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VTK

JOB

FAIR

2020

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ICC GENT



# WELCOME

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 a thousand times before, but it is the honest truth: your world is about to change! 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 activities to develop and improve your soft skills and to get to know the different engineering sectors with the many possibilities they have to offer.

Today, you get to meet over 140 interesting companies at our VTK Jobfair! As an engineer, the possibilities are almost limitless, as you will soon discover yourself. Therefore, your decision of where to start your career will not be an easy one. Consequently, we hope to make your 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 Jobfair. 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 have a taste of life in a company before you choose your first job.

In this Jobguide, you are able to find information of every participating company and a few other equally interesting companies. 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 your company of 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

Kaat Claessens  
Elisabeth Hoffman  
Marija Pizurica  
Maarten van den Akker

Féline De Pandelaere  
Jarne De Waele  
Thomas Lips  
Hélène Roelandt



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# PREFACE OF OUR DEAN

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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**

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# ALUMNI ASSOCIATION ENGAGE

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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: there are plenty of benefits that go together with an Engage membership! Are you a graduate of the faculty of Engineering and Architecture? Come and get your Engage membership! Visit our Jobfair booth or our website ([aig.ugent.be/engage/](http://aig.ugent.be/engage/)) for more information and an overview of all activities.

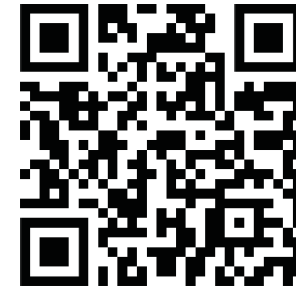
 **ENGAGE**  
empowered by VTK, MaChT, Hermes, Poutrix



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# FOLLOW US

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Like our '**VTK Career & Development**' Facebook **page** to stay updated about our future events and interesting opportunities!



Discover our **website** [www.vtk.ugent.be/career](http://www.vtk.ugent.be/career).  
Find your dream job on our **job vacancy platform**!  
If you're not graduating yet, check out our platforms for **internships** or **student jobs**.

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# WHAT TO ASK?

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If you want to know what it's like working in a certain company, but you don't have specific questions for the company representatives, we are here to help you out! Here are some questions to get the conversation flowing.

What are the most important **qualities** you look for in an engineer?

What is the company **atmosphere** like?

How many **working hours** is a week on average?

Are there **travelling** or **expat** possibilities?

Are there a lot of **young engineers**?

Is there a lot of **training** as a young graduate?

What does an **average day** as an engineer in your company look like?

What is the **application** procedure like?

Is it possible to **work from home**?

Are the working hours **flexible**?

Is there a special **young graduate program**?

What do you **like** the most about your job?

Why did you choose **this company**?

Are there many **career growth opportunities**?

Do you often **work in teams**?

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# DAY SCHEDULE

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## MOCK-UP INTERVIEWS

1st floor  
15h - 20h

## PROFESSIONAL PICTURE

escalator  
15h - 20h



## RESUME SCREENING/ LINKEDIN SCREENING

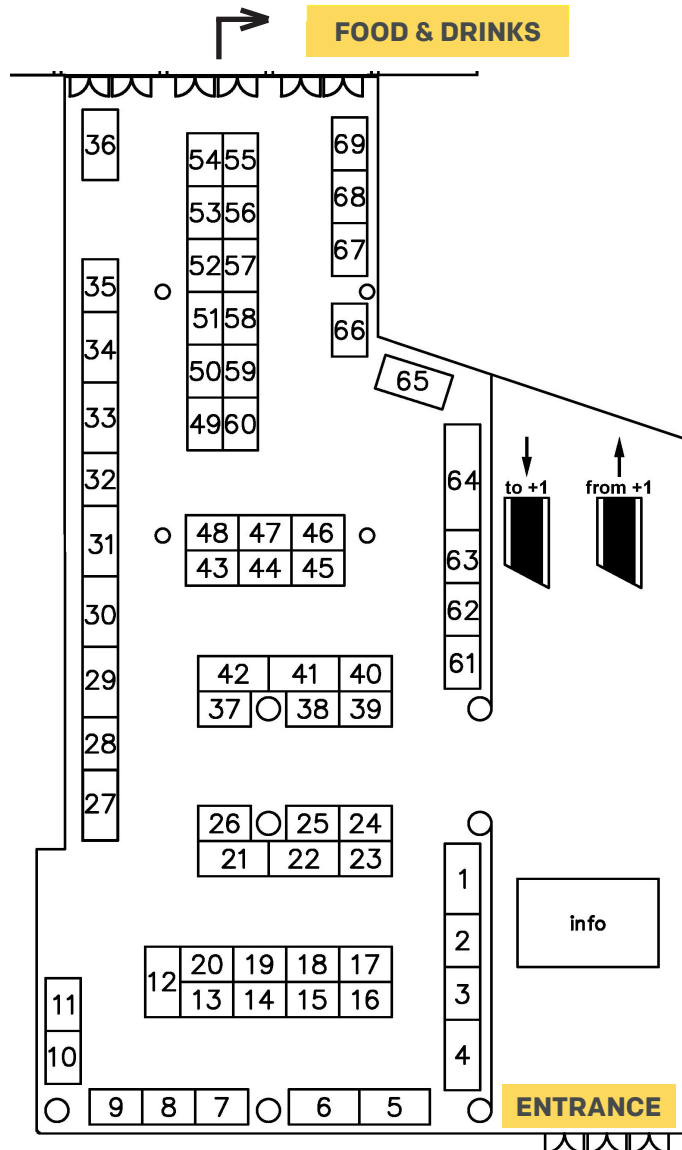
1st floor  
15h - 20h

## DINNER

bar  
17h30 - 19h30

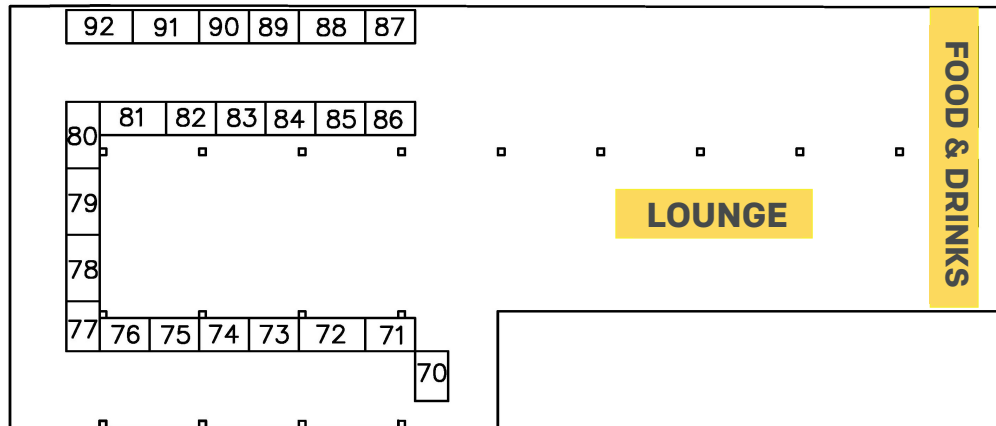


# FLOOR 0



- |    |                         |    |                        |
|----|-------------------------|----|------------------------|
| 1  | Boydens Engineering     | 37 | Dxc Technology Belgium |
| 2  | Procter & Gamble        | 38 | Toyota Motor Europe    |
| 3  | Waylay                  | 39 | Student.be             |
| 4  | BESIX                   | 40 | Flanders Make          |
| 5  | BASF Antwerpen          | 41 | LVD                    |
| 6  | Aquafin                 | 42 | Sweco Belgium          |
| 7  | VPK Packaging Group     | 43 | Exellys                |
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| 25 | Brunel Belgium          | 61 | TMC                    |
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| 27 | DOW                     | 63 | PsiControl             |
| 28 | PepsiCo                 | 64 | TOTAL                  |
| 29 | Capgemini Belgium       | 65 | DEME                   |
| 30 | Smulders                | 66 | Atlas Copco Airpower   |
| 31 | Objective International | 67 | Milcobel               |
| 32 | AG Insurance            | 68 | In The Pocket          |
| 33 | Jan De Nul              | 69 | ArcelorMittal Gent     |
| 34 | ExxonMobil              |    |                        |
| 35 | buro Nexus              |    |                        |
| 36 | Clarebout Potatoes      |    |                        |

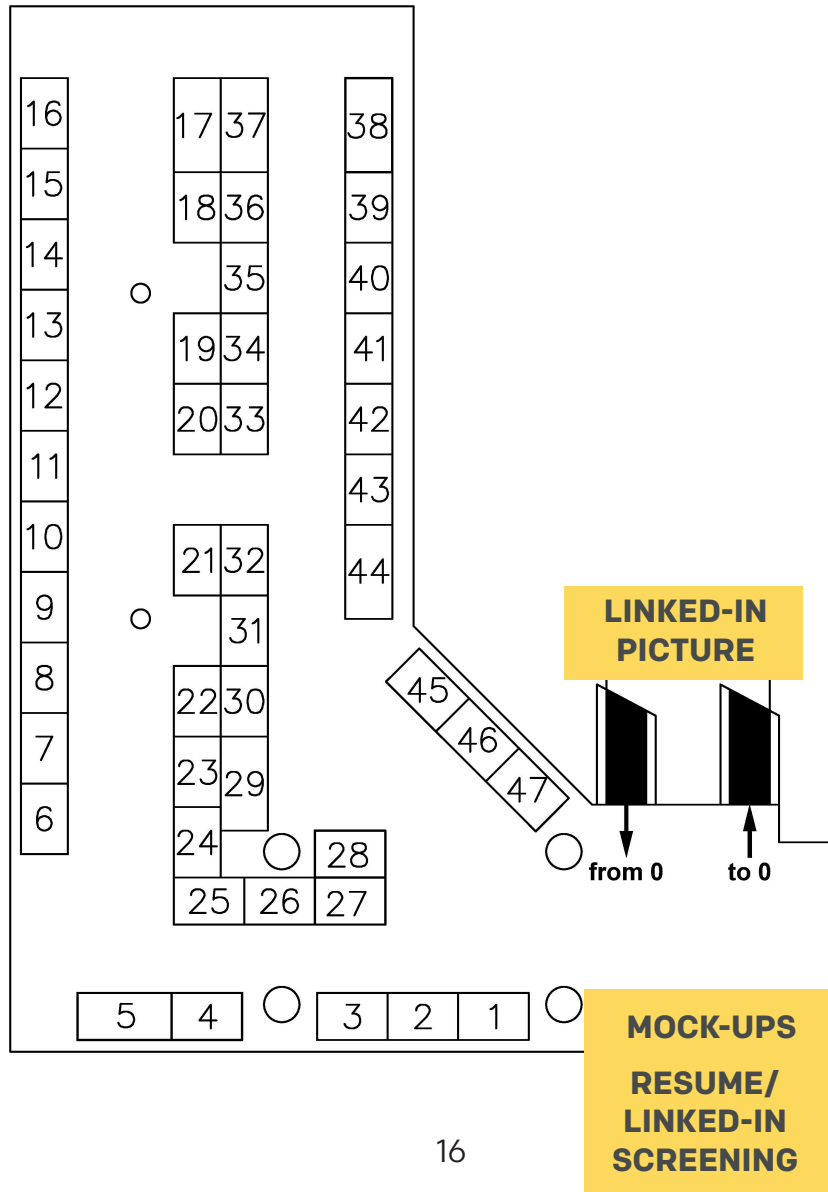
# FLOOR 0



- 70 Skedify nv
- 71 Basalte
- 72 TUC RAIL
- 73 Cargill
- 74 VICTOR BUYCK STEEL CONSTRUCTION
- 75 Siemens
- 76 Daikin Europe N.V.
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- 83 Ernst & Young Special Business Services CVBA
- 84 Solid Talent
- 86 Vlerick Business School
- 87 Beaulieu International Group
- 88 ie-net engineering association
- 89 MIPS
- 90 Be-Mobile
- 91 Eastman
- 92 Democo Group



# FLOOR 1



- |    |                        |    |                           |
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| 1  | Umicore                | 37 | Cisco                     |
| 2  | Agristo                | 38 | ENGIE                     |
| 3  | Skyline                | 39 | Tractebel                 |
| 4  | Renotec                | 40 | Deloitte                  |
| 5  | UNILIN                 | 41 | CEGEKA                    |
| 6  | Comsof                 | 42 | Vero Duco                 |
| 7  | Evolta                 | 43 | 4D vision                 |
| 8  | DENYS                  | 44 | ABETEC                    |
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| 10 | Fluor                  | 46 | Nationale Bank van België |
| 11 | BAM Contractors        | 47 | ON Semiconductor Belgium  |
| 12 | Nalys                  |    |                           |
| 13 | Colruyt Group Services |    |                           |
| 14 | Smart and Easy         |    |                           |
| 15 | VMA                    |    |                           |
| 16 | MULTI.engineering      |    |                           |
| 17 | Cognizant              |    |                           |
| 18 | Crunch Analytics       |    |                           |
| 19 | Dekimo                 |    |                           |
| 20 | Vulcain Engineering    |    |                           |
| 21 | MIVB                   |    |                           |
| 22 | Melexis                |    |                           |
| 23 | ScioTeq                |    |                           |
| 24 | Keysight               |    |                           |
| 25 | AKKA Belgium           |    |                           |
| 26 | ING                    |    |                           |
| 27 | Wienerberger           |    |                           |
| 28 | PEC                    |    |                           |
| 29 | JURI nv                |    |                           |
| 30 | NV Vandebussche        |    |                           |
| 31 | Borealis Kallo         |    |                           |
| 32 | vind!                  |    |                           |
| 33 | Nokia Bell NV          |    |                           |
| 34 | Worley België          |    |                           |
| 35 | Van Tornhout           |    |                           |
| 36 | OMP                    |    |                           |



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# COMPANIES

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# LEGEND

Find your match!



Civil Engineering, Architecture



Mechanical Engineering, Automation, Control Engineering



Chemical Engineering, Material Sciences, Chemistry



Computer Sciences, Informatics, IT



Electrical Engineering, Electronics



Physical Engineering, Physics, Photonics, Mathematics



Biomedical Engineering



Operations Research, Business Economics, Finance



Other/all

Not graduating yet?



This company offers the possibility to collaborate on a thesis/master's dissertation.



This company also offers internships.

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 109 Jan De Nul  
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 170 Tractebel  
 171 TUC RAIL  
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 191 Willy Naessens



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- 125 ML6
- 128 Nalys
- 131 Nokia Bell NV
- 133 Objective International
- 134 OIP Sensor Systems NV
- 135 OMP
- 137 OTA Insight
- 142 Picanol Group
- 144 Proximus
- 145 PsiControl
- 147 Radix.ai
- 149 Robovision BVBA 27

150	ScioTeq
151	Siemens
152	Sigasi
153	Sioux
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155	Skedify nv
157	Smart and Easy NV (Contract.fit)
162	ST Engineering iDirect
164	Televic N.V.
168	TomTom Belgium NV
180	VeroTech BVBA
183	VINCI Energies
187	Volvo Group
190	Waylay
194	XPE Group NV (Modis)



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38	ALTEN Belgium
40	Antwerp Space
43	ArcelorMittal Gent
42	Aquafin
46	Audi Brussels
49	Barco
51	Basalte
58	BEP Europe
66	Boydens Engineering
64	buo Nexus
71	Cisco
75	Colruyt Group Services
81	Dekimo
84	Damen
93	ENGIE
105	Infrabel
114	Keysight

117	MIVB
120	LVD
118	Masters in Innovation
122	Melexis
123	Milcobel
127	Nalys
133	OIP Sensor Systems NV
135	ON Semiconductor Belgium BVBA
138	PEC
141	Picanol Group
144	PsiControl
145	Qinetiq Space
149	ScioTeq
151	Sigasi
157	Smulders



## ELECTROMECHANICAL ENGINEERING.....

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37	Air Liquide
39	ALTEN Belgium
42	ArcelorMittal Gent
46	Atlas Copco Airpower NV.
47	Audi Brussels
54	BASF Antwerpen
55	Beaulieu International Group
59	BEP Europe N.V.
61	BESIX
63	Borealis Kallo NV
64	Brunel Belgium
65	Boydens Engineering
67	buo Nexus BVBA
68	Cargill
73	Clarebout Potatoes
76	Colruyt Group Services

81	Daikin Europe N.V.	
83	Damen Shipyards / Damen Schelde Naval Shipbuil-	
87	DEME	
88	Democo Group	
89	DENYS NV	
90	Dow Inc.	
92	Eastman	
94	ENGIE	
96	Evolta	
98	Flanders Make	
99	ExxonMobil	
101	Fluor	
104	IKOS Belgium	
105	INEOS	
106	Infrabel	
114	Kapernikov	
119	LVD	
121	Masters in Innovation	
124	Milcobel	
130	NMBS	
139	PEC	
146	QINETIQ SPACE	
149	Robovision BVBA	
151	Siemens	
159	Solid Talent	
167	TMC	
169	TOTAL	
170	Toyota Motor Europe	
171	Tractebel	
173	TREMEC	
175	Umicore	
177	UNILIN	
179	Vero Duco	
180	VeroTech BVBA	
182	vind!	
183	VINCI Energies	30

186	VMA	
187	Volvo Group	
188	VPK Packaging Group	
189	Vulcain Engineering	
191	Wienerberger NV	



## ENGINEERING PHYSICS & PHOTONICS .....

135	ON Semiconductor Belgium	
154	Smart and Easy (Contract.fit)	



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35	Agristo	
57	Be-Mobile	
59	bluecrux	
70	Capgemini Belgium	
78	Cognizant	
82	delaware	
85	Deloitte	
90	Dxc Technology Belgium	
94	Ernst & Young	
108	Itineris	
116	Luminus	
128	Nationale Bank van België	
132	Objective International	
134	OMP	
139	PepsiCo	
143	Proximus	
156	Skedify	



## OTHER/ALL .....

33	Accenture	
34	AG Insurance	
35	Agristo	



## Employees

Belgium: 15  
Worldwide: 15

## Contact

Jessica Van de Vijver  
jessica.vandevijver@4dvision.be

## Website

<http://www.4dvision.be/>

## Main work places

Quinten Building, Uitbreidingstraat 60,  
Berchem  
Quantum Building, Oktrooiplein 1, Gent

## THE COMPANY

4D vision is a software developer for companies and organizations with often complex processes that are impossible to translate into standard software solutions. 4D vision provides customization, in many different sectors whereby we always execute the project from A to Z. We ensure that the client's vision and processes are perfectly reflected in the custom made software solution. For tablet, smartphone or PC.

We are based in Antwerp (Quinten building) and in Ghent (Quantum building).

## JOB OPPORTUNITIES | Hiring 1-5 engineers

We are looking for full stack web developers, who love to work with state-of-the-art technologies and who are eager to learn.

As a full stack developer, your career at 4D vision starts with a brief training. After this training you will join a project team. Your focus lies with the technical aspects.

What do you get in return?

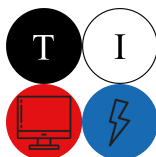
- Challenging projects
- Possibilities for growth to become an expert at what you do
- A training budget that includes obtaining your Microsoft Certificate
- An environment where collegiality and personal coaching are key
- Flexible working hours

## SELECTION PROCEDURE

Mail your cv to [jessica.vandevijver@4dvision.be](mailto:jessica.vandevijver@4dvision.be)

The selection procedure consists of 2 interviews and an online screening. The whole procedure only takes about 2 weeks.

If everything goes well, we will make you a job offer.



## Employees

Belgium: 75  
Worldwide: 76

## Contact

Roseline Van Damme  
rvandamme@abetec.be

## Website

<http://www.abetec.be>

## Main work places

Poldergotestraat 1, 9240 Zele

## THE COMPANY

ABETEC architecten & ingenieurs, located in Zele, nearby the E17 only 20 minutes away from Ghent and Antwerp, is a leading office of architects and engineers.

We offer our clients high quality and one-single-point-of-contact and aim to make sure our client has no worries about his project and can remain focussing on his own core business. High quality, long term relationships are our goals.

We are active in several industries, in Belgium and abroad. Business to business but we also work for governments. The strength lies within the fact that we can offer all disciplines in one team. Not only attractive for our clients but also for our team members!

The BIM-story is very much alive within our company!

## JOB OPPORTUNITIES | Hiring 1-5 engineers

We are constantly looking for passionate architects and engineers, both with experience and recent graduation.

Currently, we are looking for:

- EPB-auditor
- Engineer electricity
- Engineer HVAC
- Engineer stability

What we can offer you? Take a look at our website, come and visit us at our stand or send us an email and we will be happy to tell you about our great place to work!

## SELECTION PROCEDURE

At ABETEC, we don't believe in heavy selection rounds. Send us your CV, if at that moment we have a vacancy that matches your profile, we will gladly invite you for an interview.

If, after this interview, we have the feeling that it is a match, then together we can see how we may seal our cooperation!



**Employees**

Belgium: 1300  
Worldwide: 49200

**Contact**

Sarah Hendrickx  
sarah.hendrickx@accenture.com

**Website**

<http://www.accenture.be/>

**Main work places**

Brussel

**THE COMPANY**

Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology, security and operations. Combining unmatched experience and specialized skills across more than 40 industries and all business functions—underpinned by the world’s largest delivery network—Accenture works at the intersection of business and technology to help clients improve their performance and create sustainable value for their stakeholders. With more than 492,000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives. Visit us at [www.accenture.com](http://www.accenture.com).

**JOB OPPORTUNITIES | Hiring 50-100 engineers**

WANTED: Young graduates 2020 (M/F) to join our dynamic team!

- Management Consulting
- Technology Consulting
- Strategy
- Digital
- Digital Technologies
- SAP/Oracle/Cloudfirst
- New IT
- Functional or Technical Analyst in the Resources or Financial Services Industry
- Security
- Infrastructure
- Operations

**SELECTION PROCEDURE**

- Online Assessment
- HR interview
- Manager interview
- MD interview
- Offer



**Employees**

Belgium: 4400  
Worldwide: 13071

**Contact**

Frisine Wauters  
frisine.wauters@aginsurance.be

**Website**

<http://www.aginsurance.be/>

**Main work places**

Brussels

**THE COMPANY**

Een werkplek waar je zelf het heft in handen mag nemen. Waar iedereen je aanmoedigt om te tonen wat jij in je mars hebt. En waar je collega’s samen met jou hun schouders zetten onder de toekomst. Jij bent een durver die de klant écht centraal zet? Tot binnenkort dan, bij AG. Met zo’n 600 zijn ze, onze IT-specialisten. Allemaal topcollega’s die elke dag meebouwen aan de technologische (r)evolutie bij AG. Artificiële intelligentie? Robotics? Data Analytics? Die zijn vandaag niet meer weg te denken vandaag bij AG!

- Als IT Young Pro volg je een specifiek ontwikkelingstraject
- De eerste maanden ben je vooral bezig met ontwikkeling. Je leert onze applicaties, tools, omgeving én manier van werken bij AG door en door kennen. Van een stevige basis gesproken.

**JOB OPPORTUNITIES | Hiring 10-50 engineers**

Klaar voor meer? Dan start je met een functionele of technische analyse. Vanaf nu werk je ook samen met andere teams en afdelingen. Hoe het verder evolueert? Zeg jij het maar. Jij kiest samen met ons welke richting het beste aansluit bij je competenties en interesses. Mooi, toch?

Dit ben jij helemaal:

- IT is helemaal je ding
- Je bent gezond ambitieus, je wil meewerken aan projecten met impact
- Je ziet een meertalige omgeving als een plus
- Klantgerichtheid is your middlename
- Je bent een vat vol ideeën en pingpong er graag over met je collega’s
- Je hebt bijna een IT-opleiding afgerond

**SELECTION PROCEDURE**

Iets anders gestudeerd? Overtuig ons dan met je passie voor IT. Dit wil je toch niet missen? Een topjob bij de marktleider in de verzekeringssector. We streven er ook voortdurend naar om onze klanten nog beter te ondersteunen. En daarvoor rekenen we op jou. Een enthousiast en dynamisch team dat een dikke 10 krijgt voor sfeer en gezelligheid. De kans om jezelf voortdurend te ontwikkelen, met een brede waaier aan opleidingen. Helemaal verkocht? Solliciteer vandaag nog en kom naar onze recruitment day op 24 maart of 7 april 2020.





#One family - Ongekende kwaliteit - Oneindige mogelijkheden - State of the art productie - Wereldwijde export

**Employees**

Belgium: 750  
Worldwide: 1000

**Website**

<https://solliciteren.agristo.com/>

**Main work places**

Waterstraat 40, Harelbeke  
Venecoweg 12, Nazareth  
Ridder De Ghellinckstraat 9, Wielsbeke  
Heieinde 1, Tilburg

**Contact**

Ann-Sophie Desmet  
talent@agristo.com



Chemistry - Production - Optimalization - Processes - Pipelines

**Employees**

Belgium: 800  
Worldwide: 65000

**Website**

<https://www.airliquide.com/belgium>

**Main work places**

Brussels  
Antwerp  
Flanders  
Wallonia  
the Netherlands

**Contact**

Mariline Dekempeneer  
mariline.dekempeneer@airliquide.com

**THE COMPANY**

We loooooove potatoes!

Agristo is dé specialist in diepgevroren aardappelproducten.

Je vindt ons in Harelbeke, Nazareth, Wielsbeke en Tilburg. Van daaruit exporteren we diepgevroren aardappelproducten naar de hele wereld. Bij ons werken al een 1000-tal Potatoholics: mensen die helemaal weg zijn van aardappelen. Word jij binnenkort één van ons? Ontdek het Young Potatoholics Program en word begeleid naar de job van je dromen.

**JOB OPPORTUNITIES | Hiring 1-5 engineers**

Ben jij een superenthousiaste Master in spé en wil je meestappen in ons Young Potatoholic Program? Reserveer dan snel je plaats op [www.youngpotatoholic.com](http://www.youngpotatoholic.com).

Wie het Young Potatoholics Program bij Agristo volgt, zit 1,5 tot 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. Na dit traject ken je perfect de 'ins en outs' van Agristo. Het is de perfecte eerste stap naar een uitdagende job.

**SELECTION PROCEDURE**

1. Online sollicitatie
2. Screening CV
3. Online testbatterij
4. Gesprek HR
5. Speed date + netwerkmoment met directie
6. Contractaanbod
7. Opstart



**THE COMPANY**

Air Liquide Group founded its subsidiary in Belgium in 1906. For over 100 years now we have consistently pursued a dynamic industrial investment policy, one that makes us a technological leader and guarantees optimal safety.

In 2011, we further strengthened our Group by consolidating our talents and cultures in the Benelux organisation.

Today, our 900 employees in Belgium are proud of the reliable delivery and high-quality services that they provide to industrial customers, patients and hospitals.

**JOB OPPORTUNITIES | Hiring 1-5 engineers**

Currently looking for:

- Process Operators
- Plant Engineers
- Project Managers
- Maintenance Engineers
- Maintenance Technicians
- Real Time Engineers
- ....
- YOU!

**SELECTION PROCEDURE**

- First contact with HR
- Interview with manager
- Interview with team leader/senior colleagues



**Employees**  
Belgium: 950  
Worldwide: 22000

**Website**  
<https://vtk.ugent.be/career>

**Contact**  
Karim Abouhafes  
karim.abouhafes@akka.eu

**Main work places**  
Evere  
Gent  
Luik  
Charleroi  
Eindhoven - Amsterdam

## THE COMPANY

AKKA Belgium, engineering consulting company is the Belgian and Dutch subsidiary of the AKKA Technologies Group who is counting around 22000 collaborators over the world in more than 27 countries. Supporting the major industrial actors in Benelux for more than 30 years, AKKA Belgium offers you the tools to develop yourself and make your career blossom. Whether you are a junior, experienced or expert engineer, we are able to present motivating projects on track with your career ambitions.

Our goal :  
Put our strong engineering expertise at our customers' disposal thanks to our talents operating in: Engineering, Production, Quality, Purchasing & Logistics and Project Management.

## JOB OPPORTUNITIES | Hiring 100+ engineers

For the last 30 years, we have supported the major players on the industrial market in all stages of their projects. Thanks to our presence in different fast-evolving sectors such as aerospace, railway, defense, automotive, life sciences, energy and high-tech, we have gained an enormous expertise that we can offer, cross-sector, to our clients. This is how we help build the world of tomorrow!

With our extensive Career Road Map, we offer our employees a clear view of possible evolutions and opportunities in their career and we offer them all the tools they need to develop themselves.

## SELECTION PROCEDURE

When we have an interesting CV, a recruiter will do a phone-screening. If positive, the candidate will have an interview. A business manager can join this conversation to explain some (re) current and/or future projects. It is possible that a second interview will follow with more business managers and/or a technical test. If we have a project, we will present the candidate. If positive, the candidate will meet the client and will receive additional information. When all parties agree, the candidate can start on project.



