the most challenging project opportunities in mechanics, electronics, mechatronics, embedded software and data science.

VeroTech consultants work in the world's finest technology companies and state-of-the-art R&D environments. They play a key role in innovation projects in the aerospace, space, automotive, telecom, nanotech, semiconductor, medical devices sector and many others.

At VeroTech, you'll find much more than a workplace: you'll discover a dynamic community of engineers, driven by curiosity.

### Job options

VeroTech offers a wide variety of job opportunities for engineers and technical professionals at different stages of their careers. Our open positions include roles such as software and embedded software engineer, electronics engineer, mechanical and mechatronics engineer, test and validation engineer, data or AI engineer, and process or application engineer. We support both junior and experienced profiles.

### Selection procedures

The selection process for candidates consists of three clear steps. First, a telephone screening takes place, during which the candidate's background, motivation, and overall suitability are discussed. This is followed by a technically oriented interview via Microsoft Teams, where technical knowledge, experience, and problem-solving skills are explored in more depth. Finally, meetings with clients are organized, allowing the candidate to present themselves within a concrete project context, while both the technical and personal fit are evaluated.



## VEROTECH

## Victor Buyck Steel



**Contact**  
rik.delannoy@buyck.be

**Website**



**Employees**  
Belgium 270 Worldwide 270

**Location**  
Eeklo - Gent - Buitenland



### Company Info

Victor Buyck Steel Construction (VBSC) is een toonaangevend Belgisch staalbouwbedrijf met internationale ambities. Het specialiseert zich in civiele werken zoals bruggen en waterbouw, en in hoogbouw en industriële constructies. Met modulaire systemen, logistieke expertise en slimme verbindingen garandeert VBSC snelheid en kwaliteit. Veiligheid, gezondheid en milieu staan centraal. Jaarlijks construeert VBSC circa 20.000 ton staal, waarvan 80% voor export naar o.a. Nederland, Frankrijk, UK en projecten wereldwijd. Dankzij unieke kennis, flexibiliteit en talenkennis realiseert VBSC complexe projecten en investeert continu in opleiding en jonge ingenieurs.

### Job options

- Project Ingenieur
- Site Manager

### Selection procedures

Apply @ <https://jobs.victorbuyck.be/nl/project-engineer-young-graduate>

Apply @ <https://jobs.victorbuyck.be/nl/site-manager-young-graduate>

## VINCI Building Solutions



**Contact**  
jill.boeren@vinci-energies.com

**Website**



**Employees**  
Belgium 2.800 Worldwide 102.000

**Location**  
Zwijndrecht - Kruibeke - Brussel - Waregem



### Company Info

Building Solutions is de business line van VINCI Energies die zich focust op gebouwen.

Gebouwen spelen een cruciale rol in de milieutransitie. Eigenaren en gebruikers staan voor complexe keuzes tussen deze ecologische uitdagingen, veranderende maatschappelijke verwachtingen en economische belangen.

Welke de uitdagingen ook zijn, elk gebouw is uniek.

De geschiedenis, de uitdagingen van bedrijven, de behoeften van de gebruikers en hun activiteiten vragen om een specifieke aanpak en doeltreffende oplossingen. Dat is precies waar VINCI Energies Building Solutions voor staat.

### Job options

/

### Selection procedures

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**Contact**  
Recruitment@Vintecc.com

**Website**



**Employees**  
Belgium 75 Worldwide 75

**Location**  
Roeselare - Gent



## Company Info

Vintecc is a one-stop tech agency that builds various software and AI-driven solutions from start to finish, helping different industries innovate. This enables companies to accelerate their industrial processes, making them more efficient, productive, and profitable.

Our multidisciplinary team excels in:

- Computer Vision
- Industrial IoT & Data Analytics
- Smart Automation
- Digital Twins

You will be part of a young, technically skilled team within an innovative and fast-growing environment. Collaboration and team spirit are central to our horizontal structure, where everyone works towards a common goal.

Our headquarters is located in Roeselare, but we are also active in Ghent. Passion for technological knowledge and a can-do mentality is what binds our team.

## Job options

Are you a recent graduate eager to kick-start your career? At Vintecc, we're actively looking for new colleagues across all our teams — from software engineering and AI to computer vision, robotics and control systems. You'll join a passionate, hands-on environment where learning, growth and real industry impact go hand in hand. If you're ready to help shape the smart factories of tomorrow, we'd love to meet you.

## Selection procedures

You can upload your CV through our website, after which HR will schedule a short introduction call to understand your expectations and interests. Next, you'll meet a colleague from the team that best matches your background and ambitions. Together we explore whether there's a strong mutual fit — and if there is, you're all set to kick-start your career at Vintecc!