**Employees**  
Belgium: 800  
Worldwide: 34000

**Website**  
<http://www.alten.be/>

**Contact**  
Kevin Marcos Alvarez  
kmarcosalvarez@alten.be

**Main work places**  
Bruxelles  
Oost-Vlaanderen  
West-Vlaanderen  
Antwerpen  
Limburg

## THE COMPANY

ALLEN Belgium has become a reference partner for its customers, based on discriminating competitive strengths: located over the entire territory: Flanders, Wallonia and Brussels, and adaptation to the French, Dutch and English-speaking environments; a diversified and well-balanced product and service supply, from consulting to full project realisation in service centre mode. Expertise in all three group business lines (Engineering, Life Sciences, Enterprise Services) providing the ability to operate in all business sectors.

## JOB OPPORTUNITIES | Hiring 100+ engineers

We are an engineering company, we are looking for engineers with an engineering background. You are :

- Electromechanical engineer
- Mechanical engineer
- Electronical enigneer
- Electrical engineer

Join us!

## SELECTION PROCEDURE

Two interviews :  
You have a first interview with one our business manager to undestand what do you want to do. You have a second interview with our HR department and you meet multiple business managers to speak about a lot of opportunities and to finish you will also meet our Senior Business Manager to discuss about your career !





Consultancy - ER&D - Electromechanics - Life sciences - Embedded electronics

**Employees**

Belgium: 800  
Worldwide: 45000

**Website**

<http://www.altran.be/>

**Contact**

Altran Belgium  
[campusteam.belgium@altran.com](mailto:campusteam.belgium@altran.com)

**Main work places**

Belgium

**THE COMPANY**

Altran ranks as the undisputed global leader in Engineering and R&D services (ER&D), following its acquisition of Aricent.

The company offers clients an unmatched value proposition to address their transformation and innovation needs. Altran works alongside its clients, from initial concept through industrialization, to invent the products and services of tomorrow. For over 30 years, the company has provided expertise in aerospace, automotive, defense, energy, finance, life sciences, railway and telecommunications. The Aricent acquisition extends this leadership to semiconductors, digital experience and design innovation.

Combined, Altran and Aricent generated revenues of €2.9 billion in 2017, with some 45,000 employees in more than 30 countries.

**JOB OPPORTUNITIES | Hiring 10-50 engineers**

As Innovation Makers, we do not accept the way things are. We constantly question the status quo so that we can help turn innovations into reality. Innovations that improve lives and the world.

At Altran you and expert colleagues will accompany clients in the creation and development of cutting-edge products and services. Teaming up to shape the future, as well as your own. And since we know that you have big plans for the future, our priority is to help you enhance your technical skills and develop the career path that is right for you.

**SELECTION PROCEDURE**

- CV selection done after the job fairs
- IF GO
- Ignite your career: first selection round
- IF GO
- Ignite your career: second selection round
- IF GO
- Contract offer



Telecommunication - Exploration - Satellite Communication - Navigation - Radar

**Employees**

Belgium: 45  
Worldwide: 2700

**Website**

<http://www.antwerpspace.be>

**Contact**

Bart De Neve  
[bart.de\\_neve@antwerpspace.be](mailto:bart.de_neve@antwerpspace.be)

**Main work places**

Hoboken, Antwerpen

**THE COMPANY**

Antwerp Space is a leading company in Belgium, active in the field of satellite communications. It is part of OHB SE, a European Space and Technology group that currently employs over 2700 people.

Antwerp Space's core business is in the delivery of satellite communication-, navigation- and radar solutions and products for scientific, exploration and telecommunication missions. twhe company activities are located in Antwerp since 1962, when it was founded as part of Bell Telephone.

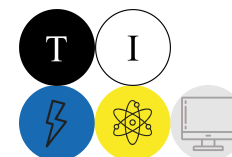
We employ highly skilled engineers and PhDs from all over the world!

**JOB OPPORTUNITIES | Hiring 1-5 engineers**

- System Engineers specialised in Navigation, Radar or Communication Systems
- VHDL/FPGA Design Engineer
- Junior System Engineers
- Electronics Engineer

**SELECTION PROCEDURE**

Apply via the Antwerp Space website by uploading your CV and motivation letter.



# It's what we're all about!



Working to provide clean water! That's what project manager Xenia does every day, along with more than 1,100 colleagues at Aquafin. Would you like to be involved in the ecological restoration of our watercourses and the revival of endangered species in Flanders too?

Then have a look at [www.aquafin.be/jobs](http://www.aquafin.be/jobs). We are always on the lookout for motivated employees throughout Flanders.

[jobs@aquafin.be](mailto:jobs@aquafin.be) • [www.aquafin.be/jobs](http://www.aquafin.be/jobs)

Follow Aquafin on     



## Aquafin

Environment - Water purification - Local

**Employees**  
Belgium: 1100  
Worldwide: 1100

**Website**  
<http://www.aquafin.be>

**Contact**  
Johan Thielemans  
[jobs@aquafin.be](mailto:jobs@aquafin.be)

**Main work places**  
Aartselaar  
Gent

### THE COMPANY

Clean watercourses and an environment in harmony with water, that is what we work towards every day at Aquafin. As expert in wastewater collection and treatment, we are responsible for the financing, operation and expansion of the wastewater treatment infrastructure in Flanders. We also help municipalities deal with stormwater differently, by making more space for it and integrating it into public areas.

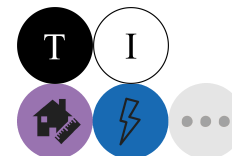
Each day, we treat over 2 billion liters of wastewater before safely discharging it in brooks and rivers. Make no mistake, our calm flowly water strongly contrasts with the dynamics in our company. Yearly we realize sanitation projects for over 250 million euros and maintenance and improvement projects for over 15 million euros. Add to that a leading role in research in Europe.

### JOB OPPORTUNITIES | Hiring 1-5 engineers

- Projectmanager Bouwkunde
- Gebiedsingenieur
- Studieverantwoordelijke Bouwkunde

### SELECTION PROCEDURE

Nadat we een positief verkennend gesprek met je hebben gehad op de jobbeurs, nodigen we je graag uit op ons hoofdkantoor in Aartselaar voor een eerste gesprek met één van onze recruiters. Na positieve evaluatie kan je dan nog uitgenodigd worden voor een vervolgesprek met twee Managers.



**Employees**  
Belgium: 5800  
Worldwide: 222000

**Website**  
<https://belgium.arcelormittal.com/>

**Contact**  
Elke Osselaer  
[elke.osselaer@arcelormittal.com](mailto:elke.osselaer@arcelormittal.com)

**Main work places**  
Ghent

## THE COMPANY

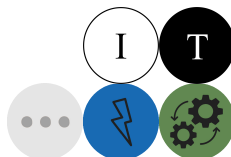
From urban wastelands to sustainable cities. Not everyone can say their job involves transforming the world, but you can. At ArcelorMittal, we are finding ever more sustainable ways to make the steels used to build towns and cities everywhere. For you, it's an opportunity to work with the latest technology, driving innovations that will make us the world's cleanest steel producer and changing how people live for the better. And being a part of our team means you'll get support, training and opportunities to work on exciting projects.

## JOB OPPORTUNITIES | Hiring 10-50 engineers

In a large company such as ArcelorMittal Ghent you will be given every opportunity for further self-development and to seek new challenges. We invest heavily in our employees and make maximum use of internal promotion. Over the course of your career you can take advantage of many training opportunities. Thanks to our extensive offering you can determine the form of your career yourself. Even a career way beyond the national borders is within the realms of possibility. After all, the ArcelorMittal group is present not just in Europe but has subsidiaries all over the world.

## SELECTION PROCEDURE

When you apply for a vacancy, our HR team carries out an initial screening on the basis of your academic qualifications. You are invited for a talk, which does not involve any tests. You will be assessed on the basis of a number of interviews in two selection rounds. You will meet not only our HR team but also people from what might well become your future department. In this way, you get a good picture of our company and of the position itself. If after two rounds of selection you emerge as final candidate, we will immediately make you a proposal of an employment contract.



**Employees**  
Belgium: 750  
Worldwide: 750

**Website**  
<https://www.artesgroup.be/>

**Contact**  
Ellen De Zutter  
[ellen.dezutter@artesgroup.be](mailto:ellen.dezutter@artesgroup.be)

**Main work places**  
Zeebrugge  
Brugge  
Kruikebe  
Gent

## THE COMPANY

The epitome in terms of civil engineering, construction, waterworks, and restoration. That is the Artes Group. Artes Depret, Artes Roegiers, Artes TWT, and Artes Woudenberg, each one a well-known construction company, with its own unique specialisations and skills, serve as the group's foundation. We are active with these companies in the fields of hydraulics, construction, and civil engineering, which benefits the internal mobility of our staff. Thanks to its geographic distribution, the Artes Group is also the perfect employer for students residing all over Belgium. This provides the necessary interaction in terms of knowledge, experience, and materials, which represents major added value.

## JOB OPPORTUNITIES | Hiring 10-50 engineers

The Artes Group is always on the lookout for new talent. Every year, we recruit inexperienced project engineers who work together with us to continue to develop the future of our company. As a project engineer, you are responsible for every aspect of your construction site. This concerns the entire practical organisation of the comprehensive execution of work on the site, be it technical, financial, or administrative. You supervise our own teams so that projects progress and run smoothly, as well as the subcontractors involved.

## SELECTION PROCEDURE

Are you interested in becoming one of our constructive people? Then be sure to visit [www.artesgroup.be/werken-bij](http://www.artesgroup.be/werken-bij) and apply for one of the job openings or send us your CV for consideration via the form.



**Employees**  
Belgium: 2700  
Worldwide: 44000

**Website**  
<http://www.atlascopco.com/>

**Contact**  
Rekrutering Atlas Copco  
[rekrutering@be.atlascopco.com](mailto:rekrutering@be.atlascopco.com)

**Main work places**  
Wilrijk

## THE COMPANY

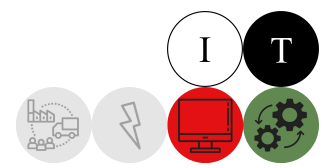
The Atlas Copco Group serves customers through innovative compressors, vacuum solutions, generators, pumps, power tools and assembly systems. We are a global and diverse Group of many strong brands and around 34 000 employees representing different cultures in more than 180 countries. We have a wide range of positions so whatever your interests or area of expertise, we offer interesting challenges and the opportunity to grow. Passionate people create exceptional things. We believe in challenging the status quo, always looking for a better way. Our leading edge technology enables us to innovate for a sustainable future. We believe that people make it happen and with us you are empowered to act. Your ideas can make a real difference and contribute to the quality of life for people everywhere.

## JOB OPPORTUNITIES | Hiring 10-50 engineers

Purchaser, Project Engineer, Software Engineer, Test Engineer, Manufacturing Engineer, QA Engineer, Technology Engineer

## SELECTION PROCEDURE

First interview with HR where we explore the possibilities, in a next round the division will give more explanation about the job, projects, team... And ofcourse you want to meet the team and see where you are going to work.



**Employees**  
Belgium: 3000  
Worldwide: 92000

**Website**  
<http://www.audibrussels.be/jobs>

**Contact**  
Annelies Schut  
[jobs.audibrussels@audi.de](mailto:jobs.audibrussels@audi.de)

**Main work places**  
Britse Tweedelegerlaan 201, 1190 Vorst

## THE COMPANY

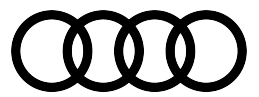
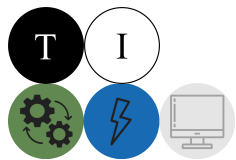
At Audi Brussels, we are working on the sustainable mobility of the future with the production of the Audi e-tron - the first full-electric model of the brand with four rings. On our way into the future of mobility we can rely on over 70 years' experience from our proud tradition in car production. With this pioneering spirit in their DNA, our staff work in a wide variety of roles: be it producing the car, manufacturing the battery, maintaining our high-tech installations and robots, assuring our high quality standards or supporting indirectly. Our challenges are diverse and we Audians are facing them with passion and innovative ideas every day!

## JOB OPPORTUNITIES | Hiring 5-10 engineers

Audi Brussels offers an extensive range of challenges for engineers. The various production departments have different robots and (semi-)automated installations that must be efficiently managed. This, along with the fact that we, at Audi, want to continually improve in what we do means that, as an engineer, you will always get varied and innovative tasks. In concrete terms, this means providing technical advice in diverse areas, improving installations, optimising production processes, developing production methods (division of tasks, workplace design) and monitoring projects from A-to-Z.

## SELECTION PROCEDURE

Have you found your ideal job and want to apply for it? If so, don't hesitate to send your CV and motivation letter to [jobs.audibrussels@audi.de](mailto:jobs.audibrussels@audi.de). We will go through a number of steps to determine your potential for the vacancy. You can find more info on our website: [www.audibrussels.be](http://www.audibrussels.be)







**Employees**

Belgium: 220  
Worldwide: 220

**Website**

<https://axxes.com/>

**Contact**

Nicolas Van Driessche  
[nicolas.vandriessche@axxes.com](mailto:nicolas.vandriessche@axxes.com)

**Main work places**

Vlaanderen  
Brussel

**THE COMPANY**

Axxes (Best Workplace®2019) is een ambitieuze IT-consultancy organisatie met het oog op de toekomst. We vormen een topteam van meer dan 180 sterk technische consultants, die actief zijn binnen software development, software testing, infrastructuur, projectmanagement en op dataprojecten.

De laatste jaren zijn we gekenmerkt door een sterke groei zowel in aantal consultants en expertise als in aantal klanten en omzet. De sleutel van onze groei ligt in het aanwerven van de juiste mensen waarbij we als bedrijf sterk geloven in het potentieel van afgestudeerden. We merken wel dat er steeds een afstand bestaat tussen de academisch opgebouwde kennis en het niveau dat noodzakelijk is om projectmatig en zelfstandig te kunnen werken binnen bedrijfsomgevingen.

**JOB OPPORTUNITIES | Hiring 10-50 engineers**

Om te voldoen aan de vooropgestelde verwachtingen bij onze klanten, organiseren we voor een groep geselecteerde afgestudeerden tal van opleidingstrajecten. Vanuit een praktische in steek praktisch oogpunt bereiden we young graduates voor op het echte projectwerk, waarbij eigen medewerkers kapstokken aanreiken om een carrière als consultant succesvol te starten.

- Software Development Traineeship (Java/.NET/Front-End)
- Infra Startersprogramma
- Open Source Masterclass
- QA Program

**SELECTION PROCEDURE**

Infoavonden, sollicitatiegesprekken



**Employees**

Belgium: 650  
Worldwide: 27000

**Website**

<http://www.bamcontractors.be/>

**Contact**

frederic vanden broucke  
[frederic.vandenbroucke@bamcontractors.be](mailto:frederic.vandenbroucke@bamcontractors.be)

**Main work places**

Eke  
Neder Over Heembeek  
Sint Truiden

**THE COMPANY**

BAM Contractors is one of the major players on the Belgian construction market (top 3 in terms of turnover). As one of the BAM Belgium Business Units the company is part of the Royal BAM Group. Together with its 540 employees BAM Contractors realizes infrastructure and road projects, industrial and hydraulic works and buildings. All members of staff are driven by quality, safety, expertise and a client-oriented mind. BAM Contractors stands for innovation and highly motivated individuals being as such the multidisciplinary and sustainable construction partner for our private and public customers.

"Together we create space" summarizes BAM Contractors' daily activities: building school buildings where teachers and kids love to go to school, creating hospitals with a more agreeable atmosphere...

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

- Site Engineer
- Site Manager
- Estimator
- Assistant Project Leader
- Project Controller
- Engineer Stability
- Engineer Planning & Method

**SELECTION PROCEDURE**

- Screening CV
- Interview HR
- Interview Hiring Manager/meeting a colleague/ often visit project
- Salary Proposition





Software - Electronics - Visualization techniques - Innovation - Production

**Employees**

Belgium: 1300  
Worldwide: 3600

**Website**

<http://www.barco.com/>

**Contact**

Lore Vandevyvere  
[recruitment@barco.com](mailto:recruitment@barco.com)

**Main work places**

Beneluxpark 21, 8500 Kortrijk  
Noordlaan 5, 8520 Kuurne

# Engineer your future career with Barco

[jobs.barco.com](http://jobs.barco.com)

## THE COMPANY

Wherever you're looking, wherever you're going... Barco is much closer than you might have ever thought. Often without knowing it, you come into contact with Barco's technology. Taking the train, attending a concert, undergoing a medical examination, watching a sports game on TV... are just some examples from our daily lives where Barco's technology is used. Our employees are the heart of Barco's continuous success. This results in a great workplace, high-level training opportunities and initiatives that inspire, engage and energize. We are committed to attract, develop, reward and motivate a diverse workforce for the long run, bridging individual talent with organizational performance. In addition, we offer an attractive salary with various benefits.

## JOB OPPORTUNITIES | Hiring 10-50 engineers

We give young graduates the chance to start their career at Barco. Some of our current open vacancies:

- Software development engineer (RFR: 1800990)
- Software opportunities in our Demetra team (RFR 1901216)
- Research engineer (RFR: 1900512)
- and many more....

We regularly post vacancies open for young graduates! Stay informed by checking our job website ([jobs.barco.com](http://jobs.barco.com)) or our LinkedIn (<https://www.linkedin.com/company/barco>).

## SELECTION PROCEDURE

- Step 1: Apply online for the vacancy matching your interest and profile OR update your linkedIn profile and apply via LinkedIn.
- Step 2: We contact you to meet you for the first time.
- Step 3: If the recruiter sees a match, we invite you for a conversation with the manager.
- Step 4: If both parties see a match, you come back to go on the floor and meet your future colleagues
- Step 5: Decide if there is a fit.
- Step 6: We do an offer to you.
- Step 7: Accept the offer and sign at Barco!



## We're hiring:

- Software Developers
- Hardware Engineers
- Industrialization / Automation Engineers



### Employees

Belgium: 43  
Worldwide: 43

### Website

<https://www.basalte.be/nl>

### Contact

Annelies Elegeert  
[annelies.elegeert@basalte.be](mailto:annelies.elegeert@basalte.be)

### Main work places

Nijverheidsweg 1B 9820 Merelbeke

## THE COMPANY

Basalte is a Belgian manufacturer of design products for the intelligent home. We make touch-sensitive switches, subtle motion sensors and minimalist iPad docking stations, next to a whole home control server and multiroom audio system that seamlessly integrate with the world's leading home automation system.

Basalte products are hand made in Belgium and sold in over 60 countries on all continents. Thanks to our cutting-edge technology and exclusive design, our products not only look good, they are also easy and fun to use. We take pride in working with top quality finishes to create innovative solutions for the world's most luxurious houses and yachts. Since our foundation, we have brought 100% Belgian design to royal palaces, Hollywood mansions and many more.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

- Software Developer – Master of Science in Computer Science Engineering who's driven by the newest technologies and likes to juggle with languages like Typescript, Go and Rust.
- HTML App Developer – Bachelor in Computer Science who likes to challenge him-/herself with new, powerful technology in an innovative environment.
- Application Engineer – Bachelor or Master of Science in Electronics or Multimedia combined with a spontaneous flair and a commercial talent.
- Mechanical Engineer – who's bursting with creativity and has experience with 3D software packages like Solidworks.

## SELECTION PROCEDURE

Interested in joining our team? Send your motivation letter and cv to [hr@basalte.be](mailto:hr@basalte.be) and we'll contact you as soon as possible. If we see a match between your profile and our organisation, we will invite you for a first interview. At that moment we can find out if there is a match between what you are exactly looking for and what we can offer you. In a second step we will invite you for a job tasting where you can find out if the job will suit you and meet your future colleagues. If you're convinced to join us by then, we'll be happy to make you part of the Basaltian family.



# JOIN OUR QUEST FOR THE ULTIMATE SMART HOME



## Employees

Belgium: 4000  
Worldwide: 115000

## Contact

Tinne Goossens  
rekrutering@basf.com

## Website

<http://werkenbijbasf.be/>

## Main work places

Antwerp Harbour

## THE COMPANY

Our BASF colleagues work together worldwide to develop innovative solutions and advanced concepts. Their passion makes our company thrive and strengthens our leadership position in the sector.

With our slogan "We create chemistry" we mean our production of high-quality products and intelligent solutions. For example, BASF plays an important role in finding answers to global challenges such as climate protection, energy efficiency, nutrition and mobility. With more than 115,000 employees, we are at the service of customers and partners in almost all countries of the world.

## JOB OPPORTUNITIES | Hiring 10-50 engineers

As a Chemical, Mechanical or Energy Engineer you have numerous possibilities within different professional services and production departments.

BASF also offers an attractive salary and an extensive package of benefits, such as company car with fuel card, smartphone, internet allowance, luncheon vouchers and an interesting insurance package.

Here is a selection of our possible entry functions:

- Engineer on the engineering department (depending on specialization)
- Junior maintenance manager
- Junior asset manager
- Junior production manager
- Junior process manager

## SELECTION PROCEDURE

To be a candidate for our Young Graduates selection follow these steps:

Step 1: subscribe @ Jobfair VTK Gent 25/02 or send your application to rekrutering@basf.com

Step 2: come for an interview @ Gent (10, 12 & 13/3)

Step 3: assesment center day @ BASF (25 - 31/3)

Step 4: contract proposal in April



**BASF**

We create chemistry

Onze BASF-collega's werken wereldwijd samen om innoverende oplossingen en geavanceerde concepten te ontwikkelen. Hun passie doet ons bedrijf vooruitgaan. BASF verwelkomt **dynamische teamplayers, gepassioneerde en creatieve persoonlijkheden.**

Jaarlijks werven wij ingenieurs aan met verschillende vakgebieden die onder andere starten in **juniorfuncties als asset, maintenance, production of process manager** in een van onze installaties, maar ook als engineer in onze **gespecialiseerde engineeringafdeling**. BASF biedt iedereen een aangename werkomgeving, met stevige opleidingstools en een actief jobrotatiebeleid. Je hebt zelf je carrièrepad in handen.

Je komt terecht in een stabiel bedrijf waar ondernemerschap en innovativiteit beloond worden. BASF biedt bovendien een aantrekkelijk salaris en een uitgebreid pakket aan voordelen, zoals bedrijfswagen met internationale tankkaart, smartphone, onkostenvergoeding, maaltijd- en ecocheques en een interessant pensioenspaarplan en verzekeringspakket.

Jezelf kandidaat stellen voor ons **Young Graduates selectietraject** kan op de VTK Jobfair of via [rekrutering@basf.com](mailto:rekrutering@basf.com).

Tot binnenkort!

Schrijf in @ Jobfair (VTK Gent)	25/2
Kom op gesprek (Gent)	10/3 - 13/3
Assessment Center-dag (BASF)	25/3 - 31/3
Contractaanbod	April





Beaulieu  
International  
Group



JOIN  
OUR  
BIG  
FAMILY



**Beaulieu** International Group

Global industrial group - Chemical industry - Process & product development - 150 employees in R&D, technology & design - Competence development program

#### Employees

Belgium: 2200  
Worldwide: 5000

#### Website

<http://www.bintg.com/>

#### Contact

Tom Vandorpe  
[jobfair@bintg.com](mailto:jobfair@bintg.com)

#### Main work places

Kruisem  
Wielsbeke  
Komen  
Menen

## THE COMPANY

Beaulieu International Group (B.I.G.) is a global specialist in raw chemical materials (polymers), semi-finished engineered products and is a leader in a broad range of floor coverings for the residential and commercial markets. True to its roots as a family business, B.I.G. puts sustainability, innovation and care for its employees central. It's a company with international DNA, with development and manufacturing facilities in Belgium, France, the United States, Canada, Slovenia and Russia.

Within this international context, we wish to guarantee the continuous technological progress of B.I.G. and strive for innovation excellence, both in the field of product development as in our production processes and new business models.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

We are currently looking for product & process development engineers for our R&D department.

Have you recently graduated or are you about to graduate as an MsC in chemistry; chemical, materials or textile engineering; electromechanical engineering; physics; computer science, IT or automation?

Does working in an international environment alongside the most innovative minds in technology sound exciting to you? Then you may just be the person that we seek.

## SELECTION PROCEDURE

Screening by NZicht

Interviews at B.I.G. with a senior innovation manager, with a divisional technology manager and with HR.





Smart Mobility - Technologies: Golang, Vue.js, Kubernetes, Kafka, ElasticSearch  
- Traffic Information - Floating Car Data - Electronic Toll Collection

**Employees**

Belgium: 130  
Worldwide: 200

**Website**

<http://www.be-mobile.com/>

**Contact**

Delphine De Groot  
delphine.de.groot@be-mobile.com

**Main work places**

Ghent (Melle)

**THE COMPANY**

Founded in 2006 by CEO Jan Cools, Be-Mobile started collecting Floating Car Data to aggregate into real-time traffic information for automotive, navigation, tv, radio, apps and more. Today, Be-Mobile (Headquartered in Ghent) has become an all-round specialized smart mobility company offering a solution for every player in the mobility industry – from logistics companies, tolling operators, OEMs and government agencies to port authorities and parking operators.

With its broad solution offering, Be-Mobile addresses the needs of public authorities, private businesses and individual travelers. A series of strategic acquisitions have gradually made our company and portfolio grow, making us stronger than ever with every step we take.

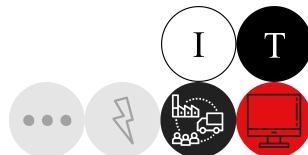
**JOB OPPORTUNITIES | Hiring 10-50 engineers**

- Traffic Lab  
Our Traffic Engineers are hooked on finding innovative traffic prediction models through our big data. Matlab and Python are their preferred software tools to prototype technical specs in Smart Mobility.
- R&D Department (Frontend, Backend, DevOps, GIS, Algorithms)  
Our R&D Department develops in cutting-edge technologies such as Docker, Golang, Vue.js, Kafka, Kubernetes. Big Data needs fancy databases: we use MongoDB and Elastic Search. Don't let these technologies scare you off, there are about 60 tech experts who have your back!

**SELECTION PROCEDURE**

Interested to leverage our cutting-edge technology stack to make every day a success? Park your resume via our website <https://careers.be-mobile.com/> for the first stop on your journey to Be-Mobile.

For more information please visit our website [www.be-mobile.com](http://www.be-mobile.com) or contact Delphine De Groot on +32 486 20 69 90.



Machinery - Automotive - Worldwide - End-Of-Line Testing - Projects

**Employees**

Belgium: 140  
Worldwide: 1400

**Website**

<http://www.bepco.com/>

**Contact**

Veerle Vanoverberghe  
veerle.vanoverberghe@be.bepco.com

**Main work places**

Brugge  
Worldwide

**THE COMPANY**

BEP Europe NV, part of the Burke Porter Group, is a leader in the development of advanced electrical, mechanical, and software solutions for testing and production systems. These systems range from alternative energy applications to contract manufacturing, automotive testing equipment and a variety of specialty machines.

Test systems for automotive industry:

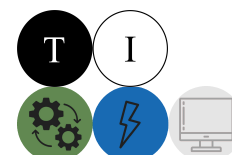
- End-of-Line Production Test Systems,
- Wheel & Tire Assembly Systems,
- Vision Systems,
- Machine Control & Data Acquisition Systems,
- Dynamometers

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

- Project Manager
- Mechanical Engineer
- Electrical Engineer
- Automation Engineer
- Software Engineer
- Field Engineer
- Interne Service Engineer
- R&D Engineer
- Mechanical Production Engineer

**SELECTION PROCEDURE**

- First interview with HR and the responsible group coordinator
- Second interview with other colleague of the department and guided tour of the factory
- Third interview: Contract proposal



**Employees**

Belgium: 75  
Worldwide: 85

**Website**

<https://bluecrux.com>

**Contact**

Marleen Coppens  
[marleen.coppens@bluecrux.com](mailto:marleen.coppens@bluecrux.com)

**Main work places**

Flanders  
Belgium  
Europe  
US

**THE COMPANY**

Hi, we're bluecrux! Pleased to meet you!

Bluecrux has been helping customers link corporate strategy, technology and employees since 2011. Today, bluecrux is a team of talented and passionate business experts who all share one strong belief: that supply chain & operations are drivers of sustainable growth.

Our always-on drive, ambition and desire to co-create with our customers already resulted in innovative products like Binocsand #lightsoutplanning.

We're working for global companies like Johnson & Johnson, Bridgestone, Tereos, Cargill, Pfizer, Bekaert, Toyota, Kingfisher and many more - across several business domains: planning, digital operations, distribution, customer, workforce & transformation.

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

As a Business Analyst, you will work within a broad range of industries – including life sciences, food & beverages, chemicals, manufacturing and service logistics.

You're ready to be challenged everyday and you thrive in a fast-paced environment.

Your role :

- Conducting analyses of existing business processes in SC and operations
- You will be involved in generic Supply Chain projects
- You track KPI's and accurately report on the performance of the supply chain and operations
- You will become aware of the customer organization and change in the organization

**SELECTION PROCEDURE**

Are you ready to add your flavour to our tribe?

1. Send your application at [working@bluecrux.com](mailto:working@bluecrux.com)
2. You will be invited for a first (f2f or skype) interview, in which we would like to tell you more about bluecrux and get to know you a bit better.
3. We would like to meet you to make sure that your profile and personality fits well in the function and our DNA. We would like you to present a business case that will last about three hours, including two hours of preparation and one hour of presentation and interview.
4. You will get an attractive offer, the adventure can start...



**Employees**

Belgium: 900  
Worldwide: 6600

**Website**

<http://www.borealisgroup.com/>

**Contact**

Karolien Vercauteren  
[karolien.vercauteren@borealisgroup.com](mailto:karolien.vercauteren@borealisgroup.com)

**Main work places**

Kallo  
Antwerp (Zwijndrecht)  
Beringen

**THE COMPANY**

Borealis is a leading provider of innovative solutions in the fields of polyolefins (mainly plastic granulate in the form of pellets), base chemicals and fertilizers. Driven by our ambition to keep discovering and with a passion to create value through innovation, Borealis develops solutions, which address global challenges. These include, among other areas, climate (e.g. resource-conserving production), water (e.g. safeguarding of water supply), energy (e.g. securing of energy supply), health (e.g. diagnostic packaging materials), food (e.g. high quality fertilizers), waste & recycling (intelligent reuse and recycling of (plastic) waste).

Borealis operates in over 120 countries, mainly in Europe, and has three production sites in

**JOB OPPORTUNITIES | Hiring 1-5 engineers**

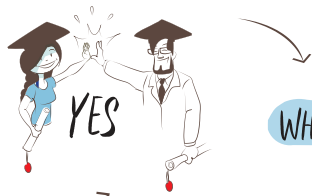
We are looking for a wide variety of engineering profiles in the domains of process and production engineering, maintenance, etc. Our aim is to transform today's graduates in tomorrow's leaders and technical experts. Regardless of whether you are seeking a managerial or technical career, you will be offered a wealth of opportunities to develop your strengths and unfold your potential. As a growing company, we recently started the constructions works for a new, world-scale propane dehydrogenation (PDH) plant in Kallo, so we can offer a lot of possibilities in Belgium but also abroad.

**SELECTION PROCEDURE**

If you feel enthusiastic to join Borealis, we are happy to meet you. We will first invite you to a video interview and ask you to answer a few questions. If you are successful, there will be a F2F interview so we can get to know each other better. As a final step, there will be an assessment center to evaluate your strengths and potential.



DID YOU STUDY  
CONSTRUCTION  
OR ELECTROMECHANICS?



WHAT DO YOU WANT TO DO?

TENDERING



ENGINEERING



ON SITE



#READYTOBESIX



WHAT WOULD  
YOU LIKE  
TO BUILD?



LET'S GO!

DEPARTURE			
TIME	DESTINATION	FLIGHT	
	WORLD	BOARDING	
	WORLD	BOARDING	
	WORLD	BOARDING	



WOULD YOU LIKE TO WORK  
LOCALLY OR ABROAD?

I STICK WITH  
MY FRIES AND WAFFLES!

**Employees**

Belgium: 2400  
Worldwide: 14000

**Website**

<http://www.besix.com/>

**Contact**

Maxim Maveau  
mmaveau@besix.com

**Main work places**

Sint-Lambrechts-Woluwe  
Zwijnaarde

**THE COMPANY**

Since first going into action in 1909, the BESIX Group has over the years grown into a multidisciplinary company with a leading position in its markets: construction, property development and concessions. BESIX Contracting specializes in construction, infrastructure and marine works, often in contracts with a high level of complexity. In Benelux and France, the Group's regional affiliates BESIX Infra, Belemco, Cobelba, Jacques Delens, Vanhout, Wust and Lux TP ensure a strong presence and a local approach. With Franki Foundations, Socoetra, Sanotec and Van den Berg, the Group offers specialist niche solutions for the building market like deep foundations, geo-engineering, road construction, water treatment and cable and pipeline construction.

**JOB OPPORTUNITIES | Hiring 10-50 engineers**

Graduating as a young professional in construction or electromechanical engineering in 2020? Looking to join BESIX? Great! Take your chances to launch your career in the biggest Belgian construction company.

**SELECTION PROCEDURE**

To give you as many opportunities as possible to participate, we are organizing 3 Young Professional Days in order for you to discover BESIX, its activities and its values.

- Day 1: Friday 13th of March 2020 – Ghent @ Communicatieloft
  - Day 2: Tuesday 24th of March 2020 – Brussels @ BESIX Head office
  - Day 3: Thursday 2th of April 2020 – Brussels @ BESIX Head office
- Places are limited for each date and location. So don't hesitate and register now.







### Employees

Belgium: 220  
Worldwide: 14500

### Contact

Bilal El Yahyaoui  
campusbe@brunel.net

### Website

<https://www.brunel.be/>

### Main work places

Antwerpen  
Oos-Vlaanderen  
Vlaams Brabant  
Brussel  
West-Vlaanderen



### Employees

Belgium: 200  
Worldwide: 400

### Contact

Anton Vancauwenberghe  
anton.vancauwenberghe@buronexus.be

### Website

<http://www.buronexus.be>

### Main work places

Berchem (Antwerp)  
Zwijnaarde (Ghent)

## THE COMPANY

Once upon a time...

In 1975, from a small office in Delft in The Netherlands, graduate engineer Jan Brand found a temporary job for a fellow engineer. This first placement was the beginning of an era in worldwide temporary employment.

What do we do now?

Brunel specializes in project management and consultancy. But what is most interesting for you? One employer, many possibilities!

In consultancy we provide tailor-made projects for specialists like you. You get the chance to work for several major clients for multiple projects. Projects that challenge your skills and take you to a next level. Win win, right?

## JOB OPPORTUNITIES | Hiring 10-50 engineers

Industrial engineer, civil engineer, IT engineer or architect engineer, are you ready for a new professional challenge?

Thanks to our vast network of leading companies in many sectors (industry, high technology, oil and gas, construction and infrastructure), you collaborate for example on the optimization of high-tech machines that develop (micro) chips or participate in the construction of a lock or bridge.

Brunel allows you to fill a position that suits you!

## SELECTION PROCEDURE

Send your resume to [campusbe@brunel.net](mailto:campusbe@brunel.net). If there is a fit with our company, we will contact you by phone. During this phonecall, we discuss your motivation, expectations and relevant experiences.

In the next step, you will be invited to the office for an interview.

During this interview, we will not only discuss your education and experience but also your personality, your flexibility and your salary expectations.

Based on this, we can offer you possibilities that fit you. With your permission we propose your application to the client. At the end, we can offer you a contract at Brunel.



## THE COMPANY

Buro Nexus is a project sourcing agency. "Nexus" means connecting, and this is exactly what we do on a daily basis. We connect professionals with interesting projects in which they can fully develop themselves. In Belgium, our focus is on highly trained technical professionals. We are active in the fields of Chemical & Life Science, Industry & Manufacturing and Construction. We pride ourselves in the fact that we are a transparent company with open communication.

## JOB OPPORTUNITIES | Hiring 50-100 engineers

Mechanical Design Engineering, Electrical Design Engineering, Automation Engineering/ PCL-Programmatie, Projectleiding, Service Engineering, Productie Engineering, Process Engineering, Maintenance Engineering, HVAC-projectleiding, HVAC-werfleiding, HVAC-ontwerp, HVAC-calculatie, Techniek, Test Engineering, Project Engineering, Electronica Engineering, Techno-Commericeel Advies, Production/Manufacturing/Operational Excellence, QA/QC, Validation, Maintenance...

## SELECTION PROCEDURE

We'd love to speak to you on the phone, to get to know you and set a first appointment. During a first face-to-face encounter, we discuss your wishes and plans for the future. We go from there.





# Boydens Engineering

sustainable engineering - conceptualization/design/  
monitoring - innovation - technical installations - open &  
efficient communication

**Employees**  
Belgium: 74  
Worldwide: 140

**Website**  
<http://www.boydens.be/>

**Contact**  
frederic vanden broucke  
fredericv@boydens.be

**Main work places**  
Zedelgem  
Groot Bijgaarden  
Eke

## THE COMPANY

A building services and sustainable engineering office engaged in the conceptualization, design & monitoring of the technical installations in medium to large scale buildings. We combine an experience based design methodology with state-of-the-art design simulation tools that connect concept with their expected performance. With over 100 specialists from our various offices in Belgium, Luxembourg and Vietnam; we work in close collaboration with key technical experts to form a team focused upon open and efficient communication. This in turn enables the exchange of ideas across the different sectors, resulting in design solutions of quality, function, comfort and distinction.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

- Design Engineer HVAC
- Design Engineer Elektrical Installations
- Projectleader HVAC
- Projectleader Elektrical Installations

## SELECTION PROCEDURE

- Screening CV
- Interview with HR ( motivation)
- If positive:
- Interview with Branch Manager ( technical aspect)
- proposition salary

### WIJ BIEDEN

- Een uitdagende job met een goede balans tussen werk en privéleven
- Mogelijkheden om jezelf te blijven ontwikkelen
- Een bedrijf met een duurzame visie & karakter
- Marktleider in duurzaam onderzoek in de bouwomgeving met vestigingen in binnen- & buitenland

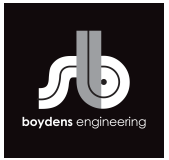
### WIJ ZOEKEN

- Bachelors & masters met een technische achtergrond
- Pas afgestudeerd of met een eerste of meerdere werkervaring(en)
- Iemand die zich wil blijven ontwikkelen om samen met Boydens verder te groeien.

Meer info over onze vacatures op [www.boydens.be](http://www.boydens.be)

## dynamische carrières voor getalenteerde ingenieurs!

**boydens vietnam** | 14th floor | 36 hoang cau | dong da dist | hanoi | t. +84 4 3519 0808 | f. +84 4 3519 1004  
**boydens brussels** | noordkustlaan 10 | 1702 groot-bijgaarden | t. +32 (0)2 468 11 58 | f. +32 (0)2 468 11 78  
**boydens bruges** | torhoutsesteenweg 109 | 8210 zedelgem | t. +32 (0)50 83 13 20 | f. +32 (0)50 83 13 29  
**boydens luxembourg** | rue henri koch 29 | L-4354 esch-sur-alzette | t. +352 26 532 432 | f. +352 26 543 553  
**B-DNA pte.ltd.** | 8 eu tong sen street | #16-90 the central 059818 | t. +65 6221 5816 | f. +65 6221 5819



**Employees**  
Belgium: 1000  
Worldwide: 155000

**Website**  
<http://www.cargill.be/>

**Contact**  
Ariane Michiels  
Ariane\_Michiels@cargill.com

**Main work places**  
Gent  
Sas van Gent  
Izegem  
Mouscron

**Employees**  
Belgium: 1600  
Worldwide: 3600

**Website**  
<https://www.cegeka.com/be/nl/jobs/home>

**Contact**  
Yasmine Simons  
yasmine.simons@cegeka.com

**Main work places**  
Gent  
Antwerpen  
Leuven  
Hasselt  
Corda Campus

## THE COMPANY

Cargill is an international producer and marketer of food, agricultural, financial and industrial products and services. Founded in 1865, our privately held company employs 155,000 people in 70 countries. We help customers succeed through collaboration and innovation, and are committed to sharing our global knowledge and experience to help meet economic, environmental and social challenges.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

Technical Management Traineeship  
Food Safety Quality & Regulatory (FSQR) Traineeship

## SELECTION PROCEDURE

After applying for a position of your interest:

1. Phone interview
2. First face to face interview
3. Second face to face interview (may not be necessary)



## THE COMPANY

Your Trusted IT Partner in Times of Digital Transformation.  
Cegeka is dedicated to helping companies survive and thrive in a digital world. We do this by means of advanced IT solutions, strategic thinking and a hands-on approach. We want to be our customers' trusted advisor when it comes to aligning corporate business goals with IT solutions that deliver value.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

Do you have what it takes? Join us at the Meet & Sign event!

12/03/2020 (Cegeka Hasselt) - 19/03/2020 (Cegeka Leuven) - 09/04/2020 (Cegeka Gent)

Are you looking for a young grads job? Get the chance to get to know Cegeka during one of the Meet & Sign days and evenings! Noticing a match? Then you are going home with a job offer!  
Subscribe: [www.cegeka.com/meetsign2020](http://www.cegeka.com/meetsign2020)

## SELECTION PROCEDURE

- 1) Go to [www.cegeka.be/jobs](http://www.cegeka.be/jobs) or [www.cegeka.be/stageplaatsen](http://www.cegeka.be/stageplaatsen)
- 2) Upload your resume and include a motivation
- 3) Yasmine Simons (Campus Recruitment Officer) will call you for a short acquaintance by phone
- 4) We're giving you feedback on your motivation or you will be invited for an interview.



# I my career

Looking to join a top team? Hop aboard!

**Capgemini Belgium** helps companies work more efficiently. We invent solutions for the clients' most challenging problems and develop the right technology to implement them.

**Capgemini Belgium** offers an innovative, global environment with a platform to build strong relationships with top clients from important sectors.

We are looking for pro-team players in areas of consulting, technology and outsourcing and need enthusiastic candidates, who are ready to gain experience, go the extra mile and put their qualifications to test.

### Interested?

What are you waiting for!

Upload your CV now at

**[www.be.capgemini.com](https://www.be.capgemini.com)**

Love your career. Ace your career



### Employees

Belgium: 1200

Worldwide: 200000

### Website

<https://www.be.capgemini.com>

### Contact

Sylvie Erb

[sylvie.erb@capgemini.com](mailto:sylvie.erb@capgemini.com)

### Main work places

Diegem

## THE COMPANY

A global leader in consulting, technology services and digital transformation, Capgemini is at the forefront of innovation to address the entire breadth of clients' opportunities in the evolving world of cloud, digital and platforms. Building on its strong 50-year heritage and deep industry-specific expertise, Capgemini enables organizations to realize their business ambitions through an array of services from strategy to operations. Capgemini is driven by the conviction that the business value of technology comes from and through people. It is a multicultural company of 200,000 team members in over 40 countries. The Group reported 2017 global revenues of EUR 12.8 billion.

## JOB OPPORTUNITIES | Hiring 50-100 engineers

Capgemini Belgium seeks professional team players in the fields of consulting, technology and outsourcing - experienced enthusiasts who have weathered all kinds of situations and can demonstrate their qualities with solid qualifications. We are looking for Young Professional with Bachelor or Master degree to start a career as consultant.

## SELECTION PROCEDURE

Contact Sylvie Erb

Recruitment Manager Capgemini Belgium

[Sylvie.erb@capgemini.com](mailto:Sylvie.erb@capgemini.com)

Or via <https://www.be.capgemini.com>, on our career page you will find the open Job Requisition for Young Professional





networking - python - security - cloud - IoT

### Employees

Belgium: 750  
Worldwide: 70000

### Contact

Justyna Starczala  
jstarcza@cisco.com

### Website

<http://www.cisco.com/c/r/weare/people-deal.html>

### Main work places

Belgium, Diegem  
Netherlands, Amsterdam

## THE COMPANY

Cisco didn't just build the Internet. We keep building it. First the Internet of computers. Then the Internet of people. Now the Internet of Everything. Our technology changes the way the world works, lives, plays and learns.

We believe that changing the future requires more than just a special ability. Playing and thinking outside the box is an essential part of what we do, meaning your mindset and personality are just as important as your skills. Collaboration, innovation and creativity are more than buzzwords for us. They're strengths we look for in every employee. We are excited to meet all open minds, everyone who loves technology and dreams about the future.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

Currently we are looking for:

- Associate Consulting Engineer (Graduate) - Belgium - September 2020
- Associate Solutions Engineer - Bachelor/Master (Graduate) - Belgium - July 2020
- Associate Sales Representative - Bachelor/Master (Graduate) - Belgium - July 2020

Find the roles here: <http://cs.co/BelgiumCISCO>

## SELECTION PROCEDURE

Depending on the role the selection process may include:

- CV selection
- Telephone interview / digital video interview
- Assessment Center



# #1 World's Best Workplace



We are thought leaders, tech geeks, pop culture aficionados, and we even have a few purple-haired rock stars. We celebrate the creativity and diversity that fuels our innovation. We are dreamers, and we are doers.

#WeAreCisco

Join us as:

- Associate Solutions Engineer
- Associate Consulting Engineer
- Associate Sales Representative

and spark your future!



# Be You, With Us

Visit: <http://cs.co/BelgiumCISCO>

KLAAR OM ER EEN  
**PATAT**  
OP TE GEVEN?

CLAREBOUT ZOEKT INGENIEURS  
EN TECHNISCHE PROFIELEN

ONTDEK ONZE JOBS OP [JOBS.CLAREBOUT.COM](https://jobs.clarebout.com)



📍 Heirweg 26, 8950 Nieuwkerke  
✉ [jobs@clarebout.com](mailto:jobs@clarebout.com)  
🌐 [www.clarebout.com](http://www.clarebout.com)

**Clarebout**

FROZEN POTATO PRODUCTS



**Clarebout Potatoes**

Food industry - State-of-the art work environment - Frozen Potato Products - Belgian Private Label Company - Leading position

**Employees**

Belgium: 1500  
Worldwide: 1500

**Website**

<https://www.clarebout.com/>

**Contact**

Annelies Soete  
[annelies.soete@clarebout.com](mailto:annelies.soete@clarebout.com)

**Main work places**

Nieuwkerke  
Waasten

**THE COMPANY**

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.

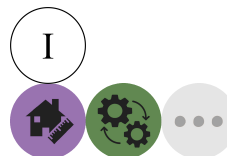
As a fast growing business it is our goal to maintain our leading position in the global market. Therefore we invest daily in our team and production sites. We also wish to contribute to employment security and welfare in our region.

**JOB OPPORTUNITIES | Hiring 1-5 engineers**

- Assistent productieverantwoordelijke
- Assistent bouwcoördinator
- Projectingenieur
- Operator waterzuivering
- Coördinator branddetectie en beveiligingssytemen
- Technieker Optische Sortering
- Assistent verpakingsverantwoordelijke

**SELECTION PROCEDURE**

We aim to respond to every applicant within 8 hours. During a first interview with our HR, we check whether there is a match with the company and the position. After a second interview with the departmental manager, we give each candidate feedback within 2 days.



**Clarebout**



# Colruyt Group Services

Technics - Real Estate - Engineering - Energy - IT

## Employees

Belgium: 30000  
Worldwide: 30000

## Website

<https://jobs.colruytgroup.com/nl/>

## Contact

Tess Desmecht  
[selectie@colruytgroup.com](mailto:selectie@colruytgroup.com)

## Main work places

Halle  
Haasrode  
Deinze

## THE COMPANY

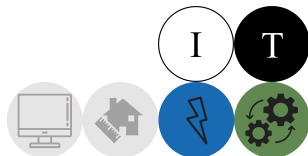
Colruyt Group is more than you might think. Are you looking for variation, room for your ideas or a healthy dose of inspiration in your job? At Colruyt Group you can find all of that... and more! We are Belgium's largest retailer, produce green energy, have our own wine bottling plant, make our own delicious roasted coffee... And that's but a small selection of our activities. Did you also know that we have a lot of other specialists working for us: engineers, financial specialists, technicians, digital experts, analysts, marketers... you name it. Our nearly 30,000 employees take on new challenges every day. As a starter, you get all the chances you deserve at Colruyt Group.

## JOB OPPORTUNITIES | Hiring 5-10 engineers

Colruyt Group is looking for all kind of engineers and analysts. Do you have a creative mind and are you interested in new innovative and sustainable projects? Do you prefer automation and production? Or did you study construction? Are you more into analyzing processes or into software? You are all welcome at Colruyt Group where you can find an ample variety of opportunities for starters.

## SELECTION PROCEDURE

After you upload your CV, you might get a call from a recruiter for extra information or to invite you for a first interview. This interview is to get to know you better, the choices you made and what gives you energy. You also will have to fill in tests. A personality questionnaire and reasoning tests. Depending on the job you might also get technical exercises. If this first round is positive, a second round will follow with the hiring manager. If also positive, the hiring manager will do a salary proposal.



# Comsof

Java - algorithms - scrum & agile - network planning - solution-driven

## Employees

Belgium: 30  
Worldwide: 35

## Website

<http://www.comsof.com/>

## Contact

Career Comsof  
[jobs@comsof.com](mailto:jobs@comsof.com)

## Main work places

Dok Noord - Sassevaartstraat 46 bus 214,  
9000 Gent

## THE COMPANY

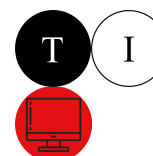
Comsof is the world leader in creating intelligent network planning and design software. Comsof's team of world-class engineers has deployed its solutions in over 50 countries. Comsof was founded in 1998s a spin-off company of the world-renowned Intec information technology department of Ghent University. Today our team of over 30 engineers serve our clients from our offices in Gent, Belgium and Toronto, Canada. Comsof keeps on investing in innovation. As we aim to become the go-to company for smart planning and design software for future-proof fiber and utility networks. Make designs faster with our easy-to-use software. Get more reliable results thanks to our superior algorithms. Create the field-proof designs you want based on our interactive tools.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

Networks make the world go round. District heating networks give us heat. Fiber networks give us super-fast internet. Smart electricity networks give us power. But who is building the software that designs all these networks? That's us, Comsof engineers. We're on the hunt for problem-solvers! Take a look at our careers-site <https://comsof.recruitee.com/> and get to know us.

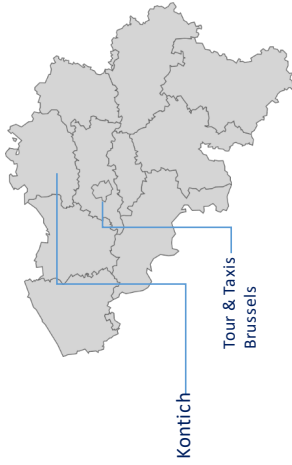
## SELECTION PROCEDURE

Go to <https://comsof.recruitee.com/> and apply for the job you like. Send us your resume, answer some questions about yourself and even fill in your motivation. We will send you feedback with next steps afterwards, but the first step is always a personal talk at our office. If you are applying as a Software Engineer, be prepared to be quized about your Java-skills. As a last step you will meet our CEO.

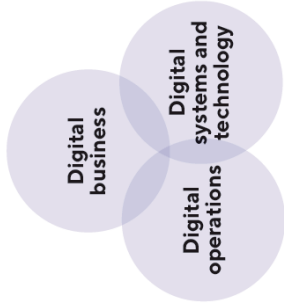


**1994** Founded  
**270+** Global offices  
**285,800** Employees  
 March 31, 2019  
**\$16.13B** Revenue in 2018

## BE OFFICES



## BUSINESS AREAS



## CAREER PATHS

- Junior Business Analyst-Banking & Finance
- Junior Business Analyst- Strategy & Transformation
- Junior Business Process Management Consultant
- Junior .Net/Azure Consultant
- Junior QE&A Consultant (Test Engineer)
- Junior Devops Consultant (web)
- Junior Devops Consultant (mobile)
- Junior Digital Operations-Robotics Consultant
- Junior Next Generation Cloud Consultant
- Junior Technical Consultant
- Junior Data Engineer
- Junior Data Scientist
- Junior BI Consultant
- Junior SAP Consultant
- Junior Consultant IoT
- Junior Infrastructure Consultant
- Junior Designer

## RECRUITMENT PROCESS

01. Call with recruitment team
02. Meeting with the Business lead
03. Meeting with the team/  
Presentation round
04. Online assessment
05. Hired!

## INDUSTRIES

- Technology
- Banking and Financial Services
- Communications
- Retail, Travel and Hospitality
- Information, Media and Entertainment
- Manufacturing, Logistics, Energy and Utilities
- Health and Life Science
- Insurance

CONTACT

Andrea.Rodrigues@cognizant.com

www.cognizant.be



**Cognizant**

Consultancy - Artificial intelligence - Digital - Entrepreneurial - IT

### Employees

Belgium: 550  
 Worldwide: 285800

### Website

<http://www.cognizant.com>

### Contact

Andrea Rodrigues  
 Andrea.Rodrigues@cognizant.com

### Main work places

Brussels  
 Antwerp  
 Walloon region

## THE COMPANY

Cognizant is one of the world's leading services companies, transforming clients' business, operating and technology models for the digital era. Cognizant is ranked 195 on the fortune 500 and is consistently listed among the most admired companies in the world. We provide consulting, engineering, technology and outsourcing solutions and services with combined onshore and offshore teams. We are hiring graduates to join our international colleagues within Business Consulting, Technology or Domain teams who provide services to our clients across industries. Prior to your client engagement, you will attend an Induction Training abroad. After this you will join our 18 months graduate program, which will focus on personal development and technical training.

## JOB OPPORTUNITIES | Hiring 10-50 engineers

- Data scientists
- Data engineers
- Management Consultants
- Business Analysts
- Front-end developers
- Internet of Things Consultant
- Quality engineering and insurances Consultants – Test engineers

## SELECTION PROCEDURE

1. Call with recruitment team
2. Meeting with the Business lead face to face and can be followed by a technical test
3. Second interview with the business
4. Online assessment
5. If positive: Hired !





**Employees**  
Belgium: 22  
Worldwide: 24

**Website**  
<https://www.crunchanalytics.be/join-us>

**Contact**  
Charlotte Christiaens  
cchristiaens@crunchanalytics.be

**Main work places**  
Ghent - Belgium  
Rotterdam - Netherlands

## THE COMPANY

Crunch Analytics is a service company based in Ghent & Rotterdam that develops strategies, builds customized tooling & provides training for organizations eager to grow a data-driven organization.

As trusted advisors, we want to challenge current conventions by using the ever-growing abundance of data and lever data science, machine learning and artificial intelligence to create lean & lightweight advanced analytics & AI tooling. Tools that provide better insights and help a person in making that best possible decision or automate certain decision-making.

## JOB OPPORTUNITIES | Hiring 10-50 engineers

Join our team as a Data Scientist, Data Engineer or Project Manager and be mentored by senior team members.

As a Data Scientist, you will take the lead on data-centric projects in various industries. Your key skill is the ability to apply data science techniques and implement them using Python.  
As a Data Engineer, you will develop, test and maintain large-scale processing systems.  
As a tech-savvy Project Manager, You are committed to delivering work that remains on target and within scope, showing customers the impact our data-driven solutions have on their organization.

## SELECTION PROCEDURE

All the applications should be sent via the career page on our website. After we received your application, we go through your resume to see if we find a first match. If we find you an interesting candidate based on your resume, we will invite you for a phone call with one of our colleagues. When you still trigger our interest, we will send you a 'data challenge'. You get some time to prepare yourself for this challenge which you will present in the next weeks on-site, an interview will follow. After this last step, a decision will be made based on your skills, motivation, and personality.



**Employees**  
Belgium: 1600  
Worldwide: 70200

**Website**  
<http://www.daikin.eu>

**Contact**  
Charlotte Vanbesien  
vanbesien.c@daikineurope.com

**Main work places**  
Oostende  
Ghent  
Brussels

## THE COMPANY

Daikin is market leader in HVAC-R on a global scale and has its global HQ in Japan. We, Daikin Europe, are the HQ for the EMEA (Europe, Middle-East and Africa) region and have offices in Ostend, Ghent and Brussels.

To support our continuous growth, we are always looking for new colleagues in our different departments (IT, Sales, Accounting, Development...)  
Do you want to be part of our Daikin family? Are you the IT wizard, Engineering genius or Sales Eagle we are looking for?  
Come and meet us!  
We are looking forward to it!

## JOB OPPORTUNITIES | Hiring 10-50 engineers

- IT Innovation Engineer
- Development Engineer
- Quality Assurance Engineer
- Groupleader

## SELECTION PROCEDURE

We'll take a look at your CV and motivation letter to see if your education, work experience and skills match the position you're applying for. If so, our selection team will call you for an initial screening. If we see you may be a good fit, we'll invite you to our Daikin Europe offices for an initial interview and assessment tests. If you've passed the tests and we see that you're a good match, we'll invite you to the office for a face-to-face meeting with business partners and a hiring manager. We'll take this opportunity to learn more about you and your interest to work at Daikin Europe.





Development - PCB assembly - test & certification - consultancy - FPGA

**Employees**

Belgium: 250  
Worldwide: 300

**Website**

<https://www.dekimo.com>

**Contact**

Daan Vandenberghe  
[daan.vandenberghe@dekimo.com](mailto:daan.vandenberghe@dekimo.com)

**Main work places**

Gentbrugge  
Kortrijk  
Leuven  
Turnhout  
Gent



Software Development - Software Integration - Operations, Logistics & Supply Chain - Data - Cloud & Infrastructure

**Employees**

Belgium: 1200  
Worldwide: 2500

**Website**

<http://www.delaware.pro/en-BE>

**Contact**

Kaylee Surgeloose  
[kaylee.surgeloose@delaware.pro](mailto:kaylee.surgeloose@delaware.pro)

**Main work places**

Gent  
Kortrijk  
Antwerp  
Lummen  
Waver

**THE COMPANY**

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, Kortrijk, Turnhout, Delft, Goes, Louvain-la-Neuve, an EMC lab in Erpe-Mere and Louvain-la-Neuve and an assembly plant in Erpe-Mere for series of 100 up to 10.000 PCBA's.

We are involved in the complete development cycle of electronic equipment from feasibility to production, with a broad spectrum of technically challenging projects.