**Contact**  
lucy.siau@vlerick.com

**Website**



**Employees**  
Belgium 250 Worldwide 250

**Location**  
Gent - Brussel



## Company Info

Vlerick Business School is a leading international business school which is consistently ranked amongst the top business schools in Europe and worldwide.

Here at Vlerick we have a hands-on learning approach: our programmes are about applying the knowledge you gain to real business situations. About using frameworks, tools and theory in practice. Our very practical programmes will help you get a taste of the real work environment. We have a very active network of alumni; more than 30,000 people in over 100 countries worldwide.

At Vlerick, we offer 6 Business Masters designed to get you career-ready from day one:

<ul style="list-style-type: none"> <li>- International Management &amp; Strategy</li> <li>- Business Analytics &amp; AI</li> <li>- Innovation &amp; Entrepreneurship</li> </ul>	<ul style="list-style-type: none"> <li>- General Management</li> <li>- Financial Management</li> <li>- Marketing Strategy</li> </ul>
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## Job options

At Vlerick, we offer 6 Business Masters designed to get you career-ready from day one:

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## Selection procedures

As places tend to fill up quickly, we encourage early application (applications open a year before the start of the programme). We also advise early application to secure one of our partial or full scholarships. Next to that, our programmes are filled on a first-come, first-served basis. Our Masters in Financial Management and Masters in International Management & Strategy programmes specifically even have capped seats and a selective admissions process organised in rounds.



**Contact**  
yourfuture@vma.be

**Location**  
Vlaanderen - Brussel - Wallonië

**Website**



**Employees**  
Belgium 1.100 Worldwide 1.200



#### Company Info

Are you fascinated by engineering and technology? Then VMA is your ideal place to start! As part of the CFE Group, we are the innovative integrator of multi-tech solutions for buildings and industry. We make buildings smarter, more sustainable, and more efficient — and you can be part of that!

With more than 1,000 enthusiastic colleagues, we deliver projects that truly make an impact: from intelligent building technologies to industrial automation and robotics.

At VMA, everything revolves around collaboration, quality, and progress. Here, you get the opportunity to take initiative, develop yourself, and help build the technologies that shape the future.

#### Job options

At VMA, you're not just choosing a job — you're choosing a launchpad for your career. We invest in your growth from day one. You get the freedom to take initiative, explore your talents, and develop yourself at your own pace. Through continuous training, coaching, and hands-on learning, you'll keep expanding your skills and shaping a future full of opportunities. You'll join an open, supportive team environment where collaboration, innovation and progress are part of our DNA.

#### Selection procedures

Discover our jobs at <https://vmaheroes.be> and become part of our team!



**vma**

SMART TECHNOLOGY  
FOR GOOD



| ZIN in No(o)rd

Ontdek onze jobs op

**vmaheroes.be**



## Vol energie voor technologie?

Werk samen met 1.000 gedreven collega's aan projecten met impact: van duurzame gebouwtechnieken tot industriële automatisering en robotisering.



HVAC



Electro



Refrigeration



Maintenance



Smart & sustainable  
building management



Robotisation | automotive



Processing & manufacturing  
technologies

#### Onze locaties

Aalst | Alken | Antwerpen | Brussel | Charleroi | Le Rœulx | Liège | Louvain-la-Neuve |  
Mechelen | Sint-Martens-Latem | Waregem | Wrocław (PL) | Katowice (PL)



## Volvo Group



**Contact**  
jobs.be@volvo.com

**Website**



**Employees**  
Belgium 5.000 Worldwide 110.000



### Company Info

The Swedish Volvo Group is one of the leading manufacturers of trucks, buses, earth-moving machinery, engines and powertrains for recreational and commercial vessels, as well as industrial applications. The Ghent facility is the Volvo Group's largest truck factory in the world. Volvo's entire European range of heavy trucks is produced and exported there. What's more, the Volvo Trucks factory in Ghent has been completely CO2 neutral since 2007.

The Ghent site is also home to several logistics activities, including the group's largest distribution centre. In addition, you will also find a number of European services such as assistance and breakdown assistance for drivers (Volvo Action Service) and technical support for dealers (Technical Dealer Support).

### Job options

Discover our OPERATIONS GRADUATE PROGRAMS starting summer 2026.

During 15 intense and exciting months, our Operation Graduate Program will give you a holistic view of our operational and logistic activities, including both the local and global perspective. You will be working with the manufacturing technologies of tomorrow, building the products of the future – electric, connected and automated. In parallel, you will grow as a person, through individual and team development sessions.

You will have a permanent position from day one and the opportunity to experience (inter) national job-rotations.