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

- Production support engineer (electronics)
- Hardware engineer
- Software engineer
- Mechanical designer
- Vision integration engineer
- Ervaren automation engineer
- Embedded software engineer

**SELECTION PROCEDURE**

Face tot face interview

**THE COMPANY**

At delaware, we're passionate about combining technology and business. We don't use technology for the sake of technology: it's the way we help people and companies to do what they love doing, but in the most efficient way. All in all, we do IT consulting: we solve business cases by implementing an IT solution.

We were founded in Belgium, but over the past 15 years we've grown to a leading international player. All that wouldn't be possible without our culture of teamspirit and ownership. Stop by for a cup of coffee at one of our offices in Ghent, Antwerp, Kortrijk, Lummen or Waver and feel the buzz when you walk through our doors!

**JOB OPPORTUNITIES | Hiring 10-50 engineers**

Taking those first steps into the job market might make you feel a little like Bambi on ice – wobbly and insecure. However, if you're interested in business & IT, we trust that you and your expertise will fit right in.

Are you a true techie? Great, you'll find your sweet spot in one of our development, cloud & infrastructure or integration teams.

Do you rather enjoy the business side of technology, and don't consider yourself as a technical expert? No worries, you'll focus on combining IT with one of our business domains: operations, supply chain, marketing, HR or data.

**SELECTION PROCEDURE**

We usually start with a call to get to know you and find a first match.

After the call, you'll be invited to a HR interview with one of our junior recruiters: Kaylee, Tomas, Caro or Charlotte.

If positive, you'll have one or two interviews with the people of the team you'll end up in.

We don't work with deadline, we'd rather have you apply when you're ready.

We receive most applications between February and July, but we have open opportunities all year round.





# DARE TO DISCOVER THE BEST YEARS OF YOUR LIFE

## AT DAMEN, YOU CAN STEER YOUR OWN COURSE

Right from the first day that you join our company, you'll be given the freedom and responsibility to chart your future course with us. Whether it's about your part in the Damen Business Course, an internship or graduation project or your first career step at one of our yards worldwide. We'll be there to help you discover your abilities and put them to maximum use.

Check our website [career.damen.com](https://career.damen.com) or contact us to start your future best years at Damen.

*We take pride in enabling your career  
Kommer Damen*

84

**DAMEN**

**Damen**

Shipbuilding - Research - Naval - Marine - Innovation

### Employees

Worldwide: 12000

### Website

<https://www.damen.com/>

### Contact

 Esther van Oorschot  
[e.van.oorschot@damennaval.com](mailto:e.van.oorschot@damennaval.com)

### Main work places

Vlissingen (The Netherlands)

## THE COMPANY

Damen Shipyards Group operates 42 ship- and repair yards, employing 12.000+ people worldwide. Damen has delivered more than 5.000 vessels in more than 100 countries and delivers approx. 180 vessels annually to customers worldwide. Based on its unique, standardized ship-design concept Damen is able to guarantee consistent quality.

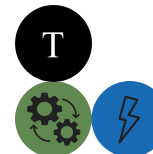
Damen Schelde Naval Shipbuilding (DSNS) is a naval shipyard that makes optimal use of its know-how and experience from both the military and commercial sectors and is specialized in the design and construction of naval vessels and complex commercial vessels. Flexibility, Performance and Perfection has become our trade mark.

## JOB OPPORTUNITIES | Hiring 10-50 engineers

<https://career.damen.com/>

## SELECTION PROCEDURE

First step in our selection procedure is cv screening, followed by an interview and if necessary we can ask for an online assessment. Depending the result of the assessment a second interview will follow.



85

**DAMEN**



Technology - Consulting - IT - Digital Transformation - Impact

**Employees**

Belgium: 4400  
Worldwide: 312000

**Contact**

Graduates Recruitment Team  
begraduatesrecruitment@deloitte.com

**Website**

<http://www.deloitte.com/be/mycareer>

**Main work places**

Zaventem  
Ghent  
Leuven  
Antwerp  
Brugge, Roeselare, Kortrijk, Leuven, Watermaal-Bosvoorde, Luik, Doornik & Charleroi



Innovation - Technical Leadership - Engineering - Sustainability - Safety

**Employees**

Belgium: 1500  
Worldwide: 5200

**Contact**

Sofie Collin  
collin.sofie@deme-group.com

**Website**

<http://www.deme-group.com/>

**Main work places**

Belgium  
Europe  
World wide

**THE COMPANY**

Deloitte is met meer dan 4400 medewerkers en 12 kantoren in België de grootste organisatie op het gebied van audit, accounting, juridisch en belastingadvies, consulting en financial advisory services. Onze dienstverlening richt zich zowel naar de grootste nationale en internationale ondernemingen als naar KMO's, de publieke sector en non-profit organisaties.

Bij Deloitte zijn we trots op feit dat we onze werknemers een omgeving aanbieden waar ze kunnen groeien. Wanneer je voor Deloitte kiest, betreed je een wereld van mogelijkheden. Je kiest niet enkel voor een job, je bouwt een carrière. Je krijgt de mogelijkheid om op uitdagende en internationale projecten te werken. Je zult gecoacht worden en stap voor stap leer je om verantwoordelijkheden te nemen naar klanten.

**JOB OPPORTUNITIES | Hiring 100+ engineers**

Jobmogelijkheden voor graduates zijn er binnen accounting & controlling, audit & assurance, business support, consulting, corporate finance, legal, risk advisory tax & technology.

Flexibiliteit en groeimogelijkheden zijn één van de redenen waarom mensen het fijn vinden om bij Deloitte te werken. Onze opleidings- en ontwikkelingsprogramma's voorzien onze mensen van de noodzakelijke middelen om zich steeds aan te passen aan de continue verandering in dit beroep.

**SELECTION PROCEDURE**

1. Online applicatie via [www.deloitte.com/be/mycareer](http://www.deloitte.com/be/mycareer)
2. Online testen
3. Telefonisch contact
4. Business case in groep
5. Individuele case (voor bepaalde functies)
6. Interviews
7. Offer



**THE COMPANY**

DEME is a world leader in the highly specialized fields of dredging, marine engineering and environmental remediation. The company can build on more than 140 years of know-how and experience and has fostered a pioneering approach throughout its history, being a front runner in innovation and new technologies.

DEME's vision is to work towards a sustainable future by offering solutions for global challenges: a rising sea level, a growing population, reduction of CO2 emissions, polluted rivers and soils and the scarcity of natural resources.

**JOB OPPORTUNITIES | Hiring 50-100 engineers**

DEME is a global solutions provider in a challenging and rapidly changing world. Our expertise and vast experience has been deployed over the centuries for dredging, environmental and marine engineering business solutions.

Our offer Staff

- Opportunities to develop your career in a competitive multinational environment in Belgium, as well as abroad.
- Working in close cooperation with a team of motivated colleagues.
- Top quality education and training opportunities.
- A competitive salary with extra-legal benefits.

**SELECTION PROCEDURE**

Looking for job opportunities ? Please have a look at our vacancies posted on our website [www.deme-group.com](http://www.deme-group.com) and upload your motivation letter and resume. If your profile matches, you will be invited for a job interview. If this resulted in a positive interview, you will have a profound meeting with the manager. After a positive final evaluation, you will be offered a contract.



**Employees**  
Belgium: 750  
Worldwide: 830

**Website**  
<https://democogroup.com/>

**Contact**  
Jasmien Van de water  
[jasmien.vandewater@democo.be](mailto:jasmien.vandewater@democo.be)

**Main work places**  
Hasselt  
Antwerpen  
Brussel  
Gent

## THE COMPANY

Democo Group combines the building expertise of 10 specialized companies and over 750 people to deliver added value in contracting, real estate development, technics and finishing. The different companies work autonomously and can be divided into 3 businessunits:

1. Construction: Democo, Democo Poland, DPCO, Deholi (interior)
2. Technical companies: AEW (electricity), AEW Security, Vandenbriele and Daeninck & Deweerdt (HVAC, Sanitary), DEMTEC Services (maintenance)
3. Real estate development: Ciril

We've proven our expertise and value in over 40 years of working together with clients and partners for their public, residential, office, commercial and industrial building projects. At Democo Group we have successfully grown in a professional structure without losing our family atmosphere.

## JOB OPPORTUNITIES | Hiring 10-50 engineers

At Democo Group, we're always looking for Project Leaders, Construction Site Supervisors and Cost Calculators to join our teams at various locations. We also offer a lot of other jobs, so take a look at our website: <https://jobs.democogroup.be/>

## SELECTION PROCEDURE

Apply online for our various vacancies! <https://jobs.democogroup.be/>



**Employees**  
Belgium: 1150  
Worldwide: 2233

**Website**  
<http://www.denys.com/>

**Contact**  
Tatjana Ceuterick  
[tatjana.ceuterick@denys.com](mailto:tatjana.ceuterick@denys.com)

**Main work places**  
Flanders (Antwerp - Ghent and Brussels)  
Europe  
Africa  
Middle - East

## THE COMPANY

Denys is a multi-specialized construction group with more than 2.200 employees. The growth model is based on 3 pillars: Diversification, Innovation, Export. We do not innovate only in one specialty, but more as a total business in several disciplines : water , energy, mobility , restoration, engineering, special techniques and other specialized techniques. The Denys Group, a popular partner for the most complex projects and infrastructure works. In order to give this diversified growth maximum scope, Denys has steadily started to build on international expansion. Today, Denys has a strong foothold in Europe, North Africa, Sub-Saharan Africa and the Middle East. Denys explores Asia, Central and South America and Canada.

## JOB OPPORTUNITIES | Hiring 5-10 engineers

We recruit throughout the year and are always looking for motivated and entrepreneurial people who are ready to take on a challenge. At Denys, we are looking for employees who are able to draw up a plan and who want to go together for a well-finished project.

We are currently looking for concrete opportunities:

- Site manager at home and abroad
- Project leader at home and abroad
- Work planner at home
- Building technology site manager (HVAC)
- Building Technology Project Manager (HVAC)
- Project Manager Special Techniques

## SELECTION PROCEDURE

- Application via the website
- Invitation to a first interview with HR
- Interview with the department manager
- Possibly a site visit if desired
- Interview with the HR Manager and the General Manager

This last interview is followed by a contract negotiation.

As soon as you are convinced that we are the right fit as a company for you, you'll come back to sign your contract with a hot cup of coffee and a warm welcome.





Materials Science - Sustainable - Innovative - Inclusive - Customer - Centric

**Employees**

Belgium: 4000  
Worldwide: 37000

**Website**

<http://www.dow.com/>

**Contact**

Danielle Hendriks  
dhendriks@dow.com

**Main work places**

Terneuzen, The Netherlands  
Seneffe, Belgium



Digital - IT - Consulting - Transformation and change - Technology

**Employees**

Belgium: 1000  
Worldwide: 133000

**Website**

<https://www.dxc.technology/be>

**Contact**

Cedric Vanpamel  
jobs-belgium@dxc.com

**Main work places**

Mechelen  
Brussels

**THE COMPANY**

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](https://careers.dow.com).

**JOB OPPORTUNITIES | Hiring 50-100 engineers**

At Dow, you can expect us to create multiple career paths for you with the opportunity to unlock your potential and receive dedicated training. We innovate in ways that protect the planet and the environment we live in. Think about what interests you have and how you can make the difference at Dow.

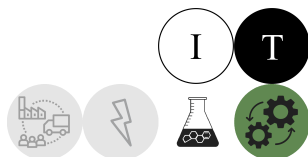
Graduate programs:

- Operations Rotational Program (Location: Terneuzen (NL) – Job reference number: R2003716)
- Supply Chain Graduate Program (Location: Terneuzen (NL) – Job reference number: R2000883)

**SELECTION PROCEDURE**

Can you feel the chemistry between us? Then, take the chance to connect with Dow and get your career started on a better tomorrow. Visit [careers.dow.com](https://careers.dow.com), search for a specific program or job reference number and submit your profile. Click apply now even if you don't fit our job descriptions exactly. After a CV screening, you will be contacted for a phone interview with a recruiter and receive an invitation for an assessment day if we are a match.

Don't miss the chance – you might be the right person for us!



**THE COMPANY**

At DXC Technology, we act as an independent, trusted advisor in digitizing the client's business in Belgium. Our employees are responsible for optimizing their industry processes in the domains of HR, accounting, logistics and IT as well as developing, implementing and managing their IT governance mechanisms.

DXC Technology is the world's leading independent, end-to-end IT services company, serving nearly 6,000 private and public-sector clients from a diverse array of industries across 70 countries. The company's technology independence, global talent and extensive partner network deliver transformative digital offerings and solutions that help clients harness the power of innovation to thrive on change.

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

We are always looking for:

- Business & Functional analysts
- Data analytics specialists
- Technology consultants
- Developers
- Windows engineers

**SELECTION PROCEDURE**

If you are interested in one of our open positions or if you want more information, just send an e-mail to our Talent Acquisition team ([jobs-belgium@dxc.com](mailto:jobs-belgium@dxc.com)) with your resume and small motivatoin.



**Employees**  
Belgium: 900  
Worldwide: 14500

**Website**  
<http://www.eastman.com>

**Contact**  
Hendrik De Brabandere  
[hendrikdebrabandere@eastman.com](mailto:hendrikdebrabandere@eastman.com)

**Main work places**  
Eastman Gent Noord  
Eastman Gent Zuid  
Eastman Technology Center -  
Technologiepark-Zwijnaarde 21 - 9052  
Zwijnaarde

## THE COMPANY

Eastman is the largest employer for the chemical industry in the Ghent region. With two production sites and a research department in the region, we can offer a wide variety of challenges and career opportunities to young engineers. Our production site Gent Noord produces Methylamines. These are building blocks for end applications such as cosmetics, detergents, additives for animal feed, crop protection and waste water treatment. The Gent Zuid production site specializes in the production of films that are used in laminated safety glass for the automotive industry and architectural applications. In 2018, Eastman opened his doors for a new research department in the Technology Park in Zwijnaarde where we focus on R&D.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

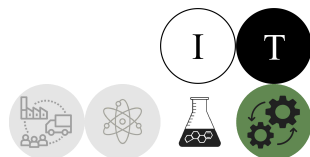
Today we have a team of around 900 colleagues in Ghent and every year we strengthen our ranks with up-and-coming talent for a career in our Engineering department or Research & development.

As a result of the campus recruitment events, Eastman recruits 2 to 4 young engineers every year.

## SELECTION PROCEDURE

Every year Eastman organizes an Engineering Day where interested young engineers get the chance to get to know the company and career opportunities.

You can always apply for current vacancies via [www.eastman.com/careers](http://www.eastman.com/careers).



**Employees**  
Belgium: 3500  
Worldwide: 70400

**Website**  
<http://eiffagebenelux.be/>

**Contact**  
Eline Princen  
[Eline.princen@eiffagebenelux.com](mailto:Eline.princen@eiffagebenelux.com)

**Main work places**  
Brussels  
Flanders  
Wallonia  
Luxemburg

## THE COMPANY

Eiffage is one of Europe's leading construction companies. Eiffage stands out in Europe and around the world for its extensive expertise and technical know-how in different areas:

- Construction and civil engineering
- Real Estate
- Marine Works
- Energy
- Metallic construction
- Concessions

## JOB OPPORTUNITIES | Hiring 1-5 engineers

Eiffage has projects and activities all over the country. Moreover, at Eiffage, you will be part of a European Group that offers various career opportunities.

We're constantly looking for new talent:

- Employees who are interested in the various areas of the construction world
- Motivated and enthusiastic employees willing to take initiative
- Students interested in doing their internship in technical or administrative disciplines
- Motivated young employees looking for an international career

Check out our website [www.eiffagebenelux.be](http://www.eiffagebenelux.be) for all our open vacancies.

## SELECTION PROCEDURE

At Eiffage Group, we like to take the time to get to know you better during one or more interviews. This will also give you the opportunity to get to know us better.

We prefer to keep the recruitment process as short as possible and get back to you shortly.



**Employees**

Belgium: 16700  
Worldwide: 153090

**Website**

<https://jobs.engie.com/belgium>

**Contact**

ENGIE Recruitment & Career Development  
staffing@engie.com

**Main work places**

Belgium  
Flanders

**THE COMPANY**

ENGIE is leading the energy transition in Belgium. Our mission is “to move on UP” by investing in digitalisation, technology, green energy, safety and quality of life. The different ENGIE entities, Axima, Cofely, Electrabel and Fabricom, which all aspire to a low carbon economy, are present in all the energy sectors: in energy production and distribution, of course, as well as in research and innovation, the maintenance and installation of tertiary and industrial infrastructure, engineering, as well as in construction and the implementation of large-scale projects.

**JOB OPPORTUNITIES | Hiring 100+ engineers**

Our commitment towards our employees? A fascinating job, that is always at the cutting edge of technology, within a dynamic and friendly team, offering many possibilities for promotion! Apply now and become a member of the ENGIE UP movement! You too can actively take part in the energy revolution.

**SELECTION PROCEDURE**

We wish you a lot of success with your application. Below you will find a global overview of our selection process. The exact content of the selection process depends on the nature of the vacancy (e.g. live interview or video interview).

1. You apply online
2. Your application will be analysed
3. You go through a first selection (possibly based on an online questionnaire)
4. You go through a 2nd selection: F2F interview or live chat interview
5. You get feedback
6. Are you selected? Your employment contract will be drawn up and we will ensure that you can board the ship asap.



**Employees**

Belgium: 2300  
Worldwide: 260000

**Website**

<https://www.ejobs.be>

**Contact**

Nina Delvaux  
recruitment@be.ey.com

**Main work places**

Diegem, Brussels  
Gent  
Antwerp  
Brugge

**THE COMPANY**

EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.

With this breadth of service offerings you have the opportunity to develop your career through a variety of experiences, mentoring and formal learning to ensure our employee value proposition – Whenever you join, however long you stay, the exceptional EY experience lasts a lifetime – is a reality.

**JOB OPPORTUNITIES | Hiring 10-50 engineers**

- Junior Technology Consultant
- Junior Technology Risk Consultant
- Junior Cybersecurity Consultant
- Junior Data & Analytics Consultant
- Junior Cybersecurity Consultant
- Junior Performance Improvement Consultant
- Junior Technology Consultant
- Junior Risk Consultant
- Junior Consultant Transactions – Due Dilligence
- Junior Consultant Valuation, Modeling & Economics
- Junior Consultant EY -Parthenon

**SELECTION PROCEDURE**

- Go to [www.ejobs.be](http://www.ejobs.be)
- Apply
- If your application is suited for the job, you will receive online tests
- If you succeed for the tests, you will receive an invitation for one of our selection days
- At this selection day you will do an interview, a group discussion and an individual writing case
- If this goes well, you can start your career at EY!







Engineers & Architects - Shape the future - Different perspective - Flexibility - Quality

**Employees**

Belgium: 105  
Worldwide: 105

**Contact**

Ann De Keukelaere  
ann.dekeukelaere@evolta.be

**Website**

<https://www.evolta.be/nl/werken-bij/>

**Main work places**

Moerbeke-Waas  
Flanders  
Brussels



Matching - Training - Coaching - IT - Incubator

**Employees**

Belgium: 175  
Worldwide: 175

**Contact**

Astrid Roest  
astrid.roest@exellys.com

**Website**

<http://www.exellys.com/>

**Main work places**

Gent  
Antwerpen  
Brussel  
Mechelen  
Leuven

**THE COMPANY**

As a multidisciplinary engineering and architecture company, with a team of over 100 highly trained experts, Evolta is active in:

- **INFRASTRUCTURE:** sustainable design of the public space with design of visible (streets, squares, parks, sports infrastructure, bicycle super highways) and invisible (integral water management, sewerage) infrastructure
- **BUILDINGS:** future-oriented and inspiring architectural and technical design of buildings like nursing homes, industrial & office buildings, hospitals, schools, retail...
- **CONSULTANCY SERVICES:** supporting or leading projects with our partners by deploying consultants on-location, specialized in: project management, logistics, process, product(ion), maintenance, design, quality, supply chain, procurement... in different sectors

**JOB OPPORTUNITIES | Hiring 1-5 engineers**

As a multidisciplinary engineering and architectural firm in full expansion, with offices and projects spread across Flanders and Brussels, we are always looking for motivated employees for several functions (project engineer, study engineer, site coordinator...) in the disciplines infrastructure, urbanism, architecture/civil engineering, mechanics, electricity...

**SELECTION PROCEDURE**

Are you interested in joining our professional and motivated team? Discover our vacancies on our website (<http://www.evolta.be/nl/werken-bij/>).

If we don't have a vacancy that suits you at the moment, we would like to receive your spontaneous application. This allows us to link your profile to future vacancies.

**THE COMPANY**

At Exellys we believe in the 'talent first' principle. Have you just finished studying IT or Science or do you already have work experience in the tech sector? It doesn't matter because you get to decide which direction you want to go and what you want your career to look like. We are here to help you from the start to the end, from A to B.

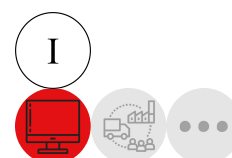
How? Exellys matches your skills and ambitions with the right career opportunities in the company and sector that you want to work in. Furthermore, you will go through a training program that will help you to grow from a graduate into a young professional and from a young professional into a future-fit digital leader. Finally, the icing on the cake is that you will be supported by one of our qualified coaches throughout the whole process.

**JOB OPPORTUNITIES | Hiring 10-50 engineers**

We offer positions in IT and Engineering. In IT, we have opportunities in development, data, infrastructure, analysis and project management and in Engineering we offer jobs in design, production, automation, R&D and project and process engineering. We work with over 50 companies all over Belgium, ranging from promising start-ups to established international companies in different kinds of sectors. But most importantly, the quest for a match starts with you. What do you want? What are your ambitions? We will turn your ambitions into your dream job.

**SELECTION PROCEDURE**

As a first step in our selection procedure we will see you for a first interview, where you get to know us and we you. Afterwards, you go through our technical and personality tests. If you manage to pass these steps, you will have a final interview with one of our Talent Development Managers. Upon completion of the selection procedure, we start our mutual quest for your perfect match amongst our customers and opportunities!



## Employees

Belgium: 150  
Worldwide: 150

## Website

<http://www.flandersmake.be/nl>

## Contact

Liesbet Decuyper  
[liesbet.decuyper@flandersmake.be](mailto:liesbet.decuyper@flandersmake.be)

## Main work places

Kortrijk, Marksesteenweg 58  
Lommel, Oude Diestersebaan 133  
Leuven, Gaston Geenslaan 8  
Sint-Truiden, Drone-port

## THE COMPANY

FLANDERS MAKE IS THE RESEARCH CENTRE FOR THE MANUFACTURING INDUSTRY.

Our specialized researchers work together on advanced technologies for:

- improving machines and vehicles,
- optimizing production systems,
- bringing innovation to the design process of new products.

Our industry-driven research leads among other things to:

- autonomous vehicles and systems,
- intelligent, interconnected machines and production environments,
- innovative robot / cobot & drone applications,
- high tech research infrastructure.

## JOB OPPORTUNITIES | Hiring 10-50 engineers

We only offer permanent positions in the technological domains of:

- mechatronics
- product development methods
- advanced manufacturing technologies.

Do you like control, modelling, sensing, and actuation ?

From concept to application and lab testing ?

On smart machines and robots, drones, autonomous and green vehicles, or production systems and machine assembly?

Bridging research to industrial applications.

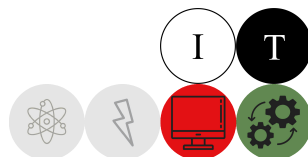
Are you a technical researcher, technical project manager or (embedded) software engineer/ architect?

## SELECTION PROCEDURE

Apply online for your favorite vacancy. Open applications are also welcome. Refer to our projects that you like. We appreciate good motivations.

If your candidacy is selected, you will receive an invitation within 3 weeks.

A decision is made after a general interview & a in-depth technical screening with a presentation & an exercise.



## Employees

Belgium: 200  
Worldwide: 53000

## Website

<https://vtk.ugent.be/career>

## Contact

Dirkje van Dijkhorst  
[dirkje.van.dijkhorst@fluor.com](mailto:dirkje.van.dijkhorst@fluor.com)

## Main work places

Antwerp (BE)  
Project Site (BE)

## THE COMPANY

We transform the world by building prosperity and empowering progress!

As one of the world's largest engineering, procurement, fabrication, construction and maintenance (EPFCM) companies, Fluor offers an unmatched diversity of experience along with a reach that spans the globe. For more than a century, Fluor has served our Clients by providing innovative and integrated solutions to deliver capital efficiency and project certainty. Our exceptional people, broad knowledge, agility, dedication to safety and vast network of resources enable us to fulfill this commitment every day. Our more than 53,000 employees in over 100 countries work collaboratively to tailor integrated solutions

## JOB OPPORTUNITIES | Hiring 10-50 engineers

Are you ready to be challenged?

Fluor offers jobs and career opportunities in engineering, procurement, fabrication, construction and maintenance around the world. As a global leader in the engineering and construction industry, Fluor designs, builds and maintains complex and challenging capital projects across six continents. Our office in Antwerp is ideally situated for projects not only in Belgium, but also in other parts of Europe.

## SELECTION PROCEDURE

After the completion of a degree in chemical, civil, electrical, mechanical, electro-technology engineering, or technology management, you could join Fluor as an engineer within the departments of process, mechanical, electrical and control systems, civil and structural, piping, or project controls. For more information regarding this, visit our website [www.fluor.com/careers](http://www.fluor.com/careers) or contact [college.recruitment@fluor.com](mailto:college.recruitment@fluor.com).



# Build a career and use your energy to change the world

## ExxonMobil



Visit our website at [careers.exxonmobil.com](http://careers.exxonmobil.com) to search for the specific career you're interested in.



ExxonMobil Brands

Follow us on:



### ExxonMobil

Energy - Petrochemical - Multinational - Refinery - American

#### Employees

Belgium: 2200  
Worldwide: 71300

#### Contact

Mattijs Dolphen  
[mattijs.dolphen@exxonmobil.com](mailto:mattijs.dolphen@exxonmobil.com)

#### Website

<http://www.exxonmobil.com/>

#### Main work places

Zwijndrecht  
Antwerp  
Meerhout  
Brussels

### THE COMPANY

ExxonMobil, one of the world's largest publicly traded energy providers and chemical manufacturers, develops and applies next-generation technologies to help safely and responsibly meet the world's growing needs for energy and high-quality chemical products.

### JOB OPPORTUNITIES | Hiring 5-10 engineers

As a graduate engineer, you can start your career at ExxonMobil either at the Antwerp refinery as Process Engineer at the Antwerp/Meerhout Polymers Plants as Process- or Equipment Engineer!

A typical starting position is 'Process Engineer' at one of the sites. Our manufacturing sites are subdivided into units. As a starting engineer you will take technical ownership of such a unit.

### SELECTION PROCEDURE

If you are selected after initial screening, you will be invited for a first round interview at one of our Antwerp locations. Successful candidates will be invited for a second round interview and decision on contract offer will be taken shortly after.

Throughout the recruitment process you will receive feedback at any stage within 1 week.



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## ExxonMobil

**Employees**Belgium: 60  
Worldwide: 70**Contact**Marjorie Clits  
marjorie.clits@guardsquare.com**Website**<https://www.guardsquare.com>**Main work places**

Leuven

**THE COMPANY**

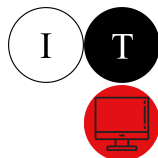
Guardsquare is the global reference in mobile application protection. We develop premium software for the protection of mobile applications against reverse engineering and hacking. Our products are used across the world in a broad range of industries, from financial services, e-commerce and the public sector to telecommunication, gaming and media. Guardsquare is based in Leuven (Belgium) and San Francisco (USA).

**JOB OPPORTUNITIES** | Hiring 5-10 engineers

- Compiler Engineers
- R&D Engineers
- Java Engineers
- C++ Engineers
- DevOps Engineers
- Security Engineers

**SELECTION PROCEDURE**

- 1st meeting with R&D Manager
- 2nd meeting with CTO
- 3d meeting with CEO
- Offer

**Employees**Belgium: 13  
Worldwide: 0**Contact**Toon de Bruyn  
toon.de.bruyn@ie-net.be**Website**<http://www.ie-net.be/>**Main work places**

Job platform

**THE COMPANY**

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
- virtual job platform: ie-net will connect you with companies looking for people with an engineering background
- job information events
- salary: ie-net surveys engineers and shares results about salary, fringe benefits, etc

**JOB OPPORTUNITIES** | Hiring 100+ engineers

Visit our online job platform for engineers: [www.jobs-ie-net.be](http://www.jobs-ie-net.be)

**SELECTION PROCEDURE**

On our online job platform, you can upload your CV and look for job opportunities.



**Employees**  
Belgium: 40  
Worldwide: 1000

**Contact**  
Jessica Verelst  
jverelst@ikosconsulting.com

**Website**  
<http://www.ikosconsulting.com/>

**Main work places**  
Belgium (Flanders, Brussels or Wallonia)  
France (Paris, Lyon, Lille, Nantes, Toulouse or Marseille...)  
Spain (Madrid, Barcelona...)  
UK (London, Derby)  
Italy, Germany, Canada, USA...

## THE COMPANY

IKOS was founded in 2005 with two objectives:

- To focus on projects that are strategic for clients due to their potential technological leverage and direct impact on the client's competitiveness and performance.
- To provide a new alternative that stands out from firms dominating the market by offering both expertise and a local presence.

IKOS' mission is to become the benchmark firm in the rail sector using a high-quality approach to consulting that makes consultants the focus of the company.  
The IKOS Group consists of 16 subsidiaries in 10 countries (France, Belgium, Germany,

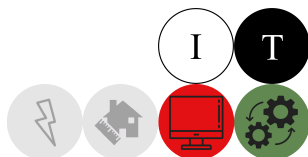
## JOB OPPORTUNITIES | Hiring 5-10 engineers

- We're looking for :
- Mechanical Engineers
  - Electrical Engineers
  - Civil Engineers
  - Electomechanica Engineers
  - Business Engineers

...  
To work in Belgium or abroad on railway or Energy projects.

## SELECTION PROCEDURE

Contact us by sending your resume by mail at: [jverelst@ikosconsulting.com](mailto:jverelst@ikosconsulting.com)



**Employees**  
Belgium: 2500  
Worldwide: 22000

**Contact**  
Kristel Michiels  
[kristel.michiels@ineos.com](mailto:kristel.michiels@ineos.com)

**Website**  
<http://www.ineos.com/>

**Main work places**  
Antwerp

## THE COMPANY

INEOS is one of the largest petrochemical companies in the world, employing around 22,000 people across 183 sites in 26 countries. With annual sales of \$60bn, we have grown rapidly in the petrochemicals sector over the past 20 years. In many of the markets we operate in, we are number one in the world.

INEOS is showing its confidence in the future with a multi-billion Euro project for an ethane gas cracker and world-scale PDH unit in Antwerp. The €3 Billion investment is the largest to be made in the European chemicals sector in 20 years.

## JOB OPPORTUNITIES | Hiring 5-10 engineers

- INEOS has well established graduate engineering programmes.
- INEOS has 8 manufacturing sites in Belgium, 5 in the Antwerp region, with others in Feluy, Geel and Jemeppe. These manufacture products for 6 different INEOS businesses - Oxide, Olefins & Polymers, Phenol, Oligomers, Inovyn and Styrolution. There are a number of vacancies at these sites for a variety of engineering disciplines.

## SELECTION PROCEDURE

Send your resume and motivation letter to [recruitment.belgium@ineos.com](mailto:recruitment.belgium@ineos.com)





Sustainable Mobility - Mobility of the future - Machine Learning - Predictive Maintenance - Sustainability

**Employees**

Belgium: 10500  
Worldwide: 10500

**Website**

<https://www.infrabel.be>

**Contact**

Daan Peeters  
daan.peeters@infrabel.be

**Main work places**

Marcel Broodthaersplein 2, 1060 Brussel

**THE COMPANY**

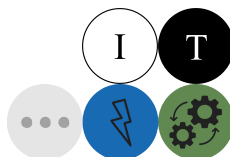
Infrabel builds, maintains and renews the Belgian railway infrastructure: tracks, switches, bridges, tunnels, overpasses and signals. We also direct all the trains that run on our rail network. 24 hours a day 7 days a week. This means that more than 600,000 travellers a day and 50 million tonnes of goods a year reach their destination safely. With around 10,000 employees, we work on a reliable and modern railway network in order to help develop the mobility needs of our society and to contribute to a sustainable society. Our employees are all passionate workers who stand out in their specialist fields and dedicate their talents each day to their job. They do so in a company where innovation is in full swing, with the help of the latest technologies and opportunities to grow.

**JOB OPPORTUNITIES | Hiring 10-50 engineers**

We are looking for both Industrial and Civil engineers in any specialist field. As we are a very diverse company, we can offer numerous challenging jobs. In addition, we are also always looking for strong profiles in Finance, Procurement, IT, Communication & HR.

**SELECTION PROCEDURE**

You can apply via [weneedyou.infrabel.be](http://weneedyou.infrabel.be). One of our recruiters will then contact you by telephone. After telephone screening, you will be invited to an interview at our offices. If all goes well, you will be able to get started quickly as an engineer at Infrabel!



Financial Institution - IT Infrastructure Services - IT Security - Technology Innovation - Multinational

**Employees**

Belgium: 6736  
Worldwide: 53000

**Website**

<https://www.ing.be>

**Contact**

Geert Duerinck  
geert.duerinck@ing.com

**Main work places**

Brussels  
Amsterdam

**THE COMPANY**

ING Belgium services all banking customers with a wide range of financial products and via the distribution channel of their choice (mobile device, internet, telephone or in a branch). In Belgium alone, ING handles the finances of millions of consumers and hundreds of thousands of businesses. We work hard every day with one aim in mind: to provide our customers the best possible products and services – quickly, professionally and smoothly. That's no mean feat and a considerable degree of organisation is required. To give you an idea of the size of ING:

- ING serves 33 million customers spread across 40 countries
- We employ more than 53,000 people
- We have 2.5 million customers (consumers and businesses) in Belgium alone

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

We are constantly looking for young potentials with Engineering skills for our IT Infrastructure department. So that we can continue to help our customers turn their dreams into reality, we need forward-thinking employees who can improve their own future and that of those around them. Employees who show plenty of imagination and determination, and who never stop working on their own development. Employees who fulfil their own potential and in doing so contribute to a better future for themselves, our customers and society as a whole.

**SELECTION PROCEDURE**

Send your application via mail to:

- [geert.duerinck@ing.com](mailto:geert.duerinck@ing.com)
- [erik.hemeleers@ing.com](mailto:erik.hemeleers@ing.com)



## Employees

Belgium: 120  
Worldwide: 120

## Website

<https://inthe-pocket.com>

## Contact

Laura Despiegelaere  
[laura.despiegelaere@inthe-pocket.com](mailto:laura.despiegelaere@inthe-pocket.com)

## Main work places

Gent  
Leuven

## THE COMPANY

As a digital product studio, In The Pocket develops digital products that make people happy and businesses grow. The Ghent-based company designs and builds innovative digital solutions that include product strategy and design, mobile and web applications as well as virtual & augmented reality applications.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

- Mobile Developer
- Web Developer
- Cloud Engineer
- Machine Learning Engineer
- Augmented Reality Engineer

## SELECTION PROCEDURE

1. Phone Screening
2. Cultural Fit Interview & Competence Interview
3. Case
4. Interview with CEO



## Employees

Belgium: 180  
Worldwide: 350

## Website

<http://www.itineris.net/>

## Contact

Catherine De Wulf  
[Catherine.DeWulf@itineris.net](mailto:Catherine.DeWulf@itineris.net)

## Main work places

Sint-Denijs-Westrem  
UK  
NL  
US  
home office

## THE COMPANY

ITINERIS (Sint-Denijs-Westrem) is a Belgian IT company, 100% focused on the Utility industry. Itineris provides integrated business solutions for all commodities (electricity, gas, water...) & all market roles (supply, grid & metering) within the Utilities sector. Thanks to its focus, experience & expertise, Itineris is considered a reference within the Utilities industry.

Creators of UMAX, Itineris built a leading ERP/CIS solution on Microsoft technology which is certified for the Microsoft Dynamics platform. Itineris offers related IT services such as project management & managed services to energy & water suppliers, distribution network operators and integrated utility companies in both regulated and non-regulated industries on the EMEA & North American markets.

## JOB OPPORTUNITIES | Hiring 5-10 engineers

Today, Itineris counts 350+ utility and subject matter experts and we're continuously welcoming talented starters with a passion for energy and/or IT!

We are looking for dynamic, pragmatic and motivated colleagues to sustain our growth, international expansion and to serve our vast customer base of utility players better.

We offer jobs for:

- Functional Analysts
- Developers
- Test Consultants
- ...

## SELECTION PROCEDURE

Please come and visit us at the booth! Make sure you bring your cv.

We'll invite you at Itineris for a couple of interviews.

Are we a match made in heaven?

Then you'll soon receive your contract!





**Jan De Nul**

Construction - Dredging - Civil Works - Environmental Works - Multinational

**Employees**

Belgium: 1500  
Worldwide: 6700

**Contact**

Valérie Lentacker  
HRadmin@jandenul.com

**Website**

<https://www.jandenul.com/en>

**Main work places**

Aalst  
Benelux  
Worldwide

**THE COMPANY**

Knowledge, innovation and sustainability. This is the power behind Jan De Nul Group. Thanks to the skilled employees and the customized solutions, JDN group is today the market leader in dredging maritime works and specialized in services for the offshore oil, gas and renewable energy market. Jan De Nul is also an important player in the construction sector, environmental activities and in brownfield development. Whether it concerns the construction of new locks in the Panama Canal, the installation of offshore wind turbines or redevelopment of contaminated industrial sites, Jan De Nul Group is contributing to further economic development together with its client.

**JOB OPPORTUNITIES | Hiring 10-50 engineers**

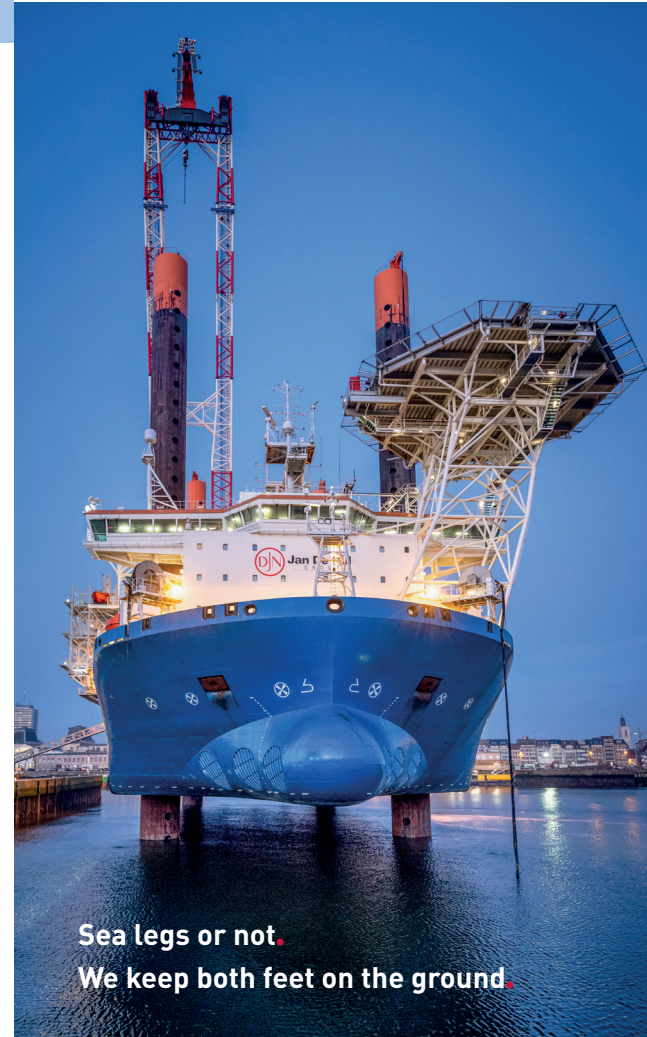
- Superintendent Dredging Works
- Tender Engineer
- Project Engineer
- Design Engineer
- Site Engineer
- Site Planner

**SELECTION PROCEDURE**

Looking for challenging dredging and offshore activities, groundbreaking civil works or innovative environmental projects all over the globe? Then working at Jan De Nul is for you! What we do is slightly larger, usually goes a little further and is always more adventurous. Our range of jobs offers opportunities in the office and at both domestic and foreign yards. Jan De Nul Group is ready for the future! Are you one of us? Explore your talent at <https://jobs.jandenul.com/en>



**Recognised yourself?  
Then you are one of us!**



Sea legs or not.  
We keep both feet on the ground.

Hungry for knowledge, challenges and innovation? Then you are at the right place! At Jan De Nul Group we work as one team every day in order to create a future, built on sustainability, quality and people. Do you see yourself working on the coast of Benin, installing wind turbines in Taiwan or renovating tunnels in Brussels? Or do you prefer to contribute to a better environment? Both at the office and on our construction sites, you can build the world of tomorrow. Recognise yourself, go straight ahead together with us and achieve the impossible!

**#RE  
COGNISE  
YOUR  
SELF**

[jobs.jandenul.com](https://jobs.jandenul.com)







**JURI nv**

Construction - Concrete - Apartments, homes and other big projects - Quality - Family

**Employees**

Belgium: 180  
Worldwide: 0

**Website**

<https://www.juri.be/>

**Contact**

Loupkin Van Affelterre  
loupkin.vanaffelterre@juri.be

**Main work places**

Zele  
Ghent  
Dilbeek  
Wetteren  
Melsele

## OP ZOEK NAAR UITDAGENDE BOUWPROJECTEN?

Kiezen voor Juri NV is kiezen voor een stevig, top 100 bouwbedrijf. Met een keuze uit zowel residentiële, industriële, woon-zorg als openbare bouwwerken, bieden we je de nodige variatie. Trouwens: als Juri groeit, groei jij mee...

**PROJECTLEIDER**

**WERFLEIDER**

Join us. [www.juri.be/jobs](http://www.juri.be/jobs) of contacteer: Loupkin Van Affelterre op 052/45.07.17 of via mail op [sollicitatie@juri.be](mailto:sollicitatie@juri.be)



### THE COMPANY

JURI nv is a family oriented construction company founded in 1985. We are specialised in Class 8 building projects, such as sporthalls, appartements, retirement homes etc. Our main focus is on building a healthy growing company. As proof we are nominated for the Trends Gazelle for the eleventh year in a row (n° 51 this year). Currently we have around 180 employees, who help us accomplish all our goals. One example of these goals: Last year our team accomplished a revenue of over 60 million, this gives us a lot of opportunities for the future to let young and talented people grow.

### JOB OPPORTUNITIES | Hiring 1-5 engineers

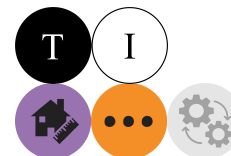
Junior projectleader: This challenging opportunity requires a strong mentality with a hands-on approach. Within the first years you will have been under the supervision of the Foreman and a Senior Projectleader to feel how a construction site is run. The first period is probably the one you will remember forever and will rely on very often when you start to run your own project. You determine your own growth at JURI (some have their own project after 4 years, some after seven).

Joachim (CEO) likes to say there are no limits in your growth at JURI, we can learn a lot from each other.

### SELECTION PROCEDURE

Our selection procedure is very straight forward.

The first meeting will be with Loupkin (recruitment officer) and Joachim (CEO). Sometimes with one of our Senior Projectleaders. This is a nice and open conversation in which we ask to just be yourself, we will do the same. We hire almost exclusively freshly graduated talent and focus in the conversation on your mentality and drive. After this initial conversation Joachim will take you on, or plan a construction site visit to see if the fit with our company is really there.



## Employees

Belgium: 24  
Worldwide: 24

## Website

<http://www.kapernikov.com>

## Contact

Jobs @ Kapernikov  
[jobs@kapernikov.com](mailto:jobs@kapernikov.com)

## Main work places

Brussels  
Flanders

## THE COMPANY

Kapernikov probably isn't for everyone. But if your passion is as big as ours, then you're in for a treat with us. We are constantly looking for talented engineers. If you want to build the data driven factories of the future, if you want to join Belgium's finest in the field of data management, if you want to work on a great portfolio of clients and if you have a constant itch to learn new things, then we'd love to hear from you.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

- Care for programming robots?
- Ever developed software for fun?
- Like to create processes for MDM in complex settings?
- Keeping yourself up to date with the latest data processing technologies?
- Want to bring recent technologies to asset management?
- Experience in computer vision?
- Meticulously organized and fixated on getting data right?

If you can check 5 out of 7 and if you are thrilled to work with us on a fixed or freelance basis, then let's get together.

## SELECTION PROCEDURE

Convince us of your skills while showing us who you are and what you are passionate about. Send us your CV or a Github link, come over and demo something you made, or show us that you know how to program and query a database.

We review and answer every incoming application personally, and we take it from there. Currently, we are looking for computer vision/deep learning experts, ETL/data cleansing consultants and business analysts for master data management, but if you have other skills and are interested to come and work with us, then just drop us a line.



## Employees

Belgium: 45  
Worldwide: 12500

## Website

<http://www.keysight.com/>

## Contact

Filip Demuynck  
[filip.demuynck@keysight.com](mailto:filip.demuynck@keysight.com)

## Main work places

Kortijksesteenweg 1093B, 9051 Sint-Denijs-Westrem  
Wingepark 51 3110 Rotselaar

## THE COMPANY

Keysight Technologies Inc. (NYSE: KEYS) is the world's leading electronic measurement company, transforming today's measurement experience through innovations in wireless, modular, and software solutions. With its Hewlett-Packard and Agilent legacy, Keysight delivers solutions in wireless communications, aerospace and defense and semiconductor markets with world-class platforms, software and consistent measurement science. The company's nearly 12,600 employees serve customers in more than 100 countries.

In Belgium, Keysight Technologies has two R&D groups:

- In Leuven, focusing on custom ASIC chip design (e.g. high speed A-to-D converters).
- In Gent, focusing on development of 3D EM software simulation tools for designers of high frequency and high speed digital electronic design.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

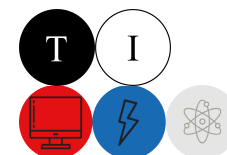
For the location in Gent, we are looking for software development engineers to work on the development of the high frequency/high speed digital simulation tools. The projects handled within the development team include:

- Numerical algorithm development within the core EM simulation engines
- 3D geometry processing and modeling
- Data and simulation flow development for local and cloud simulations
- Use flow implementations

We are looking talented engineers with a Master Degree in EE or CS, either specialized in physical EM (Electro Magnetic) modeling or in software development (C++/Python).

## SELECTION PROCEDURE

The selection procedure involves ~3 hours of interviews including several people from Keysight. During the interviews, the main goal is to check for technical skills (e.g. software development skills) and team interaction skills. Together with the candidate, we make an open and fair assessment matching the short and long-term job needs and expectations with those of the candidate.





Streaming Data - Cloud Native - Open Source - Digital transformation - Research & Development

**Employees**  
Belgium: 32  
Worldwide: 59

**Website**  
<https://www.klarrio.com/>

**Contact**  
Hans Tubbax  
[hans.tubbax@klarrio.com](mailto:hans.tubbax@klarrio.com)

**Main work places**  
Antwerpen - Belgium  
Rotterdam - The Netherlands  
Apex - USA  
Sydney - Australia

## THE COMPANY

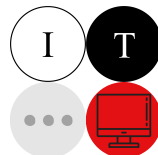
Klarrio is a young, fast-growing Cloud Native Services Integrator. Specializing in streaming data platforms and analytics, we provide professional services in Data Engineering/Science. Originating in Antwerp-Belgium, Klarrio has now established offices in The Netherlands, Germany, USA and Australia. With over 130 man-years of hands-on development and operational experience in relation to IoT and cloud computing, we provide cloud-based streaming solutions for organizations with complex integration requirements and exceedingly high volumes of bidirectional data flow. In this, we live and breath open source. Continuous research and learning are crucial for the Klarrio team to stay ahead in the various domains and for our people to be expert technologists in the Big Data Space.

## JOB OPPORTUNITIES | Hiring 5-10 engineers

Great things in business are never done by one person. They're done by a team of people. Introverts and extroverts, geeks and nerds, superheroes and digital poets are welcome to join our team in our cozy townhouse with modern annex. It's the perfect place to learn, experiment, brainstorm, exercise your brain and feed your passion. Whether you want to become a Data Engineer, Cloud DevOps Engineer or Data Scientist (streaming analytics), you can count yourself amongst people with amazing, world-changing talents that excel in open source & cloud technologies.

## SELECTION PROCEDURE

Every professional relationship starts with a good conversation. After an email ([recruitment@klarrio.com](mailto:recruitment@klarrio.com)), which include a short motivation and a link to your resume, you will be invited for an interview with our team. True enthusiasts come for half a day to the office to get an idea of the atmosphere and have a taste of the real work that we do at Klarrio. If you really want to experience your future job in advance, we can provide an internship or student job for a few selected students. In this way you will be completely immersed into the exciting world of streaming data.



entrepreneurship - team spirit - customer first - sustainable - impact

**Employees**  
Belgium: 2000  
Worldwide: 2000

**Website**  
<https://www.luminus.be>

**Contact**  
Davina De Block  
[davina.de.block.ext@luminus.be](mailto:davina.de.block.ext@luminus.be)

**Main work places**  
Brussels

## THE COMPANY

Luminus sells electricity, natural gas and energy services to approximately 2 million residential and professional clients, accounting for a commercial market share of approximately 20%. We invest in future energy challenges by offering innovative solutions to clients in the field of energy efficiency and by keeping our focus on sustainable energy development. We have almost 2,000 employees, of which the majority is dedicated to the development of energy efficiency services and renewable energy sources. For the seventh year in a row, our company is among the 64 companies that have been elected Top Employer in Belgium. We have strong ties with local communities and boast the expertise of the EDF Group, one of the world leaders in the energy industry.

## JOB OPPORTUNITIES | Hiring 5-10 engineers

As a trainee at Luminus you'll enter an exciting two-year rotation program! You will get the opportunity to learn and experience the job diversity of our company: from production, to sales, to balancing the energy market, ... you'll get to know it all! And there is more! Dedicated mentors will continuously share their knowledge with you so you can develop plenty of new skills and gain expertise in various domains. For more info: <https://www.luminus.be/nl/corporate/jobs/young-starters/luminustraineeship/>

## SELECTION PROCEDURE

Apply for the Luminus Traineeship via: <https://www.luminus.be/corporate/jobs/young-starters/luminustraineeship/> or send in a spontaneous application accompanied by your CV to [jobs@luminus.be](mailto:jobs@luminus.be).



**Employees**

Belgium: 9500  
Worldwide: 9500

**Contact**

Gaby Nerguti  
gaby.nerguti@stib.brussels

**Website**

<https://jobs.stib-mivb.be/?locale=nl>

**Main work places**

Brussels

**THE COMPANY**

With over 9.500 employees, the Société des Transports intercommunaux de Bruxelles (STIB – Intercommunal Public Transport Company) is one of the major employers in Brussels and plays a crucial role in mobility in the capital of Belgium.

The modernisation of the subway, the extension of the tramway network and the construction of new depots are only a few examples of fascinating projects for which the STIB is looking for enthusiastic staff.

A varied career, continuous training, fascinating and unique projects, job stability and an enriching diversity is what the STIB has to offer to each and every person who is curious enough to come and discover its 300 unique professions.

**JOB OPPORTUNITIES | Hiring 10-50 engineers**

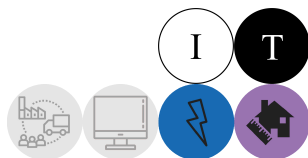
We are looking for engineers that have the following profile :

- Civil Engineering, Architecture
- Mechanical Engineering, Automation, Control Engineering
- Electrical Engineering, Electronics
- Computer Sciences, Informatics, IT

**SELECTION PROCEDURE**

You must apply through our job website [jobs.stib.be](https://jobs.stib.be).

Once your application for a function is withheld, we may contact you for a first interview. If that interview is positive or if your CV is selected, you will be invited for psycho-technical tests or to fill in a personality questionnaire and have an interview with one of our recruiters. After that, depending on the position, you might be required to pass complementary tests (to evaluate technical competences, assessment...). If and only if the result of these various stages is positive, will you receive a proposal.



**Employees**

Belgium: 200  
Worldwide: 200

**Contact**

Anja Lefever  
anja.lefever@moebiusdesign.be

**Website**

<https://job.mastersininnovation.com/>

**Main work places**

Flanders

**THE COMPANY**

Moebius Design and Verhaert are part of Masters in Innovation.

We believe innovation is key to future welfare. It is therefore our duty to enable and master innovation the best we can.

We help organizations and entrepreneurs to do so by delivering innovation, research and development services in different formats: consultancy, on-site consultancy, projects, technology transfer and incubation.

The consultants of Moebius Design strengthen the team of the customer on-site.

The employees of Verhaert work in multidisciplinary teams on various projects in Kruikebeke.

**JOB OPPORTUNITIES | Hiring 10-50 engineers**

We have several job opportunities all over Flanders for mechanical, electronic and electric design engineers, embedded software and hardware design engineers, industrial product developers and CAD-designers, project engineers, business development managers and innovation consultants.

We are mainly looking for masters and bachelors electromechanics, electronic-ICT and product development.

Last year, we hired 10 young potentials for our group. In 2020, we are aiming to hire at least 15.

**SELECTION PROCEDURE**

On the basis of CV and a short telephone conversation, we invite interesting candidates for an initial interview.

If positive, the candidate is invited for a second meeting, which may take place at the site of a client.

If positive, the candidate will receive a proposal.

In the fall, we organize a Masters in Innovation Masterclass.

We bring together all the juniors who started last year or who will soon start at Verhaert and Moebius Design for a week full of fascinating lectures, intensive training courses and workshops in an inspiring environment.





BRING  
BARE METAL  
TO LIFE

## WE ARE LOOKING FOR TECHNICAL TALENTS

Join LVD and discover the people behind the technology!

You can send your cv to [shirley@jobs-lvdgroup.com](mailto:shirley@jobs-lvdgroup.com).



Sheet metal - Press brakes - Laser cutting machines - Mechatronics - Industry 4.0

**Employees**  
Belgium: 430  
Worldwide: 1250

**Contact**  
Shirley Willems  
SWLM@lvd.be

**Website**  
<https://www.lvdgroup.com/>

**Main work places**  
Gullegem

### THE COMPANY

LVD is named after its founding fathers, Jacques Lefebvre, Marc Vanneste and Robert Dewulf. Established in the 1950s, LVD gained recognition as a precision press brake manufacturer. Significant growth in the 1990s, which included the acquisition of Strippit, Inc. in 1998, a U.S. based manufacturer of turret punch press equipment and the addition of laser cutting products to its portfolio helped position the company as a leader in laser, punching and bending technology.

Today, LVD offers a full range of integrated products for the global sheet metalworking market. The company has five manufacturing facilities and is active in more than 45 countries following the principle of localized sales and service for each region.

### JOB OPPORTUNITIES | Hiring 1-5 engineers

We are continuously looking for technical talents to join our R&D team as design engineer or our service team as Field Service Engineer.

### SELECTION PROCEDURE

Get in touch with LVD by sending your CV to [shirley@jobs-lvdgroup.com](mailto:shirley@jobs-lvdgroup.com). First there is a CV screening done by HR. If there is a match, you'll have to do some technical tests with the hiring manager. As reward for the good results of the tests, you'll get a guided tour in the company. Second you'll meet HR and get to know the CACTUS method. With this method we have a look at your CV, Attitude (here we will play a card game), Competencies, Tasks, and we will ask some additional questions. In the third and final step you get a proposal. We try to finish this whole process in 2 weeks.



**Employees**

Belgium: 180  
Worldwide: 240

**Website**

<http://www.mediagenix.tv/>

**Contact**

Charlotte Janssens  
[charlotte.janssens@mediagenix.tv](mailto:charlotte.janssens@mediagenix.tv)

**Main work places**

Groot-Bijgaarden  
(Fort Lauderdale)

**THE COMPANY**

At MEDIAGENIX we enable media companies, such as broadcasters, content providers, platform and telco operators, to grow in the fascinating and ever-changing media landscape. We do this by delivering innovative solutions that optimise their management of VOD and linear channels, and the life cycle of their content.

We are a strong tribe that speak up, dare, share and keep promises made. Agile, and inspired by our very close and longstanding cooperation with our customers, we take pride in constantly developing, expanding and optimising our solution. Our continuous efforts to delight the customer further strengthen our leadership in Europe and expansion worldwide.

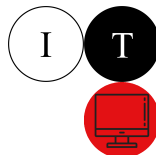
**JOB OPPORTUNITIES | Hiring 5-10 engineers**

We are looking for software engineers to start at the end of September 2020.

- You will develop for projects geared at the needs of the customer and/or the requirements of the web- & cloud-based environment.
- You will work with analysts to translate customer needs into a creative software solution.
- You will write clean code, using state-of-the-art development stacks.
- You are responsible for automating development tasks.

**SELECTION PROCEDURE**

1. Call
2. Abstract reasoning test
3. In one day (if possible for you): Hr interview + Technical interview + Work sample (demo of our product)
4. One day later: feedback from our part and your part



**Employees**

Belgium: 470  
Worldwide: 1500

**Website**

<http://www.melexis.com/>

**Contact**

Sarah van der Leur  
[jobs\\_belgium@melexis.com](mailto:jobs_belgium@melexis.com)

**Main work places**

Ieper  
Tessenderlo

**THE COMPANY**

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.

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

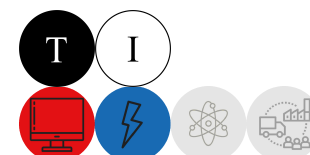
Melexis offers jobs with real responsibilities in the design, application, product, process, quality or test engineering department. You will be assigned to project teams working on cutting-edge IC development for the automotive, industrial and home automation markets.

Looking for a career in non-engineering? Maybe you're interested in joining the IT, legal, brand & communications, sales, HR, finance or reception and shipping teams?

Find out more on working at Melexis and browse for career opportunities on our careers page [www.melexis.com/en/careers](http://www.melexis.com/en/careers).