### Selection procedures

Interview with recruitment & selection

Interview with Hiring Managers

Testing & Assessment

Contract proposal

## VPK Group



**Contact**  
stijn.dammekens@vpk.be

**Website**



**Employees**  
Belgium 1.200 Worldwide 7.000



### Company Info

VPK Group produceert kartonnen verpakkingen en papier op basis van gerecycleerde vezels. Deze duurzame verpakkingen worden ontwikkeld op maat van de klant. Zo streven wij een optimale logistiek na voor onze klanten. Onze bedrijfscultuur wordt gekenmerkt door een unieke set van 4 sterke waarden: Ownership, Trust, Care & Beyond. Ze bepalen ons morele kompas en geven vorm aan onze dagelijkse activiteiten.

VPK Group is een Belgische, groeiende groep met meer dan 70 vestigingen verspreid over meer dan 20 landen wereldwijd. Het hoofdkantoor is gevestigd in Aalst. Internationaal telt de groep zo'n 7000 werknemers.

VPK Group streeft naar een open, veilige en inclusieve werkomgeving. Daarom is iedereen welkom ongeacht leeftijd, gender, seksuele voorkeur, afkomst en religie.

### Job options

Young Graduate Engineer

### Selection procedures

Our selection process, in a nutshell

Initial phone call: a short introduction to check the mutual fit.

First interview: with HR and a hiring manager from the business – practical, open and to the point.

Good match? You'll quickly receive a concrete offer.

No endless interview rounds.

Just clear conversations, real engineering challenges and fast feedback.



**Contact**  
sdew@vyncke.com

**Website**



**Employees**  
Belgium 170 Worldwide 450

**Location**  
Harelbeke



## Company Info

Our mission is to contribute to a better world by providing industrial clean energy solutions worldwide. With over 100 years of experience and craftsmanship in the field of combustion technology, we deliver tailor-made solutions, turning biomass & industrial waste into energy, to all industries and energy providers.

We are energized by entrepreneurship, innovation and sustainability. We are driven by customer intimacy. We serve global customers through a regional presence with specialized project teams. We offer high-end technology solutions and services while spreading our risks over regions, company sizes, different fuels, markets... All of this comes together in a company culture with a strong family feeling – an environment that is defined by "JEUNEN".

## Job options

Engineering is in our blood. We have engineers in project management, site management, engineering, automation, sales and customer service. Besides this, R&D is the driving force behind our technology. So...you name it and we have an engineering position for it !

We are happy to listen to your expectations in order to define the right fit for you within VYNCKE !

## Selection procedures

We want to reach out to engineers with an invested interest in a more sustainable and healthier world, who are looking to thrive in an environment of learning and development. Check out our website and discover our job openings across the world.

Applications for jobs & internships can be sent through our website.



**Contact**  
manu@we-are.be

**Website**



**Employees**  
Belgium 11 Worldwide 11

**Location**  
Gent



## Company Info

We are is a custom software engineering company. We build tailor-made applications for the biggest challenges and boldest ideas.

Based in Ghent, our team creates digital solutions that are built to last and tailored to our clients' exact needs. Instead of staying on the sidelines, we dive right into understanding their challenges, thinking along to build software that fits perfectly.

What sets us apart: we cut the bullshit. We take a no-nonsense approach rooted in transparency and commitment, viewing code as a true craft. We take pride in going the extra 5%. It's those final details that take a project from 'good' to 'exceptional'.

## Job options

- Junior software engineer
- Software engineer intern
- Experienced software engineer

## Selection procedures

- Don't hesitate and reach out to us. Don't doubt yourself, be bold.
- Writing cover letters sucks, especially when the only thing you wrote last year was code. So no extended cover letter needed, just your CV.
- We start with a 20-minute preliminary phone call. That way we can align expectations and check if we're on the same page.
- You will be invited for an initial 1 hour conversation. We want to get to know you and assess if there's a cultural fit. No stress, just be you.
- After that, you'll be invited for a second interview in which a technical screening will take place.

## Wienerberger



**Contact**  
vincent.landuyt@wienerberger.com

**Website**



**Employees**  
Belgium  
1.499

Worldwide  
22.000



### Company Info

Wienerberger is not only a global leader in the production of roof tiles, clay blocks, and facing bricks, but also a provider of a wide range of innovative construction solutions.

Our business units — wienerberger Building Solutions (with well-known brands such as Poro-therm, Terca, and Koramic) and wienerberger Piping Solutions (Pipelife, Preflex, and Steinzeug-Keramo) — form the backbone of our commitment to sustainable solutions.

We place great importance on environmental responsibility, quality, and safety. With 17 production sites, 2 showrooms, and our vibrant headquarters in Kortrijk, we bring together more than 1,500 passionate employees.