**SELECTION PROCEDURE**

Our selection procedure typically includes two face-to-face interviewing rounds, in a combination of technical and HR related assessments. During a short company tour, you also get the opportunity to see the working environment.



**Employees**

Belgium: 2000  
Worldwide: 2000

**Website**

<https://milcobel.com/jobs/>

**Contact**

Diète Vanderstichele  
[Diète.vanderstichele@milcobel.com](mailto:Diète.vanderstichele@milcobel.com)

**Main work places**

Wasserijstraat 5, 2900 Schoten  
Lieven Bauwensstraat 9, 8200 Brugge  
Melkerijstraat 10, 8920 Langemark  
Stationstraat 149, 8890 Moors

**THE COMPANY**

Milcobel, met hoofdzetel in Kallo, verwerkt jaarlijks 1.6 miljard liter melk afkomstig van haar 2600 leden-melkveehouders. Dit vertaalt zich in de productie van de bekende Brugge Kaas, industriële kazen, boter, room, melkdranken, melkpoeder en ijsjes. Milcobel is zowel nationaal als internationaal actief. Met een omzet van €1.2 miljard, 7 productiesites en 2000 medewerkers is Milcobel de nummer 1 zuivelproducent in België. Dankzij het unieke economische model zijn de leden-melkveehouders de rechtstreekse begunstigden van het resultaat. Als Belgische coöperatie zet Milcobel sterk in op duurzame groei. Om die groei te realiseren zijn wij steeds op zoek naar talent dat samen met ons grenzen wil verleggen.

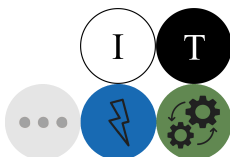
**JOB OPPORTUNITIES | Hiring 5-10 engineers**

Milcobel kijkt steeds uit naar young potentials die zin hebben om elke dag grenzen te verleggen, de status-quo uit te dagen en ons bedrijf verder te laten groeien. Wij hebben tal van interessante vacatures voor ingenieurs die in een technologische en innovatieve omgeving willen terechtkomen.

**SELECTION PROCEDURE**

Ons selectieproces is erop gericht om ervoor te zorgen dat je de juiste persoon bent voor onze organisatie en dat ook Milcobel voor jou de juiste plaats is om het beste uit jezelf te halen.

1. Solliciteer online via de website.
2. We beoordelen jouw sollicitatie en nemen contact om de vervolgstappen te overlopen.
3. Als je in aanmerking komt, word je uitgenodigd voor 1 of 2 persoonlijk interview(s) met de manager(s) van de betreffende functie.
4. Na een succesvol verloop van de interviews, bieden wij jou graag een contract aan.



**Employees**

Belgium: 110  
Worldwide: 260

**Website**

<http://www.mips.be/be/nl/>

**Contact**

Marijke Hebbelinck  
[marijke.hebbelinck@mips.be](mailto:marijke.hebbelinck@mips.be)

**Main work places**

Ghent - Belgium

**THE COMPANY**

Europe's Leading Software Supplier to Clinical Laboratories. Have you ever had a blood test, urine check or biopsy done? Then it's very likely that the results of those analyses were processed by software developed by MIPS.

MIPS, with its headquarters in Ghent, is a division of the CliniSys Group and leading supplier of IT solutions to Europe's pathology services. With 35 years of experience and 260 employees, MIPS is a key player in developing Laboratory Information Systems (LIS) for clinical, anatomic pathology and genetics laboratories.

New people bring new ideas and we are continually looking to improve; be it the application of new technology, novel approaches to the delivery and support of our solutions or innovative ways to generate value for our customers.

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

**SOFTWARE DEVELOPER** - responsible for the continuous development of our solutions for laboratory automation - the analysis, design, development and maintenance of MIPS software products. Your positive attitude and determination enable you to master new technologies and methods and help develop our products.

**SOFTWARE TEST ENGINEER** with focus on Automation - You are part of the Development Team and responsible for the verification and validation of all MIPS software products. Daily module testing or integration&regression testing as assigned by the Development Team Leader.

**SELECTION PROCEDURE**

Interested? Mail us your CV with motivation letter to [jobs@mips.be](mailto:jobs@mips.be).





Artificial Intelligence - Machine learning - Consulting - Coding - Software

**Employees**

Belgium: 40  
Worldwide: 50

**Contact**

Ozge Urek  
ozge.urek@ml6.eu

**Website**

https://ml6.eu/

**Main work places**

Gent  
Amsterdam  
Berlin  
London

**THE COMPANY**

We are machine learning experts on a mission to empower businesses with AI. We work across industries and offer tailored machine learning services to companies.

We are looking for enthusiastic team members to join us at ML6 to live our values; globetrotters that are passionate about technology, who are committed to deliver excellence, who love bringing the best out in others, who do rather than talk, who take ownership and aim to do good. Go to [www.ml6.eu](http://www.ml6.eu) to find international challenges, positions at our headquarters at Ghent, as well as internship opportunities.

Join us in creating the future of AI.

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

Being a Machine Learning Engineer at ML6 means you consider yourself as a healthy mix between a machine learning expert, a software engineer, a researcher, and a hacker!

You will mostly work with TensorFlow and Python to solve hard Machine Learning tasks and help to put these in production.

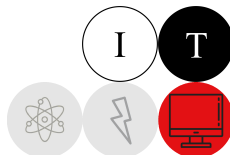
If you are willing to work with us in an international and fun workplace where you are constantly learning and feel challenged everyday, please check our website [www.ml6.eu](http://www.ml6.eu) and explore our Careers page.

**SELECTION PROCEDURE**

Our selection procedure consists of a coding challenge, an initial interview and a paper presentation.

The coding challenge helps us to see your skills and dedication, the initial interview aims getting to know you better and giving you feedback on your code, the paper presentation allows us to learn a new topic, by asking you to present this new topic to your prospective team members and by living one of the core values of ML6: our continuous learning culture.

We value your time, we believe in respect, integrity and diversity during our selection procedure.



**MULTI.engineering**

maritime and naval engineering - industrial engineering - mechanical-piping- industrial and maritime design - civil-construction engineering

**Employees**

Belgium: 150  
Worldwide: 250

**Contact**

Tamara Van Marcke  
tamara.vanmarcke@multi.engineering

**Website**

http://www.multi.engineering

**Main work places**

Gent  
Antwerpen  
Temse  
Zeeland  
Oost-Vlaanderen

**THE COMPANY**

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 OPPORTUNITIES | Hiring 5-10 engineers**

- Draftsmen
- Designer
- Project Engineer
- Project leader
- Engineer

**SELECTION PROCEDURE**

- Cv and telephone screening
- Face to face interview + tests included and conversation with a technical expert
- Contract proposition







**Nalys**

High-tech consulting - software engineering - embedded systems - web applications - IoT

**Employees**

Belgium: 230  
Worldwide: 300

**Website**

<http://www.nalys-group.com/>

**Contact**

Lana Casier  
[lcasier@nalys-group.com](mailto:lcasier@nalys-group.com)

**Main work places**

West-Flanders  
East-Flanders  
Antwerp  
Brussels

**THE COMPANY**

Nalys is an engineering consulting group dedicated to high-technology projects. Thanks to our strong & open corporate culture, we are one of the fastest growing actors in engineering consultancy.

Our mission is to become the technology-driven partner delivering the highest value for our customers. Our passion lies in high technology and innovative products that could change the world we live in. Whether you're an engineer seeking new challenges, a customer looking for a long-term partner or an enthusiast expert, we are pretty sure to have something exciting for you. We gather great minds to help our customers develop stunning products. And we love doing it.

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

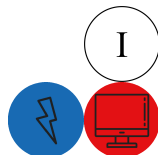
For graduating engineers we offer a hands-on, intensive 2 month software traineeship with a specialisation in embedded systems or web applications. You will be trained and coached by our own engineers to learn best practises and kick-start your career as a software engineer. After the traineeship you are ready to start as a consultant on challenging projects within you interests and mobility.

What we look for:

You hold a master's degree in Computer Science, Electronics-ICT, Electrical Engineering, Informatics or related. You are fluent in NL or FR and EN. You are passionate about software.

**SELECTION PROCEDURE**

Send your CV at [traineeship@nalys-group.com](mailto:traineeship@nalys-group.com) and if applicable we will schedule a first interview.



**Nationale Bank van België**

Economics - Prudential Supervision - Information Technology - Law - Applied Economics and Statistics

**Employees**

Belgium: 2000  
Worldwide: 2000

**Website**

<https://www.nbb.be/nl>

**Contact**

Jobs NBB  
[jobs@nbb.be](mailto:jobs@nbb.be)

**Main work places**

De Berlaumontlaan 14, 1000 Brussels

**THE COMPANY**

The National Bank of Belgium has been Belgium's central bank since 1850. It performs tasks in the general interest at both national and international level.

**JOB OPPORTUNITIES | Hiring 1-5 engineers**

The National Bank of Belgium offers different contract types (internships, temporary contracts, fixed contracts, etc...) within different services: Applied Economics and Statistics, Prudential Supervision, Administration-secretariat, Audit, Security and surveillance, Technical equipment).

**SELECTION PROCEDURE**

1. Online reasoning tests (abstract, numerical and verbal) (± 80 minutes)
2. Interview (± 90 minutes)
3. Assessment center (full day)
4. Final interview (± 30 minutes)





**NMBS**

Public transport - Maintenance - Train - Continuous improvement - Engineering

**Employees**

Belgium: 18000  
Worldwide: 18000

**Website**

<https://www.nmbs.be/jobs>

**Contact**

Christian Smets  
[christian.smets@hr-rail.be](mailto:christian.smets@hr-rail.be)

**Main work places**

Brussels  
Melle  
Mechelen



**Nokia Bell NV**

Innovation - Networking - Research & Development - 5G - Software development

**Employees**

Belgium: 1350  
Worldwide: 104000

**Website**

<http://www.nokia.com/>

**Contact**

Marco Saraceno  
[marco.saraceno@nokia.com](mailto:marco.saraceno@nokia.com)

**Main work places**

Nokia Antwerp, Copernicuslaan 50, 2018  
Antwerp, Belgium.

**THE COMPANY**

SNCB/NMBS is the National Railway Company of Belgium. Owner and manager of the rolling stock, it is responsible for train services. A company with one clear objective: ensuring efficient and performing railway services. 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, new infrastructure, the growth of national and international passengers traffic... an array of interesting projects, requiring a mixture of special skills to contribute to their realisation.

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

Are you a graduate student in engineering (electromechanical, architectural, construction, electronics and IT, materials...)? Do you have an excellent knowledge of Dutch, French or both and are you eager to explore the vast and unique technical world of railway engineering? Become one of the leading forces in the development and innovation of modern rail traffic and contribute to the solution of one of the main problems of the 21st century: creating a sustainable and ecological mobility.

**SELECTION PROCEDURE**

You'll go through the following steps:

1. Apply online on our website [nmbs.be/jobs](https://www.nmbs.be/jobs)
2. CV-screening
3. Job interview
4. Hire



**THE COMPANY**

Nokia is enabling a new kind of technology. We are purposefully shaping the new revolution in connectivity to positively impact people's lives each day: where networks, data, devices seamlessly integrate and are effortless to use; where technology is designed with humanity, integrity and dependability at heart. In Belgium we hold a strong position within the group as one of the "All Function Hubs" locations at the heart of the company with a concentration of most skills. Our offices in Antwerp host, among others, the headquarters of Fixed Networks, a major IP R&D department and 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.

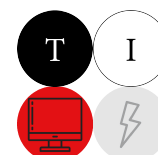
**JOB OPPORTUNITIES | Hiring 10-50 engineers**

In 2020 Nokia will open around 35 positions. In Nokia Belgium you will have the opportunity to drive the next generation of IP/Mobile Networks or work on cloud infrastructure platforms. For more customer-facing roles, you can join our Pre-sales and Delivery team. You could also be involved in the latest transport technologies, by working on copper, fiber or ASIC. Moreover, Nokia Bell Labs, our innovation center, is also open to welcome new researchers who want to shape the technology of communication of the next 10 years. Check out our vacancies on: [nokia.com/about-us/careers](https://nokia.com/about-us/careers)

**SELECTION PROCEDURE**

Update your CV and apply for one of our positions on [nokia.com/about-us/careers](https://nokia.com/about-us/careers).

You will be contacted by our talent acquisition team and, in case of success, get ready for a round of interviews with the team, the manager and HR.



**Employees**

Belgium: 150  
Worldwide: 150

**Website**

<https://vandenbusschebouw.be>

**Contact**

Phebe Willem  
[phebe.willem@vandenbusschebouw.be](mailto:phebe.willem@vandenbusschebouw.be)

**Main work places**

Groendreef 21, 9880 Aalter

**THE COMPANY**

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 OPPORTUNITIES | Hiring 5-10 engineers**

We are always looking for talented people for a wide variety of roles:

- Site supervisor / manager
- BIM Modeler
- Assistant Safety, Environment, Quality
- ...

Please go to [www.vandenbusschebouw.be/jobs](http://www.vandenbusschebouw.be/jobs) for a current overview of all vacancies.

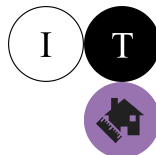
**SELECTION PROCEDURE**

Step 1: after we receive your application (incl. resume and motivation letter), we make a first pre-selection.

Step 2: we invite you for a first interview to get to know each other.

Step 3: a second and last interview with the responsible department heads.

Step 4: after a successful application, we'll make you an job offer to join our team.



**Employees**

Belgium: 73  
Worldwide: 78

**Website**

<http://www.objt.com/>

**Contact**

Kelly Fabel  
[hrm@objt.com](mailto:hrm@objt.com)

**Main work places**

Wichelen  
Roeselare  
Eersel

**THE COMPANY**

TAKING THE FAST LANE @ Objective International

Wichelen – Roeselare - Eersel- T +32 (0) 52 43 20 80 - [info@objt.com](mailto:info@objt.com)

Objective International offers standard software solutions for the optimization of production (Manufacturing Execution System) and logistics operations (Warehouse Management System). Objective International is today a leading European Supply Chain Execution supplier within the make and process industry.

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

Passionate about IT? Are you looking for a job without traffic jams in a fast growing SME with international ambitions?

Are you ambitious and do you want to contribute towards Objective's success? Do you want to work for and take a constructive approach with interesting customers and prospects?

Or do you have the required competences to expand our support services? Be sure to check out the vacancies on our website and you may become our new colleague!

**SELECTION PROCEDURE**

Your CV will be thoroughly screened.

Depending on the match with the vacancy, you will be contacted by telephone by our HR Officer for an initial discussion. If this is positive you will be invited to our office for a more extensive discussion with representatives of the Objective HR department.

If the conversation with HR Colleague is positive, and you are still enthusiastic about this opening, we will organize a final meeting. You will be asked to complete an online test which will help us gauge your personality. In this final meeting you will meet the person in charge of the department.



## Employees

Belgium: 90  
Worldwide: 90

## Contact

Chantal Jacob  
cj@oip.be

## Website

<http://www.oip.be/>

## Main work places

Oudenaarde

## THE COMPANY

OIP Sensor Systems in Oudenaarde is part of an international group that develops specialized electro-optic products, which include handheld night vision systems, thermal cameras and imaging payloads for satellites.

OIP was founded in 1919 and today we employ 90 people in multi-disciplinary teams, working mainly on defense and space projects with international scope.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

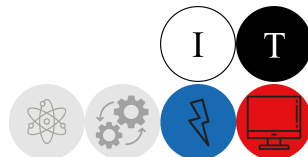
We offer career possibilities in our Engineering teams for engineers in Embedded Software, Firmware, Electronical, Mechanical... Together with your colleagues you will work on challenging high-tech projects for space and defense applications.

## SELECTION PROCEDURE

Interested? Send us your motivation letter and CV. After reception of your cv and motivation letter, you will be invited for interviews with the Team Leader and HR. Previously acquired experience gained in a traineeship, projects and/or student work can be a strong plus.

Our contact details:

HR Department  
OIP Sensor Systems  
Westerring 21  
9700 Oudenaarde  
+ 32 55 333 811  
jobs@oip.be



## Employees

Belgium: 393  
Worldwide: 609

## Contact

Iris Van Aert  
ivanaert@omp.com

## Website

<https://www.omp.com/>

## Main work places

Wommelgem  
Ghent (Drongen)  
Wavre

## THE COMPANY

We are OMP, a software and consulting company delivering advanced supply chain planning solutions specifically tailored to individual industries worldwide. Our aim is to make every customer's day by optimizing their supply chain. How do we do that? With our very own innovative planning software that meets and then exceeds expectations.

With a workforce numbering more than 600 in offices around the world, we have become a prominent player in the supply chain planning space. Our customers include many leading global companies such as ArcelorMittal, BASF, Dow, L'Oréal, Michelin, P&G, Shell, Smurfit Kappa and Yoplait.

We serve our customers from our head office in Belgium and regional offices in Brazil, China, France, Germany, India, the Netherlands, Spain, the UAE, the UK, Ukraine and the US.

## JOB OPPORTUNITIES | Hiring 100+ engineers

- Supply Chain Consultant: you provide customers with innovative supply chain solutions and become a partner for the entire life cycle
- Software Engineer: you develop state of the art supply chain planning and optimization software using the newest C++ standards, design patterns/UML and algorithms
- Product analyst: you work on specific IT / supply chain domains, design solutions and develop new products. You offer expert knowledge in customer projects
- User Engagement Consultant: you guide customers during the entire project life cycle, you coach and train them on supply chain planning solutions

## SELECTION PROCEDURE

Apply via <https://jobs.omp.com/>



## Employees

Belgium: 800  
Worldwide: 35000

## Website

<http://www.onsemi.com/>

## Contact

Lien Vanneste  
[jobs.be@onsemi.com](mailto:jobs.be@onsemi.com)

## Main work places

Westerring 15, 9700 Oudenaarde  
Schaliënhoevedreef 20B, 2800 Mechelen

## THE COMPANY

ON Semiconductor (Nasdaq: ON) is a leading supplier of semiconductor-based solutions, offering a comprehensive portfolio of energy efficient connectivity, sensing, power management, analog, logic, timing, discrete and custom devices. The company's products help engineers solve their unique design challenges in automotive, communications, computing, consumer, industrial, medical and military/aerospace applications.

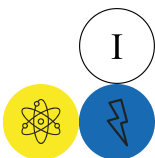
ON Semiconductor operates a responsive, reliable, world-class supply chain and quality program, and a network of manufacturing facilities, sales offices and design centers in key markets throughout North America, Europe, and the Asia Pacific regions. About 35 000 employees are working for ON Semiconductor.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

- Product Engineer
- Hardware Design Engineer
- Test Engineer

## SELECTION PROCEDURE

Apply online  
[www.onsemi.com/careers](http://www.onsemi.com/careers)  
[jobs.be@onsemi.com](mailto:jobs.be@onsemi.com)



## Employees

Belgium: 55  
Worldwide: 205

## Website

<https://www.otainsight.com>

## Contact

Carolina Ponzi  
[carolina@otainsight.com](mailto:carolina@otainsight.com)

## Main work places

Ghent

## THE COMPANY

OTA Insight is a Revenue Management Intelligence Provider for the hospitality business (our clients are individual hotels and major chains like Hilton, Accor... ). OTA Insight's dashboard provides rate intelligence for the hotels to increase their revenue by optimisation of the pricing of the rooms on various channels for various length of stays. We combine cutting edge technology and data analytics to provide business intelligence driving revenue management processes to maximise occupancy and rates for incremental revenues.

Today OTA Insight is present in more than 168 countries around the world and have more than 50,000 partners.

## JOB OPPORTUNITIES | Hiring 10-50 engineers

- Full-stack Engineer  
As a Full-stack Engineer you'll build our single page application, combining design and development to show hundreds of millions of rows of data in an easy-to-understand way!
- Backend Engineer  
As a Backend Engineer you'll handle large amounts of data on the fly! You'll use GoLang to optimise concurrent queries allowing our clients to have easy and fast access to our dashboard.
- Data Engineer  
As a Data Engineer you'll build our data pipeline and make sure that we continue serving data to our customers! You'll also help us to integrate with BI platforms from external partners.

## SELECTION PROCEDURE

- First interview - first chat in our office with Carolina and one of our Tech Leads. We want to get to know you better and tell you a little bit more about OTA Insight and our way of working.
- Second interview - technical interview with Joeri (CTO) or Mathias (Director of Engineering) and the Tech Lead of the team you want to join.
- Third interview - chat with our CFO & Co-founder. We want to share our story and values with you.



**Employees**  
Belgium: 15  
Worldwide: 15

**Website**  
<https://papilium.com/>

**Contact**  
Peter Veldeman  
Jobs@Papilium.com

**Main work places**  
Belgium

## THE COMPANY

"You might be looking for a management consulting firm where you can make an impact?"

We are proud our clients value Papilium as top strategy and business transformation consultants.

They say our people and work really make the difference. Probably because of our proven framework and our commitment to coach.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

"Don't worry, starting with us, you do not need to know anything about economics, strategy, business..."

We are looking for brains, common sense and eagerness to make a difference in this world. The rest you learn along the way.

We believe no-nonsense consultancy must be based on facts, business insight and the commitment to deliver upon what you promise."

## SELECTION PROCEDURE

The application procedure consists of 3 consecutive steps, each followed by constructive feedback:

1. You will meet a senior consultant to talk about your motivation and interest in business, management consulting and Papilium.
2. You will meet a (senior) manager and a challenging case will be presented to you.
3. You will meet the managing partner after which the final decision to make an offer is made. we always hire strong, motivated and culturally fitting candidates!



**Employees**  
Belgium: 50  
Worldwide: 100

**Website**  
<https://careers.peccorp.com/>

**Contact**  
Annemie Vandeven  
jobs@peccorp.com

**Main work places**  
Heverlee, Belgium  
Budapest, Hungary

## THE COMPANY

PEC is an international technology supplier with a local presence in Europe (Belgium, Germany, Hungary), the United States, China and Japan. We offer solutions and expertise in Energy Storage Devices (Cell, Module and Battery Testing Equipment, Cell Manufacturing Equipment and Cash Operations of Central Banks).

In our Energy Storage Division, PEC employees are working on the technology and equipment for the development and manufacturing of tomorrow's renewable energy sources. Many OEMs and tier 1 automotive suppliers, as well as leading cell and battery manufacturers, aerospace and defense players are amongst our clients.

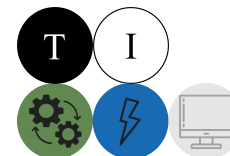
## JOB OPPORTUNITIES | Hiring 5-10 engineers

We are looking for:

- Electromechanical Engineers
- Electronic Engineers
- Software Engineers
- Service Engineers
- Sales and Presales Engineers
- SAP professionals

## SELECTION PROCEDURE

- Screening (phone interview)
- F2F interview with HR
- (Technical) Tests
- Interview department manager
- Interview with CEO





FMCG - Food industry - Traineeship - Multinational - International

### Employees

Belgium: 950  
Worldwide: 200000

### Website

<https://www.pepsico.be>

### Contact

Celine Verheij  
[celine.verheij@pepsico.com](mailto:celine.verheij@pepsico.com)

### Main work places

Veurne  
Zeebrugge  
Zaventem

## THE COMPANY

PepsiCo Benelux is home to some of the world's most loved food and drink products. Making every day favorites like Lay's, Doritos, Cheetos, Duyvis, Quaker and Tropicana, to name a few! We have a fantastic reputation for developing and launching products that our consumers love; through innovation and pioneering marketing of our products. We pride ourselves on being a great place to work and have been voted year after year as a Top Employer.

The PepsiCo Go Student Challenge is an exciting opportunity to develop people early in their careers to help them reach their full potential. We do this by exposure to a breadth of Supply Chain experience coupled with broad business understanding and exciting development program.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

2-year End-to-End Supply Chain rotation program, starting from September 2020

- Rotate over 4 roles which cover Customer Service & Logistics and Demand planning departments, combined with Manufacturing
- 1 year based in our Head Quarters
- 1 year learning all fundamentals as a Front Line Manager
- Learn about project leadership and how to facilitate others in the road to success in subject matters such as Process optimization, Sustainability, Lean management, People development, Productivity, or planning efficiency
- Full-time PepsiCo contract

## SELECTION PROCEDURE

After you've applied, you will

- Receive an online test
- Have a call with one of our Talent Acquisition members to understand your motivation
- Interview with Supply Chain business and HR
- Open day where you meet other Supply Chain grads and get to know PepsiCo better



140



biopharmaceutical - pharmaceutical - process - automation - multinational

### Employees

Belgium: 2700  
Worldwide: 90000

### Website

<http://www.pfizer.be>

### Contact

Jan-Pieter Snoeckx  
[jan-pieter.snoeckx@pfizer.com](mailto:jan-pieter.snoeckx@pfizer.com)

### Main work places

Puurs

## THE COMPANY

Pfizer wil bijdragen tot een betere gezondheid en welzijn voor iedereen in elke fase van het leven. De site te Puurs is wereldwijd de tweede grootste productiesite van Pfizer. Met meer dan 2700 collega's produceren en verpakken we hier jaarlijks ruim 420 miljoen steriele inspuittbare geneesmiddelen. De afgelopen jaren is de site in Puurs substantieel uitgebreid. Zo werd er in vijf jaar tijd meer dan 700 miljoen euro geïnvesteerd.

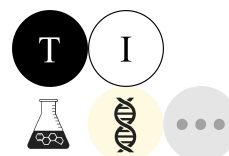
Deze investeringen zijn niet enkel gericht op productie. Zo zetten we bijvoorbeeld sterk in op groene energie op met onze windmolens en warmtekrachtkoppeling.

## JOB OPPORTUNITIES | Hiring 100+ engineers

- Team Lead Labo
- Team Lead Production
- Production Engineer
- Process Engineer
- Maintenance Engineer
- Project Engineer
- Automation Engineer
- Supply Chain Engineer

## SELECTION PROCEDURE

- Gesprek HR
- Gesprek Business
- Rondleiding
- Voorstel



141





### Employees

Belgium: 1500  
Worldwide: 2200

### Website

<http://www.picanolgroup.com>

### Contact

An Dehem  
[jobs@picanol.be](mailto:jobs@picanol.be)

### Main work places

leper

## THE COMPANY

Picanol Group is an international, customer-oriented group specialized in the development, production and sale of weaving machines, engineered casting solutions and controllers. The group develops, manufactures and sells through Picanol high-tech weaving machines, based on air (airjet) or rapier technology. Next to this, the division Industries covers all activities not related to weaving machines like the foundry activities (Proferro) and the group's mechanic finishing activities. Through PsiControl and Melotte the company applies to the design, the development, the manufacturing and support of technological components, services and mechatronic system solutions for original equipment manufacturers in various industries.

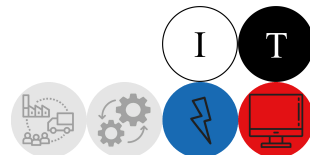
## JOB OPPORTUNITIES | Hiring 5-10 engineers

- R&D Engineer
- Test Engineer
- Industrialization Engineer
- Quality Engineer
- Application Analyst
- Product Designer Embedded Systems
- Business Intelligence Analyst
- Business Development Manager
- ...

These and more job opportunities at [www.picanolgroup.com/jobs](http://www.picanolgroup.com/jobs).

## SELECTION PROCEDURE

Contact us: [jobs@picanol.be](mailto:jobs@picanol.be) or [www.picanolgroup.com/jobs](http://www.picanolgroup.com/jobs)



### Employees

Belgium: 1300  
Worldwide: 127000

### Website

<https://www.pgcareers.com/>

### Contact

Bjorn De Groot  
[degroote.b.1@pg.com](mailto:degroote.b.1@pg.com)

### Main work places

Strombeek-Bever  
Mechelen

## THE COMPANY

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 Gillette/Braun and Ariel to Pampers. But you can do more than use our products: you could be creating, manufacturing, 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 OPPORTUNITIES | Hiring 5-10 engineers

We offer jobs in:

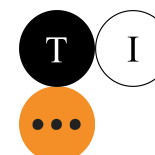
- Manufacturing (Process Engineer)
- Engineering (Project Engineer)
- Brand Management
- Sales
- Supply Chain
- Purchasing

We offer internships in R&D and above areas.

## SELECTION PROCEDURE

1. Application: Apply via [pgcareers.com](http://pgcareers.com) where you will need to upload your resume and answer a series of questions to see if you meet the initial qualifying criteria.
2. Assessment: Through our online assessment we'll see if your experience matches our core competencies.
3. Interviews: This is where we really get the chance to know each other and where you'll get the chance to see what we're like too.

If you pass these 3 stages, you will receive an offer for a job or an internship.





**Employees**

Belgium: 14000  
Worldwide: 14000

**Website**

<http://www.proximus.com>

**Main work places**

Brussels

**THE COMPANY**

As a digital service provider, it is our ambition to bring new technologies in an easy way to our customers and improving their lives and work environment. We want to favor a new digital eco-system, open to partnerships and collaboration with new emerging players and offer our customers access to new technologies. It's by means of new application-led and service-oriented solutions that customers will experience the true meaning of our customer centricity mission.