Every day, we work together to develop high-quality products and customer-oriented solutions that meet the unique needs of each construction pro.

### Job options

- Process engineer
- Maintenance engineer/manager
- Automation engineer
- Geologist
- ...

### Selection procedures

#### Selection Process

- First interview: introduction meeting with HR and the hiring manager.
- Second interview: site tour followed by a meeting with the plant manager.
- Third interview: job offer and proposal discussion.

## Yara Sluiskil



**Contact**  
vacatures.sluiskil@yara.com

**Website**



**Employees**  
Belgium  
500

Worldwide  
14.736



### Company Info

Yara delivers solutions for sustainable agriculture and the environment. Our fertilizers and crop nutrition programs help produce the food required for the growing world population. Our industrial products and solutions reduce emissions, improve air quality and support safe and efficient operations. Founded in Norway in 1905, Yara has a worldwide presence with sales to 150 countries. Safety is always our top priority.

### Job options

Process Engineer

### Selection procedures

We will carefully review your application and respond within two weeks. The selection process will consist of two formal interviews, which will also include a plant tour. An external assessment is part of the application process.



3M

**Contact**  
lverhoeven@mmm.com

**Website**



**Employees**  
Belgium 520 Worldwide 90.000

**Location**  
Zwijndrecht



#### Company Info

3M is a highly diversified premier technology company headquartered in Minnesota, USA, with a global reputation for innovation. 3M specializes in providing innovative customer solutions across a wide spectrum of businesses such as aerospace, automotive, construction, consumer electronics, general industry, health care, office, safety and security, and telecommunications.

3M Belgium N.V. has 2 locations: a head office with sales & marketing responsibilities in Diegem and a chemical plant with laboratory in Zwijndrecht.

#### Job options

Process engineer

#### Selection procedures

Pre-screening CV  
1st round: Interview via Teams  
2nd round: Half day on site with different interviews, including plant tour

4D Vision



**Contact**  
jessica.vandevijver@4dvision.be

**Website**



**Employees**  
Belgium 15 Worldwide 15

**Location**  
Berchem - Gent



#### Company Info

4D vision develops custom software for companies across various sectors, always managing the entire project from A to Z. We recruit web and mobile app developers who enjoy challenging projects and love working with state-of-the-art technologies. Additionally, we offer student jobs. 4D Vision is located in Antwerp (Spaces, PostX) and Ghent Dampoort (Quantum Building).

#### Job options

As a Full Stack Web & Mobile App Developer at 4D vision, after a short internal training, you will be responsible for delivering personalized, tailor-made IT solutions for various companies across different sectors.

You will be part of a project team, where you will mainly focus on the technical aspects of our software development.

#### Selection procedures

Interested? Send your CV to [jobs@4dvision.be](mailto:jobs@4dvision.be)



## galtitudes | Ad Ultima



**Contact**  
helene.dujardin@galtitudes.com

**Website**



**Employees**  
Belgium 230  
Worldwide 750

**Location**  
Kortrijk - Melle - Antwerpen-Berchem



### Company Info

galtitudes is an international frontrunner in digital business transformation and consultancy, with over 750 colleagues across 9 countries. As a Microsoft Inner Circle member and Scale Fast Partner, we deliver real value in ERP, CE, BI & AI, Document Management, PLM, IoT, AR, CAD, and eCommerce. We are an end-to-end implementation partner, helping clients in manufacturing, distribution, and services achieve sustainable results by guiding them from strategy through implementation.

Starting September 2026, our Young Potentials Academy launches: a fully immersive learning program for ambitious master's students in Business Engineering, Business Economics, and IT, focused on technology, business, and personal growth to jumpstart their careers.

We are ready to reach new heights... Are you?

### Job options

For junior profiles, galtitudes offers a variety of opportunities. You'll start in our Young Potential Academy, an intensive learning program where you, together with other Young Potentials, will master all the ins and outs of the field. After 3 months, you'll be ready to shine in your role as a Junior Functional Consultant. Possible career paths include:

- Junior Microsoft Dynamics 365 Supply Chain Management Consultant
- Junior Microsoft Dynamics 365 Finance Consultant
- Junior CE Consultant
- Junior BC Consultant

All roles are fully detailed on our job site, so feel free to take a look.

### Selection procedures

At galtitudes, it's not just about experience or degrees, it's about you as a person. We believe in a people-focused, personal, and transparent selection process.

First conversation with the recruiter  
Casual and approachable; we get to know you and talk about your motivations and interests.

Second conversation with the business  
Meet your team and manager. Together, we explore whether there's a good fit for the role.  
Positive outcome? A clear offer follows quickly, including benefits such as an electric company car from day one.

# Notes

# Notes