It's our ultimate objective to service our customers and offer them a superior customer experience with a quality and service that can be experienced through our best quality integrated network, easy-to-use and innovative solutions, best accessibility & local reach, and proactive servicing.

**JOB OPPORTUNITIES | Hiring 1-5 engineers**

Your profile and our job opportunities. Are you a digital native with a passion for ICT? Then you might be one of the Young professionals we're looking for!

- Proximus Management Trainee
- Junior Project Manager
- Pre-Sales Officer Security
- IT Analyst (agile)
- Junior Mobile Data Core Solution Engineer
- Junior Network Engineer
- Junior Orchestration Engineer
- Junior Quality & Support Engineer
- Proximus TV Junior Business Analyst
- RPA Developer
- Security Engineer
- Software Engineer Web Applications

**SELECTION PROCEDURE**

MANAGEMENT TRAINEE PROGRAM: become one of our future leaders. You are a young master, with a digital mindset and a passion for innovation. We offer 3 challenging strategic assignments of 8 months in different business units.

YOUNG PROFESSIONAL PROGRAM: become one of our future experts. You are a young bachelor or master with up to 2 years of experience with a digital & innovative mindset, eager to create the solutions of tomorrow. We offer a challenging job with extensive development and support to become a go-to expert in a highly innovative and flexible environment.



**Employees**

Belgium: 170  
Worldwide: 380

**Website**

<http://www.psicontrol.com/>

**Main work places**

Ieper

**THE COMPANY**

PsiControl concentrates on the design, development, production and support for custom-made controllers, HMI and touch devices. PsiControl integrates facilities for design of controller electronics and drives together with in-house electronic production and assembly. Our focus is on the design, development, production and support for electronic and mechatronic systems. By using our own platforms we are able to reduce time-to-market and enable high-performing, cost-effective solutions. For this purpose we have R&D and prototyping departments in Ypres and procurement, production and service activities in our branches in Belgium and Romania. PsiControl employs more than 380 people. PsiControl is part of the Picanol Group ([www.picanolgroup.com](http://www.picanolgroup.com)).

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

- Product Designer Embedded Systems
- Architect Weaving Machine Control
- Embedded Software Engineer
- Test & Repair Engineer
- Industrialization Engineer
- ...

These and more vacancies on [www.psicontrol.com](http://www.psicontrol.com).

**SELECTION PROCEDURE**

Contact: [jobs@psicontrol.com](mailto:jobs@psicontrol.com) or [www.psicontrol.com](http://www.psicontrol.com).



**Employees**  
Belgium: 105  
Worldwide: 1000

**Website**  
<https://www.qinetiq.com/Careers/Search-Jobs-and-Apply>

**Contact**  
Kathleen D'Eer  
kathleen.deer@QinetiQ.be

**Main work places**  
Kruikebe, Belgium

## THE COMPANY

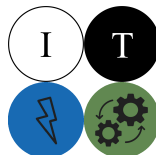
QinetiQ Space, located in Kruikebe, develops (sub)-systems for spacecraft applications. This includes both scientific experiments for research in space (International Space Station applications) as well as complete satellite systems. The high technological aspects and variety make working for QinetiQ Space an exciting challenge. QinetiQ Space offers you a unique opportunity to further develop your talent and to prove yourself at the top of the high technological industry in Flanders. An interesting function in a team of enthusiastic and inspiring colleagues is waiting for you.

## JOB OPPORTUNITIES | Hiring 5-10 engineers

- Electronics Systems Engineer
- Electronics Design Engineer
- Mechatronics Engineer
- Optical Payload Manager
- Product Assurance Manager

## SELECTION PROCEDURE

Visit our website <https://qinetiqspace.talentfinder.be/index.aspx> and email us your motivation letter + cv.



**Employees**  
Belgium: 22  
Worldwide: 22

**Website**  
<https://radix.ai/>

**Contact**  
Florian Goossens  
florian@radix.ai

**Main work places**  
Brussels  
Gent

## THE COMPANY

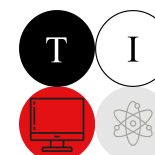
Radix is a Belgium-based Machine Learning company. We invent, design and develop AI-powered software. Together with our clients, we identify how Artificial Intelligence can get them ahead and which problems within organizations can be solved with AI, demonstrating the value of Artificial Intelligence for each opportunity problem. To maximise our impact, we're assembling a team of world-class machine learning engineers. Our DNA is 50% research, 50% engineering. Which means that we are constantly looking for novel and better-performing solutions, but we also care about elegant, well-designed solutions that deliver value in production. We challenge each other to come up with the best ideas for our clients and our company.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

- Machine Learning Intern
- Machine Learning Engineer
- Software Developer
- DevOps Engineer

## SELECTION PROCEDURE

For Machine Learning: take our Machine Learning challenge <https://gitlab.com/radix-ai/challenge>, score above 80% and get invited for an interview.  
For Software Developer and DevOps Engineer: we will send you a specific challenge to solve. If successful we will invite you in for an interview.



### Employees

Belgium: 700  
Worldwide: 700

### Contact

Ellen Tuyteleers  
ellen.tuyteleers@renotec.be

### Website

<https://www.renotec.be>

### Main work places

Geel  
Wijnegem  
Puurs  
Brussel  
Gent

## THE COMPANY

Group Renotec restores and renovates buildings, monuments and infrastructures. We combine our craftsmanship and innovative techniques. All our employees are specialized professionals. Their talent, safety and well-being are the building blocks of every project. We will not avoid any challenge. No matter how complex it is. We choose quality always and everywhere. Renotec is a strong group with 730 employees, 110 project leaders and 30 years of experience. These are not just some numbers, it means something. They show how important people are to us. Together we can make a difference. We want to grow as a team. At Renotec everyone counts. Every opinion is heard and every employee matters.

## JOB OPPORTUNITIES | Hiring 5-10 engineers

Working at Renotec means...

.... getting opportunities. Whoever works here, will have the opportunity to help build unique projects. To learn and further develop his / her skills. To start a beautiful and valuable career. Our employees are our largest capital. Their safety and well-being are of primordial importance.

.... A healthy work environment. The number of accidents at Renotec is among the lowest in the sector. We encourage our employees to eat healthily and exercise more. Every day there is fresh soup. You can work out at our fitness. Healthy bod, clear mind.

## SELECTION PROCEDURE

You can email your resume at: [jobs@renotec.be](mailto:jobs@renotec.be) and we will contact you within 24 hours.



### Employees

Belgium: 45  
Worldwide: 50

### Contact

Stephanie David  
om@robovision.eu

### Website

<https://www.robovision.ai>

### Main work places

Technologiepark-Zwijnaarde 80, 9052 Gent

## THE COMPANY

At Robovision, we apply deep learning to high performance computer vision pipelines in a broad range of spaces including manufacturing, agriculture, medical, security...

We build out a platform of toolchains used for core deep learning workflows and deploy project teams that focus on delivery and expertise in challenging environments.

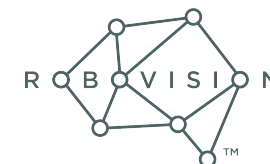
"We" are a growing team of data engineers, data scientists, software developers and project managers, supported by a business driving innovation towards a positive impact on society and on industrial process quality. We are delivering the future of automated vision right now!

## JOB OPPORTUNITIES | Hiring 5-10 engineers

- Data Scientist
- Python Developer
- Backend Developer
- 3D Generalist Developer
- Anyone that wants to be part of the democratization of AI

## SELECTION PROCEDURE

1. Resume and motivation letter
2. Programming test (if applicable)
3. Paper presentation
4. Interview



**Employees**

Belgium: 340  
Worldwide: 450

**Website**

<https://www.scioteq.com/>

**Contact**

Seline Lekkerkerker  
seline.lekkerkerker@scioteq.com

**Main work places**

President Kennedypark 35A, 8500 Kortrijk

**THE COMPANY**

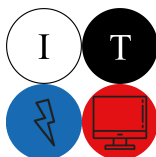
Scioteq is recognized globally for its innovative avionics displays as well as its displays for both defense and security solutions as well as air traffic control solutions. Scioteq has an international presence with strategically located manufacturing operations in Belgium, Canada and the United States, complemented by a global network of sales and depot repair support locations in France, Singapore, India and Israel. With over 250,000 display solutions fielded in the last 35 years, Scioteq Advanced Visualization products are on board of more than 150 aircraft types, more than 100 ship types, more than 50 vehicle types. Everyday more than 80,000 flights are controlled from a Scioteq Air Traffic Control display.

**JOB OPPORTUNITIES | Hiring 1-5 engineers**

- Repair Specialist  
You repair high-tech electronics in displays and computing units up to the component level for Defense and Avionics products, you look for and repair technical errors.
- FPGA Development Engineer  
As member of the Avionics Hardware R&D team, you will contribute to the development of display systems which are integrated in the cockpit of aircrafts and helicopters of our various customers (Airbus, Boeing, Embraer, ...).
- IT System Engineer  
You will be responsible to manage all our servers and storage and keep them in a healthy state!

**SELECTION PROCEDURE**

- CV Screening
- First interview with HR & Hiring Manager
- Testing/Assessment if required
- Proposal



**Employees**

Belgium: 476  
Worldwide: 20000

**Website**

<https://www.sw.siemens.com/>

**Contact**

Michiel Ceunen  
michiel.ceunen@siemens.com

**Main work places**

Interleuvenlaan 68, 3000 Leuven  
Guido Gezellestraat 123, 1654 Beersel

**THE COMPANY**

Siemens Digital Industries Software is driving transformation to enable a digital enterprise where engineering, manufacturing and electronics design meet tomorrow. Our solutions help companies of all sizes create and leverage digital twins that provide organizations with new insights, opportunities and levels of automation to drive innovation. Xcelerator is our comprehensive and integrated portfolio of software and services that helps companies of all sizes become digital enterprises through a modern and open portfolio of technologies that integrates solutions for Product Lifecycle Management (PLM), Electronic Design Automation (EDA), Application Lifecycle Management (ALM), Manufacturing Operations Management (MOM), Embedded Software and Internet of Things (IoT).

**JOB OPPORTUNITIES | Hiring 50-100 engineers**

- Junior Research Engineer
- Junior Software Engineer
- Junior Solution Architect
- Junior Professional Services/Presales
- Junior Cloud Engineer

**SELECTION PROCEDURE**

Our selection procedure starts off with a first interview by phone or at our offices in Leuven. Followed by a face to face with the hiring manager and a team member, discussing your technical background, internships, knowledge and giving you more insight into what we actually do and how you can make a difference. Third round interviews are reserved for a technical presentation ex. for research engineer, present your findings of an article relevant to the topic. Offer and contract if all goes well!





Intelligent Development Environment - Hardware languages - Productivity - Quality of code - Efficiency

**Employees**  
Belgium: 10  
Worldwide: 13

**Website**  
<http://www.sigasi.com>

**Contact**  
Bob Seghers  
[careers@sigasi.com](mailto:careers@sigasi.com)

**Main work places**  
Bedrijvencentrum De Punt, Gentbrugge



C/C++ development - Linux development - Technical software development - Embedded software development - Software projects

**Employees**  
Belgium: 50  
Worldwide: 700

**Website**  
<https://www.sioux.eu/en/contact/sioux-embedded-systems-belgie/>

**Contact**  
Dirk De Bruycker  
[dirk.de.bruycker@sioux.eu](mailto:dirk.de.bruycker@sioux.eu)

**Main work places**  
Ghent region, Kortrijk region, Antwerp region  
Leuven region, Bruges region

## THE COMPANY

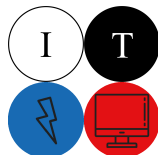
Sigasi radically redefines digital design. Our IDE, Sigasi Studio, drastically improves hardware designer productivity by helping to write, inspect and modify digital circuit designs in the most intuitive way. Advanced features such as intelligent autocompletes and code refactoring, make VHDL, Verilog and SystemVerilog design faster, easier and more efficient. Sigasi was founded in 2008 and has customers worldwide in all fields of industry.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

We are looking for R&D Software Engineers to join our team.

## SELECTION PROCEDURE

Contact [jobs@sigasi.com](mailto:jobs@sigasi.com) with your CV



## THE COMPANY

Sioux Technologies is an innovative technology partner with more than 45 enthusiastic engineers in the field of technical software development, with offices in Ghent, Herentals and Leuven. Sioux strengthens leading high-tech companies in Flanders in developing their products. Our professionals join the development teams at customer location, for projects this is also possible in our development center. At Sioux you work in an R&D team on challenging projects where technical software development is central.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

Working at Sioux means working with smart and nice colleagues every day to build high-tech software solutions that make the difference. As a software talent you work with us on the development of complex products, often on the edge of technological possibilities. Sioux offers you a lot of freedom and responsibility to carry out your work in your own way. It is important for Sioux that the knowledge of our employees remains up-to-date, for which a broad personal development budget and coaching is available. This way you can yourself give direction to your future.

## SELECTION PROCEDURE

Visit us on the jobfair at the Sioux booth or send an email with your CV to [jobs@sioux.eu](mailto:jobs@sioux.eu) and you'll be invited for a first interview, which might be the start of your professional career ! For more information, visit <https://jobs.sioux.eu/contact/sioux-embedded-systems-in-belgie/>, or follow us on facebook: Sioux-Embedded-Systems België



## Employees

Belgium: 170  
Worldwide: 270

## Website

<http://www.skyline.be/jobs>

## Contact

Julie Desmet  
[jobs@skyline.be](mailto:jobs@skyline.be)

## Main work places

Izegem, Belgium  
Lisbon, Portugal

## THE COMPANY

Skyline Communications is the global leading supplier of multi-vendor network management and OSS solutions for the HFC broadband, satellite, IPTV and broadcast industry. Our flagship, the DataMiner network management platform, which received various prestigious awards, enables end-to-end integration of the most complex technical ecosystems and has been deployed by leading operators around the world.

By building a career at Skyline Communications, you'll have the opportunity to shape the future of multi-vendor network management for the telecom, satellite and broadcast industry. You'll work with exceptional people who are focused on bringing great software solutions to market. You'll grow your career, build relationships across the globe, and work together with renowned telecom operators.

## JOB OPPORTUNITIES | Hiring 5-10 engineers

- Operations engineer
- Software system developer
- Technical account manager
- Software quality developer
- Software developer
- Web developer

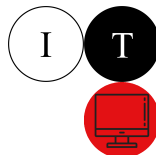
## SELECTION PROCEDURE

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 previous work experience, motivation and competences.

If, after the first interview, your profile appears to fit our requirements, you are invited for a second, more technical interview.

As a next step, we invite you to complete some reasoning tests and a personality questionnaire. If the second interview and test results are successful, you receive our job offer as quickly as possible.



## Employees

Belgium: 15  
Worldwide: 15

## Website

<https://contract.fit>

## Contact

Careers Email  
[careers@contract.fit](mailto:careers@contract.fit)

## Main work places

Brussels

## THE COMPANY

At Contract.fit we want to give you the tools to apply state-of-the-art machine learning to all your intelligent automation needs when it comes to processing incoming communication and data extraction (such as invoices, emails, payslips, insurance claims, etc.).

With our self-learning technology, every time our product is used, we incorporate the feedback making it better and smarter over time.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

- Full Stack developers
- DevOps
- AI Engineer
- Business Development
- Project Management
- Check our jobs page: [contract.fit/jobs](https://contract.fit/jobs)

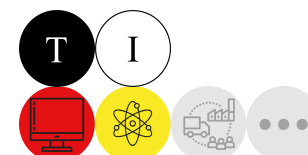
## SELECTION PROCEDURE

Mail CV and motivation to [careers@contract.fit](mailto:careers@contract.fit), mentioning which position you are interested in. Even if not listed on our jobs page, we welcome spontaneous applications.

We will analyze each application and we have a reliable record to responding to over 90% of them.

If your CV is selected we call you for a maximum of 3 interviews and, if for a developer position, a skills test in Python or the target language.

As a small team, we can decide fast and extend an offer to candidates that inspire us.



## Employees

Belgium: 18  
Worldwide: 18

## Website

<https://www.skedify.me>

## Contact

Karen de Vlieger  
careers@skedify.co

## Main work places

Zuiderlaan 1-3 9000 Ghent

## THE COMPANY

Scheduling Appointments made effortless. Guide customers through simple scheduling steps to set up a meeting with the right expert, in the preferred location, at the most suitable time. Create advanced scheduling rules, add team's availability, automate administrative and follow-up tasks and comply with enterprise-level security standards. Sync teams calendars with Skedify's schedule, integrate with your internal applications and collect data on customer satisfaction and branch effectiveness.

Become part of our team

We're growing at pace and need motivated, talented people to join forces with us and make Skedify even stronger.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

Experienced Back-end Software Engineer

- Technical skills
- Demonstrable experience (PHP/Laravel, Node.js, MySQL, git)

Experienced Full-stack Software Engineer

- Technical skills
- Demonstrable experience (PHP/Laravel, JavaScript, React/Preact, AngularJS, Node.js, MySQL, git)

Solution Architect

## SELECTION PROCEDURE

The next steps

Mail us: [careers@skedify.co](mailto:careers@skedify.co)

If you like what you see, please send your CV and a couple of lines about yourself.

After your application we keep you informed by email and we'll schedule

- A 15 min phone call to get to know each other
- Then we have a face-to-face meeting
- Finally we'll have enough information to make you an offer



## Become part of our team

We're growing at pace and need motivated, talented people to join forces with us and make Skedify even stronger.

## What we expect



**ADVENTURE**



**HUMOR**



**AMBITION**



**INITIATIVE**



**PASSION**



**TEAMPLAY**



**RELIABILITY**



**DEDICATION**

## What we offer



### PRODUCT-FOCUSED

Put your mark on our solution and see your achievements flourish



### PEOPLE-MINDED

Become part of a bright young team



### AGILE AS F\*\*\*\*

We use Agile to help you focus on the work you actually love doing



### FLEXIBILITY

Come and go whenever you want. We believe in personal commitment, not time tracking



### PERSONAL DEVELOPMENT

An environment where you both share your knowledge and learn from others



### COMPETITIVE SALARY

A competitive salary including lots of perks and benefits

**Employees**

Belgium: 722  
Worldwide: 981

**Website**

<https://www.smulders.com/en>

**Contact**

Katrien Stoffels  
[katrien.stoffels@smulders.com](mailto:katrien.stoffels@smulders.com)

**Main work places**

Arendonk  
Hoboken  
Balen

**THE COMPANY**

Smulders is an international steel construction company with more than 900 employees working across offices in Belgium, Poland and the United Kingdom. We have a proven track record in the engineering, construction, supply and assembly of heavy, technical complex and architectonic steel constructions. We are active in following markets: Civil & Industry, Offshore Oil & Gas and Offshore Wind.

Smulders is a member of the Infrastructure branche of the Eiffage Group, a leading figure in the European concessions and public works sector operating through four business lines: Construction, Infrastructure, Energy and Concessions.

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

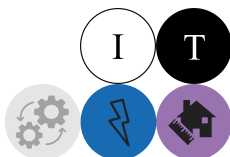
We are on the lookout for a wide range of candidates, meaning from Welders to Engineers. As an Engineer you can start at different departments: the Commercial department, Engineering, Project Management, Purchase, Production, Quality...  
By means of a traineeship you will get to know your colleagues, the company and the Smulders way of working.

**SELECTION PROCEDURE**

After a first positive encounter on the phone, a face-to-face interview is organized at the site where the job is foreseen.  
In general the first interview is done by the HR Recruiter. A second interview takes place with the Hiring Manager.



We are always on the lookout for passionate, motivated and hands-on people to strengthen our teams, e.g. in Project Management and Engineering. See our website for opportunities: <https://www.smulders.com/en/career>



Smulders is an international steel construction company with a proven track record in the engineering, construction, supply and assembly of heavy, technical complex and architectonic steel constructions. We are active in following markets: Civil & Industry, Offshore Oil & Gas and Offshore Wind. Smulders has more than 900 employees working across facilities in Belgium, the Netherlands, Poland and the United Kingdom.

Smulders is a member of the Infrastructure branche of the Eiffage Group, a leading figure in the European concessions and public works sector.



# UP FOR A CHALLENGE?

Visit **Solid Talent** during the VTK Jobfair and show us your worth!

We'll find a challenge in **engineering** to match your talent!

 [Solid-Talent.be](http://www.solid-talent.be)



**Solid Talent**

Petrochemistry - Engineers - Consultants - Clear communication - Transparency

#### Employees

Belgium: 200  
Worldwide: 250

#### Website

<http://www.solid-talent.be>

#### Contact

Kurt Van Goidsenhoven  
[kurt@solid-talent.be](mailto:kurt@solid-talent.be)

#### Main work places

Port Of Antwerp  
Port of Ghent  
Flanders

## THE COMPANY

We're looking for technical profiles who can support the realisation off our high technological projects.

An experienced HR consultant will make inquiries about your expectations and motivation during a short interview. No unclear or tedious psychological tests, but a personal and straight forward talk with on of our professionals. We run through our projects, options, functions and companies together, to see which suites you best.

## JOB OPPORTUNITIES | Hiring 5-10 engineers

We're looking for graduating engineers who want to start their kick ass career with us! And who can support our high technological projects in lifescience-, chemical- and petrochemical industry.

## SELECTION PROCEDURE

An experienced HR consultant will make inquiries about your expectations and motivation during a short interview. No unclear or tedious psychological tests, but a personal and straight forward talk with on of our professionals. We run through our projects, options, functions and companies together, to see which suites you best.

**SOLID**

**SOLID** Your talent support



161

**SOLID** Your talent support

# ST Engineering iDirect

Satellite Communication - Global Tech Company -  
Hard- & Software - Industry Leader - Linux/C++ / Java

## Employees

Belgium: 350  
Worldwide: 1000

## Contact

Pierre Eggermont  
pegg@newtec.eu

## Website

<http://www.newtec.eu>

## Main work places

Sint-Niklaas (BE)  
Erpe-Mere (BE)  
Berlijn (DE)  
UK  
Ireland

# Student.be

KAZI SCAN - Guidance - Career start - Young Graduates - First Job

## Employees

Belgium: 9  
Worldwide: 0

## Contact

Florence Loumaye  
floumaye@student.be

## Website

<https://www.student.be/nl>

## Main work places

Brussel  
Gent  
Antwerpen  
Leuven  
Kortrijk

## THE COMPANY

ST Engineering iDirect (formerly known as NEWTEC) is a technology company with the mission to shape the future of how the world connects through satellite communications.

We are a global leader in IP-based satellite communications. We expand connectivity anywhere, empowering people and businesses to collaborate and communicate across land, sea and air. Access information and education opportunities. Track assets. Enhance productivity, security and safety. Build economies and accelerate commerce. Expand exploration.

For over 35 years our success is driven by high-quality products and a focus on innovation, propelled by our top-notch and diverse engineering teams. We employ over 1000 people in 32 countries.

## JOB OPPORTUNITIES | Hiring 50-100 engineers

Engineers who like complex challenges and have abilities in and a passion for one of the following techs: (embedded) C/C++, Java, FPGA, Hardware Design, PHY layer, Linux, Docker, Kubernetes, Angular, Python, ruby, Openstack, Ansible, Puppet, Boost, Kafka, Netconf, Yang, Artifactory, Microwave, eda, spectrum analysers, Telecom, Networking... And so many more, but what would you expect from a true tech company.

## SELECTION PROCEDURE

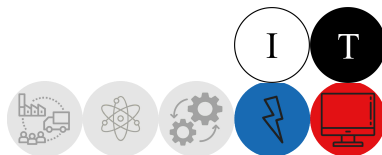
After an initial phone conversation we will invite you for a face to face meeting. Qualified candidates will be invited for a full day of talks, a tech test, a short presentation and informal moments with the team. Our aim is to provide both parties a realistic and transparent view on what to expect on the first workday.

## THE COMPANY

Student.be helps Young Graduates to prepare them for their first work experience.

Four out of ten young workers are looking for another job within their first year of working. The reason? Wrong expectations from the start, and a culture mismatch.

That's why we have integrated KAZI on Student.be. This academically validated tool helps you to find the right starters job by giving you more insights into what is important for you and really stimulates you in a job.



**Employees**

Belgium: 300  
Worldwide: 1000

**Website**

<http://www.televic.com/>

**Contact**

Charlotte Goddeeris  
[c.goddeeris@televic.com](mailto:c.goddeeris@televic.com)

**Main work places**

Leo Bekaertlaan 1, Izegem

**THE COMPANY**

Wherever communication gets critical, you find Televic at work. Televic develops tools and technology for communication that makes a difference. We are committed to 100% reliable hardware and software, because we ensure that important messages get delivered and have the necessary impact. We focus on continuous Innovation in 4 niche markets: Conference, Education, Healthcare and Rail. Our customers range from international and local governments, to educational institutions, hospitals, railway operators and equipment manufacturers, and service providers in various sectors around the world. With headquarters in Belgium and offices and plants across Europe, Asia and the US, Televic employs nearly 1000 people worldwide.

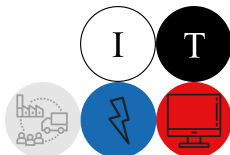
**JOB OPPORTUNITIES | Hiring 1-5 engineers**

If you are eager to shape the technology of tomorrow, we want to hear from you! Join our brilliant minds working together to enable communication that matters.

We offer a variety of career opportunities at our HQ in Belgium and our offices worldwide. We're always looking to recruit people in R&D, manufacturing and engineering: software, hardware, QA, product management, design, project management...

**SELECTION PROCEDURE**

Check out our career opportunities, both in Belgium and worldwide or apply spontaneously: <https://www.televic.com/en/careers/jobs-televic>  
Get in touch and we will discuss the next steps and practicalities. We look forward to meeting you!



**Employees**

Belgium: 200  
Worldwide: 2000

**Website**

<https://tmc-employeurship.com>

**Contact**

Lotte Van Dijck  
[lotte.van.dijck@tmceurope.com](mailto:lotte.van.dijck@tmceurope.com)

**Main work places**

Brussels

**THE COMPANY**

WE ARE A SPECIAL BREED OF ENGINEERS

TMC is a unique collection of self-starting, highly skilled and almost self-employed technical professionals. Our unparalleled business model offers engineers from all backgrounds the comforts of employment and the opportunities of entrepreneurship. This is what we call Employeurship.

Employeurship is about thinking and acting like an entrepreneur, with the security of employment. But more than anything, it is a guarantee for continuous development and the opportunity to be responsible for the direction of your career.

**JOB OPPORTUNITIES | Hiring 10-50 engineers**

At TMC we welcome all ambitious, entrepreneurial experts!

Specifically those with a passion for all aspects of technology and a fascination for breakthroughs. We bring these exceptional people together, hire and assess them and optimize the conditions for their further development. How do we do that? By involving them in challenging projects for our customers and through our dedicated training and coaching program.

**SELECTION PROCEDURE**

Each year, we organise a "Young Graduate Program" where our goal is to recruit the best young engineers from the best Belgian universities. After attending the jobfairs, we thoroughly screen the CV's that we've received and invite a small group of candidates to join us in our offices for an "Assessment Day". During an Assessment Day, the candidates will go through 3 interviews and a business case to show us their true employeurship potential.





# Sweco Belgium

Market leader - Multidisciplinary - Teamwork - Career Coaching  
- Jobcrafting

## Employees

Belgium: 1000  
Worldwide: 16000

## Contact

Lindsey Cerpentier  
lindsey.cerpentier@swecobelgium.be

## Website

<http://www.swecobelgium.be>

## Main work places

Brussels  
East-Flanders  
West-Flanders  
Antwerp  
Limburg

## THE COMPANY

No one knows exactly how the future will play out. But our aim is to be as prepared as we possibly can, by having approachable and committed employees that seek knowledge, are curious, open-minded and who represent different experiences, perspectives and backgrounds. This drives a culture of diversity, curiosity and collaboration. The kind of culture we need to master any challenge ahead. Sweco is Europe's leading engineering, consultancy and design agency that provides employment to 16,000 people, including more than 1,000 in Belgium.

## JOB OPPORTUNITIES | Hiring 100+ engineers

As a young professional at Sweco, you will not only shape the cities and communities of the future, you will shape your own career path as well, according to your capabilities and ambitions. We are looking for superheroes with special powers in:

- Civil engineering
- Electromechanics
- Electro engineering
- Bio engineering
- Chemistry
- Design and production technology
- Urbanism
- Traffic engineering
- Architecture
- Mechanical engineering
- Energy

## SELECTION PROCEDURE

If you feel like shaping tomorrow together with us – visit [jobs.swecobelgium.be](http://jobs.swecobelgium.be)

Contact: Lindsey Cerpentier

Recruitment Coordinator

Email: [lindsey.cerpentier@swecobelgium.be](mailto:lindsey.cerpentier@swecobelgium.be)



# SHAPE OUR TOMORROW

No one knows exactly how the future will play out. But our aim is to be as prepared as we possibly can, by having approachable and committed employees that seek knowledge, are curious, open-minded and who represent different experiences, perspectives and backgrounds. This drives a culture of diversity, curiosity and collaboration. The kind of culture we need to master any challenge ahead.

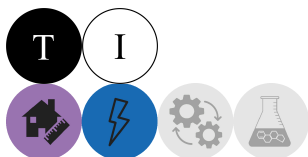
Sweco is Europe's leading engineering, consultancy and design agency that provides employment to 16,000 people, including more than 1,000 in Belgium. As a young professional at Sweco, you will not only shape the cities and communities of the future, you will shape your own career path as well, according to your capabilities and ambitions. We are looking for superheroes with special powers in:

- Civil engineering
- Electromechanics
- Electro engineering
- Bio engineering
- Chemistry
- Design and production technology
- Urbanism
- Traffic engineering
- Architecture
- Mechanical engineering
- Energy

If you feel like shaping tomorrow together with us – visit [jobs.swecobelgium.be](http://jobs.swecobelgium.be)

Contact: Lindsey Cerpentier, Recruitment Coordinator

+32 2 588 65 81 - [lindsey.cerpentier@swecobelgium.be](mailto:lindsey.cerpentier@swecobelgium.be)



### Employees

Belgium: 300  
Worldwide: 5000

### Contact

Magdalena Malczak  
magdalena.malczak@tomtom.com

### Website

<https://www.tomtom.com/careers/>

### Main work places

Zuiderpoort office building, Gaston Crommenlaan 4, Gent

## THE COMPANY

TomTom created the easy-to-use navigation device, one of the most influential inventions of all time. Since then, our software and navigation technologies have been powering over hundreds of millions of applications across the globe. From industry-leading location-based products and mapmaking technologies, to embedded automotive navigation solutions and innovative personal navigation devices. We continue to shape the future, leading the way with autonomous driving, smart mobility and smarter cities.

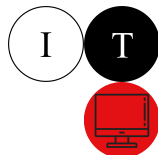
The Ghent division is a knowledge center hosting a big software engineering community focused on "maps" business.

## JOB OPPORTUNITIES | Hiring 10-50 engineers

At TomTom, you are in a unique position to advance and to impact the future of mapmaking. We are looking for bright, curious minds in software engineering to join the digital maps development teams experienced with Java/Big Data/Databases/Cloud Services/Machine Learning/AI/Image processing. Your work will improve automated digital map updates and generate the best possible user experience.

## SELECTION PROCEDURE

Please apply through our career website: <https://www.tomtom.com/careers/joboverview/>  
Once we receive your application, our HR team will contact you in order to set a first introductory meeting with the engineering team. After which we ask you to perform a short technical assessment and a final interview together with the engineers.



### Employees

Belgium: 4900  
Worldwide: 100000

### Contact

Grouwels Nathalie  
nathalie.grouwels@total.com

### Website

<http://www.total.be>

### Main work places

Antwerp  
Brussels  
Feluy  
Ertvelde  
Schoten

## THE COMPANY

Total is a major energy player, which produces and markets fuels, lubricants, natural gas and low-carbon electricity. Our 100,000 employees are committed to a better energy that is safer, more affordable, cleaner and accessible to as many people as possible. Active in more than 130 countries, our ambition is to become the responsible energy major.

Our mindset and way of operating is what sets our corporate culture apart. It allows us to carry our ambitious projects while making everyone feel that their work is meaningful and giving them an opportunity to pursue their personal development.

## JOB OPPORTUNITIES | Hiring 5-10 engineers

To reach our targets we are looking for young graduates with growth potential, who are eager to learn, take initiative and responsibility. At Total there is place for entrepreneurship, continuous improvement and further career developments, locally or internationally.

## SELECTION PROCEDURE

We invite you to visit our website <https://www.careers.total.com/fr>. You know everything about profession, benefits, opportunities and recruitment process.



**Employees**

Belgium: 2700  
Worldwide: 348877

**Contact**

Laetitia Bouckaert  
TME.HR.Recruitment@toyota-europe.com

**Website**

<http://www.toyota-europe.com>

**Main work places**

Avenue du Bourget 60, 1140 Brussels (Head Office)  
Hoge Wei 33, 1930 Zaventem (Technical Center)

**THE COMPANY**

TOYOTA is one of the world's largest automobile manufacturers and a leading global corporation. Founded in 1937, Toyota now sells vehicles in 170 countries and employs over 300.000 people. As a company, Toyota Motor Europe focuses on sustainability and future generations and strongly promotes diversity, inclusion and gender equality. We are highly interested in receiving the applications from professionals of all backgrounds and genders looking to build their career in either scientific, engineering or corporate positions.

Based in Brussels, Belgium, and staffed by 2.700 people and more than 60 nationalities, Toyota Motor Europe handles the wholesale marketing of Toyota and Lexus vehicles, parts & accessories, and manages Toyota's European R&D, manufacturing and engineering operations.

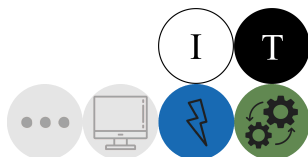
**JOB OPPORTUNITIES | Hiring 10-50 engineers**

- Internships
- Recent university graduates
- Experienced profiles

**SELECTION PROCEDURE**

How to Apply:

1. Visit [www.toyota-europe.com/jobs](http://www.toyota-europe.com/jobs)
2. Check out 'Graduate Development Programme' jobs and identify a position that interests you
3. Fill in the online application
4. Follow up your application status online
5. If positive match, we will contact you for interviews
6. No vacancy matching your interest? Set an alert!



**Employees**

Belgium: 1547  
Worldwide: 5000

**Contact**

Elyne Vermeulen  
[elyne.vermeulen@tractebel.engie.com](mailto:elyne.vermeulen@tractebel.engie.com)

**Website**

<http://www.tractebel-engie.com/>

**Main work places**

Brussels  
Ghent  
Antwerp  
Hasselt  
Namur

**THE COMPANY**

At the helm of the Energy Transition, Tractebel provides a full range of services throughout the life cycle of its clients' projects. As one of the world's largest engineering consultancy companies and with more than 150 years of experience, it's our mission to actively shape the world of tomorrow. With about 5,000 experts and offices in 33 countries, we are able to offer our customers multidisciplinary solutions in energy, water and urban. Our broad range of expertise extends across Europe, Africa, Asia and Latin America, allowing us to rise to our clients' most demanding challenges with the same high-quality design, consulting and project management services no matter where their projects are. Tractebel is part of ENGIE, a global energy player and an expert operator in the three business.

**JOB OPPORTUNITIES | Hiring 50-100 engineers**

We offer multiple job opportunities within our 4 business lines. Below you can find some examples. Do you like to hear more about all the possibilities at Tractebel? Are experts are happy to explain you everything at our booth:

- Junior Renewable Engineer
- Junior Nuclear Project Manager
- Junior Infrastructure Engineer
- Junior Engineer Water Engineering
- Demolition Engineer
- Junior Safety Engineer
- Junior Energy Efficiency Engineer
- Junior Engineer Offshore Wind

**SELECTION PROCEDURE**

There our multiple ways to apply at Tractebel:

1. Are you at the job fair today? Come to our booth and talk to our experts and leave your details. Our recruiters will stay in contact with you after the jobfair.
2. Our recruiters have taken their business cards with them. Come find them at our booth! Afterwards, you can sent them an e-mail with your CV, motivation and interest. Together with our experts they will look for a job that suits you.
3. You can always apply for our open vacancies, which you can find on our website and LinkedIn page



**Employees**

Belgium: 658  
Worldwide: 658

**Website**

<http://www.tucrail.be/nl>

**Contact**

Valerie Verwilghen  
[valerie.verwilghen@tucrail.be](mailto:valerie.verwilghen@tucrail.be)

**Main work places**

Fonsnylaan 39, 1060 Brussels

**THE COMPANY**

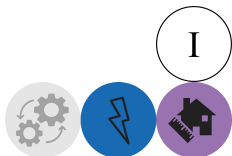
TUC RAIL was established in 1992. Belgian railway infrastructure manager Infrabel is the major shareholder of TUC RAIL. During nearly 25 years, TUC RAIL has proven, in various fields, its great expertise within the railway business, specifically on an infrastructure level. Since 1 January 2017, TUC RAIL and IXILIO, a subsidiary of Infrabel specialising in IT services, are one and the same company. This fusion will allow TUC RAIL to diversify and further complete its offer since it will be able to provide its clients with a new ICT consultancy activity in the railway sector. TUC RAIL will continue to grow, both in Belgium and abroad. Our slogan "Flexible Thinking, Reliable Results" refers to two of our essential qualities: our flexibility and the reliability of our results.

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

- Design Engineer Signaling, Electrification, Civil, Track
- Project Engineer
- Engineer Sites

**SELECTION PROCEDURE**

Sent your CV via [jobs.tucrail.be](mailto:jobs.tucrail.be)



**Employees**

Belgium: 3000  
Worldwide: 14100

**Website**

<http://www.umicore.com/>

**Contact**

Rita Pannemans  
[rita.pannemans@umicore.com](mailto:rita.pannemans@umicore.com)

**Main work places**

Flanders (Hoboken - Olen - Bruges)  
South Korea  
China  
worldwide

**THE COMPANY**

Reducing harmful vehicle emissions. Giving new life to used metals. Powering the cars of the future. As a global materials and technology group, we apply our specialist knowledge to offer materials and solutions that are essential to everyday life. We aim to be a clear world leader in materials for clean mobility and recycling and have turned our sustainability approach into an even greater competitive advantage. With ambitions like this, imagine what you could do?

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

**Technical Young Graduate Program**

If you obtain this year your Master's degree in Chemistry, Material Science or Chemical Engineering can start at Umicore's as Technical Young Graduate. In this program we prepare starting engineers for a clearly predefined management position in a technical field. Required skills differ depending on the business unit, but all Technical Young Graduates will be coached during a specifically designed development program spread over different units and locations. Go to [www.umicore.be/jobs](http://www.umicore.be/jobs) to find out more.

**SELECTION PROCEDURE**

The basis of your application is a cv and motivation letter. HR together with the Hiring Manager will screen during the recruitment process all candidates on their knowledge, skills, competences, personality and attitude. This is done in different steps: screening of cv and motivation letter first, followed by a short skype interview. If selected, a face to face interview is organised with all parties. The last step is a group assessment, which is a full day inhouse assessment together with all potential final candidates. The final decision is communicated within 5 days after the assessment.





Automotive - Transmissions - High-tech - R&D - Sports cars

**Employees**  
Belgium: 256  
Worldwide: 2100

**Website**  
<http://www.tremec.com/>

**Contact**  
Lynn De Blaere  
[jobs.be@tremec.com](mailto:jobs.be@tremec.com)

**Main work places**  
Zedelgem

# TREMEC®

**NICE TECHNOLOGY**      **BIG PROJECTS**      **SUPERCARS MARKET**      **FUN WORKING ATMOSPHERE**

# JOIN OUR RIDE

## THE COMPANY

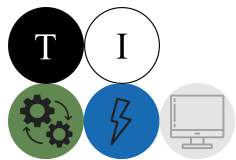
TREMEC Zedelgem is specialized in the development of high-tech dual-clutch transmissions. With great care, our engineers design prototypes, which are pushed to their limits both in our own test lab as all around the world (from -40 °C in Sweden to 360 km/h on the Nurburgring). In addition, these recent years, TREMEC invested in the extension of its production department, which has its main focus on the manufacture of small sub-components. As result of this expansion, TREMEC is currently producing peak volumes and around 20.000 sports cars with TREMEC technology are assembled every year. In the meantime, we also have some new projects involving hybrid & electric cars in the pipeline.

## JOB OPPORTUNITIES | Hiring 10-50 engineers

As a growing company, fascinated by high-tech automotive innovation, we are able to offer a wide array of job possibilities. Whether you are interested in working in engineering, equipment development or quality, our colleagues are eager in welcoming you at TREMEC. We are looking for motivated people who want a challenging job with a lot of freedom and independence. Affinity with the automotive industry is an interesting asset, but a sense of initiative, responsible attitude, smooth communication and a fascinating personality are just as important. In sum: Do not be afraid to JOIN OUR RIDE!

## SELECTION PROCEDURE

For more information, visit us during the job fair or get in touch via [jobs.be@tremec.com](mailto:jobs.be@tremec.com). In case of possibilities, we will set up a meeting with HR to discuss your interests and background. If a possible match with one of our open vacancies is apparent, a technical screening will be planned with the hiring managers. They will test your technical knowledge and skills as well as expound the job in full detail. After this meeting, you will receive definitive feedback from the HR department.





## Employees

Belgium: 350  
Worldwide: 350

## Contact

Isabel Vercamer  
Isabel.Vercamer@vt-invest.be

## Website

<https://www.vt-invest.be>

## Main work places

Oost- en West-Vlaanderen  
Aalter  
Olsene  
Nevele  
Lille

## THE COMPANY

Van Tornhaut maakt deel uit van de VT-Invest Group.

VT-Invest Group is een holdingvennootschap welke diverse vastgoedontwikkeling- en bouwgerelateerde productievennootschappen controleert.

De groep telt ongeveer 350 medewerkers en realiseert jaarlijks een geconsolideerde omzet van ca. 115 miljoen euro.

VT-Invest Group streeft een open cultuur na, gericht op teamwork. De professionele omkadering is erop gericht om iedere dochteronderneming haar eigenheid en hun management te laten behouden en ruimte te geven voor verdere ontwikkeling van haar activiteiten.

Bedrijven zoals oa. Van Tornhaut (residentieel en utiliteitsbouw), Van De Walle IBC (industriebouw), Stabil (stut- en schoringswerken), Cuylaerts (industriebouw), Volus (projectontwikkeling)...

## JOB OPPORTUNITIES | Hiring 5-10 engineers

1. (Junior) Projectleider Bouw
2. (Junior) Werfleider Bouw
3. Bouwkundig Tekenaar
4. (Junior) Projectvoorbereider/Aankoper/Calculator
5. (Junior) Projectleider Bouw
6. Master/Burgerlijk Ingenieur Bouwkunde
7. Master/Burgerlijk Ingenieur Bouwkunde
8. Bouwkundig Tekenaar
9. (Junior) Werfleider

## SELECTION PROCEDURE

Wil je meer weten, neem gerust contact op:  
via e-mail: [isabel.vercamer@vt-invest.be](mailto:isabel.vercamer@vt-invest.be)

Neem gerust een kijkje op <https://www.vt-invest.be> en klik door naar het bedrijf van je keuze om meer te weten te komen over het bedrijf en de vacatures.



## Employees

Belgium: 220  
Worldwide: 220

## Contact

Lien Barbier  
[lien.barbier@duco.eu](mailto:lien.barbier@duco.eu)

## Website

<http://www.duco.eu/>

## Main work places

Veurne

## THE COMPANY

Welcome to the Home of Oxygen! Here the focus is on health and the occupant in all developments in the field of ventilation and sun protection systems, always with a nod to occupant comfort and energy efficiency.

Since its foundation in 1991 Duco Ventilation & Sun Control owns the production as a 100 % Belgian manufacturer. A complete range of innovative total solutions of ventilation and solar shading in homes, offices, schools or care institutions is the ultimate guarantee for a solid indoor air quality in which everyone feels at home.

## JOB OPPORTUNITIES | Hiring 5-10 engineers

We are always looking for technical colleagues, thesis students, trainees, etc. for our R&D en production team.

At the moment we have several vacancies such as:

- R&D Project Manager
- Mechanical design engineer
- Model-based system engineer
- Product Manager
- Calculator

## SELECTION PROCEDURE

Interested?

Apply for the job on our jobsite or apply spontaneously: <https://www.duco.eu/jobs>

If you have any questions, you can contact Lien Barbier via the general number 058 33 00 33 or [lien.barbier@duco.eu](mailto:lien.barbier@duco.eu). We organize an afternoon where you can get acquainted with our company, the production and the R&D-department. This will take place on Thursday afternoon 12/03/2020. Interested? You know where to find me.





**JOIN THE  
HAPPY  
WORKOUT**



At UNILIN, we believe in the power of young talent. Every year, we welcome new enthusiasts in several of our departments, from production to R&D across IT, marketing and several more. Are you ready to work on challenging projects in an energetic team? Apply today and we'll talk about it very soon.

## GET IN TOUCH & JOIN THE HAPPY WORKOUT

Find out more at [JOBS.UNILIN.COM](http://JOBS.UNILIN.COM). Or get in touch with **Justine Matton, T 0476 72 10 83**



High technological - Industry 4.0 - Full Automated - Agile working environment - Projects

**Employees**  
Belgium: 1800  
Worldwide: 4900

**Website**  
<http://www.unilin.com/>

**Contact**  
Justine Matton  
[justine\\_matton@mohawkind.com](mailto:justine_matton@mohawkind.com)

**Main work places**  
Wielsbeke  
Oostrozebeke  
Desselgem  
Gent  
Vielsalm

## THE COMPANY

UNILIN produces laminate, engineered parquet and luxury vinyl flooring under the Quick-Step and Pergo brand as well as wood-based panels (particle board, MDF), decorative panels, roof systems and insulation boards. UNILIN employs 4,900 people at 20 production sites worldwide. Since 2005 UNILIN is part of US listed company Mohawk Industries, Inc. Mohawk is the world's largest flooring company with manufacturing facilities in North and South America, Europe, Russia and Asia. As an employer, UNILIN distinguishes itself as a passionate, innovative growth company that has built its success on real entrepreneurs at all levels. The UNILIN business culture is characterized by investments in technology and people. The headquarters are located in Wielsbeke near Waregem.

## JOB OPPORTUNITIES | Hiring 5-10 engineers

We have several possibilities for Young Graduates who want to have an impact in our company. Within our division we are searching for several engineers: process engineers, production engineers, technical engineers, automation engineers, R&D engineers... We provide a Young Graduate Journey and will personalize your experience when you start your challenge with UNILIN. We support our new employees by offering on-the-job training (topped off with other training depending on your background, expectations and needs).

## SELECTION PROCEDURE

We have a very transparent way of selecting candidates. At first you'll have an interview with Justine or Silke (HR Talent Acquisition Specialists). They will ask you about your aspirations and expectations. During this conversation Unilin will get to know you and you will get to know the Unilin-culture. The next step: getting to know your manager. You'll get the opportunity to ask technical details about your future job directly to your manager and, if possible, get a personal tour around your future work environment. At last you'll meet the HR BP and the Plant Manager.





# VeroTech BVBA

R&D - Embedded Software - Electronic Engineering - Mechanical/mechatronic engineering - Data science

## Employees

Belgium: 65  
Worldwide: 65

## Website

<http://www.verotech.be/jobs>

## Contact

Annelies Van den Broeck  
[avandenbroeck@verotech.be](mailto:avandenbroeck@verotech.be)

## Main work places

Flanders  
Brussels  
Wallonia

## THE COMPANY

VeroTech is a community of engineers driven by passion for technology. Our clients are innovators and change-makers, and they can count on VeroTech to support them to stay at the forefront of innovation! Whether it is in electronics, mechanics, embedded software, data science or mechatronics: VeroTech has the right engineer or project team to take on any challenge. We have projects in Belgium's largest and most innovative companies in semiconductors, space, automotive and life sciences among others. And here is the good news: You can join us on our mission to drive innovation!

## JOB OPPORTUNITIES | Hiring 10-50 engineers

As VeroTech consultant you work on challenging mid- to long-term R&D projects at the world's finest technology companies. You tackle complex problems as an expert or as part of a dedicated engineering team. As a junior consultant you can rely on the support of our senior people or the support of your engineering team onsite. Testing, development, system design, architecture or project management...for every step there is a talented VeroTech engineer!

## SELECTION PROCEDURE

- Our selection procedure consists of the following:
- Phone screening to discuss your experience, expectations and motivation
  - In-depth face-to-face interview
  - Meeting with a Business Manager to give more detailed information about the opportunities within VeroTech
  - Technical interview with one of our senior consultants
  - Meeting to discuss our job offer



# VICTOR BUYCK STEEL CONSTRUCTION

Europese speler - complexe staalstructuren  
- Uitdagend - Technisch gevarieerd -  
Internationale projecten

## Employees

Belgium: 305  
Worldwide: 305

## Website

<http://www.victorbuyck.be>

## Contact

Annelies Declercq  
[annelies.declercq@victorbuyck.be](mailto:annelies.declercq@victorbuyck.be)

## Main work places

Eeklo

## THE COMPANY

Victor Buyck Steel Construction is een vooraanstaande Europese speler op het vlak van ontwerp en realisatie van complexe en zware staalconstructies, met productiemaatschappijen in België en Maleisië. Het bedrijf legt zich toe op de bouw van bruggen, viaducten, sluisdeuren en de staalskeletstructuren voor industriebouw en hoogbouw. De gerealiseerde staalstructuren zijn verspreid over de ganse wereld : het retailcenter in Kuala Lumpur, the Baltic Exchange Tower en the Gherkin in London, le Pont de l'Europe in Frankrijk, de Prins Clausbrug in Nederland, om maar enkele referenties te noemen.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

- Projectmanager
- Projectingenieur
- Tender engineer
- Werfleider
- Aankoper

## SELECTION PROCEDURE

Interview en persoonlijkheidstest





**vind!**

Electromechanics - Construction - Industrial - ICT - Technical

**Employees**

Belgium: 50  
Worldwide: 50

**Contact**

Stefanie Hoeckman  
engineering.gent@vindeenjob.be

**Website**

<https://www.vindeenjob.be/engineering>

**Main work places**

West-Flanders  
East-Flanders



**Vlerick Business School**

Education - International - Pragmatism  
- Vitality - Openness

**Employees**

Belgium: 250  
Worldwide: 250

**Contact**

Sara Teuwen  
sara.teuwen@vlerick.com

**Website**

<http://www.vlerick.com/masters>

**Main work places**

Ghent  
Leuven  
Brussels

**THE COMPANY**

vind! recruits talent in engineering & ICT for companies in West- & East-Flanders.

We know that it is easy for you to find a job, but can you also figure out the best job content and company for you? We are a specialist in establishing a long-term match between you and the company that fits you best.

We match your personality with the company culture, your ambition with the company's challenges and we match the talents you have with the job content.

**JOB OPPORTUNITIES | Hiring 100+ engineers**

We have +- 400 jobs for every engineer, from bachelor to master:

- Civil engineer
- Civil engineer - architect
- Industrial engineer
- Bio-engineer

We mainly focus on SME's in West- & East-Flanders, but also have contacts at large companies & multinationals.

**SELECTION PROCEDURE**

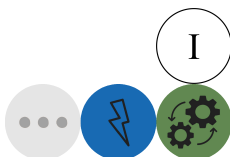
A very important step in our process is a thorough screening.

We match your personality with the company culture, your ambition with the company's challenges and we match the talents you have with the job content.

Because of this screening we can introduce you to the company's that actually fit you.

Once we arrange an interview with a company, the process is mainly decided by them.

We do advise them to give us quick feedback, so no precious time is lost.



**THE COMPANY**

Vlerick Business School is a leading international school which is consistently ranked amongst the top business schools in Europe and the world.

We practice what we teach, combining a healthy mix of theoretical knowledge and practical insight. We have a very active network of alumni – more than 30,000 people in over 100 countries worldwide.

At Vlerick, we teach cutting-edge skills and specialist subjects that are in great demand by organisations today and more specifically, we offer 5 advanced Masters in Management for young graduates:

- Masters in International Management & Strategy

**JOB OPPORTUNITIES | Hiring 10-50 engineers**

To join our programme, we require a 3 or 4-year degree from a recognized institution. Belgian applicants need to already have a Masters' degree before they can apply to our Advanced Masters. Overall we are looking for engaged students, that have an international mindset, extracurricular activities and are open to working with a diverse group of students. Don't hesitate to send me your CV, so we can double check your eligibility.

**SELECTION PROCEDURE**

You can either join our admissions test on campus or via skype (VBAT) and take our in-house analytical test as well as the personal interview. Alternatively, you can also send in the necessary documents (GMAT/GRE and English proficiency test) and just have the personal interview via skype. The first step would be to start your application on [apply.vlerick.com](http://apply.vlerick.com).



**Employees**

Belgium: 2245  
Worldwide: 64500

**Website**

<http://www.vinci-energies.be>

**Contact**

Stefanie Peremans  
[stefanie.peremans@actemium.com](mailto:stefanie.peremans@actemium.com)

**Main work places**

Merelbeke  
Aalter  
Herentals  
Antwerpen  
Evere

**THE COMPANY**

Passionate about electricity, instrumentation, automation, software development or montage? At Actemium, brand of VINCI Energies, you will find your perfect match. Not only because we are the international market leader in Solutions & Services for industry. Also because when you choose Actemium, you choose innovation. Together with you and our clients, we go beyond creating solutions.... We are building the industrial environment of tomorrow!

At Axians, brand of VINCI Energies, we ensure that our customers can achieve their ICT objectives. And we owe our success mainly to our people. People with the right knowledge and experience, who understand what is going on in the company or the organization of the customer. The best of ICT with a human touch! Will you be part of our team soon?

**JOB OPPORTUNITIES | Hiring 10-50 engineers**

Actemium: Automation Engineer - Data Scientist - Electrical Engineer - Mechanical Engineer - IT Application Engineer

Axians: DevOps Engineer - Java Developer - Network Security Engineer - System Engineer - Information Management Engineer - Java Consultant

**SELECTION PROCEDURE**

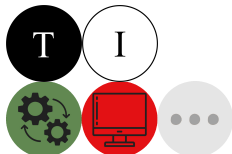
How to apply?

Take a look at our vacancy page and contact us today!

Do you prefer to apply spontaneously? That's possible too. We guarantee a smooth, confidential treatment of your application.

Internship or student job?

Are you looking for an exciting internship or student job? At every stage of your education, getting started at Actemium or Axians means taking the opportunity to move forward, grow and become even better. Send us your resume and discover what "The VINCI Energies Way of Life" can mean for you ... We will contact you!



Gepassioneerd door elektriciteit, instrumentatie, automatisering, software development of montage? Bij **Actemium**, merk van VINCI Energies en marktleider in solutions & services voor de industrie vind je jouw perfecte match! Samen met jou en onze klanten gaan we verder dan het creëren van oplossingen... we bouwen aan de industriële omgeving van morgen!

**Axians**, merk van VINCI Energies, biedt letterlijk 'the best of ICT with a human touch': innovatieve en best-in-class technologieën en expertise combineren we met een persoonlijke aanpak, zowel naar onze klanten als naar jou als collega toe. Ga aan de slag in een inspirerend en innovatief kader, en geef ICT ook jouw personal touch!

- + Automation Engineer
- + Data Scientist
- + Electrical Engineer
- + Mechanical Engineer
- + Software Engineer

- ▶ DevOps Engineer
- ▶ Java Developer
- ▶ Network Security Engineer
- ▶ System Engineer
- ▶ Information Management Engineer
- ▶ Java Consultant

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

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

**Klaar voor een carrière met een geweldige toekomst?**

Stefanie Peremans - HR Officer  
014/ 85 91 15 - [stefanie.peremans@vinci-energies.net](mailto:stefanie.peremans@vinci-energies.net)





Financially strong - Sustainable growth - Local entities - Young teamleaders - Part of CFE group

**Employees**

Belgium: 850  
Worldwide: 900

**Contact**

Marlotte Debree  
yourfuture@vma.be

**Website**

<https://www.vma.be/nl>

**Main work places**

Sint-Martens-Latem  
Antwerpen  
Aalst  
Alken  
International: UK / US / Germany

**THE COMPANY**

The VMA cluster is a strong, multi-technical partner with local and international presence, which offers sustainable technological and innovative total solutions in successful long-term collaborations. The VMA Cluster operates in the full spectrum of multi-technical installations.

VMA counts over 850 employees, including 275 engineers/bachelors. The turnover of the VMA cluster exceeded 180 million euros in 2019.

Our different business units:

Building Technologies : Electro, HVAC, Maintenance, Building Management Systems & Building Energy Solutions

**JOB OPPORTUNITIES | Hiring 10-50 engineers**

- Project Engineers
- Software Engineers
- (Junior) Project Managers
- Electrical Designers
- Tender Engineers
- C# .NET Developers

**SELECTION PROCEDURE**

You can easily apply through our website: <https://www.vma.be/nl/jobs>

or send your resume and motivation letter to [yourfuture@vma.be](mailto:yourfuture@vma.be)

For more information, please call our HR assistant Marlotte at 09 280 95 62 or send us an e-mail at [yourfuture@vma.be](mailto:yourfuture@vma.be)



Operations - Logistics - Continuous improvement - Automotive - Innovation

**Employees**

Belgium: 4200  
Worldwide: 110000

**Contact**

Yana Dekoker  
[yana.dekoker@volvo.com](mailto:yana.dekoker@volvo.com)

**Website**

<https://www.volvogroup.be/nl-be/careers.html>

**Main work places**

Ghent  
Brussels

**THE COMPANY**

The Volvo Group is one of the world's leading manufacturers of trucks, buses, construction equipment and marine and industrial engines. The Group also provides complete solutions for financing and service. The Volvo Group employs about 100,000 people, has production facilities in 18 countries and sells its products in more than 190 markets.

The Volvo Trucks brand has been built up over decades and enjoys a solid position worldwide. It is one of the world's best known and respected brands within the commercial vehicle industry. It is associated with the core values quality, safety and environmental care. With Volvo Trucks you will be part of a global and diverse team. We work with passion, we trust each other and we embrace change to stay ahead. We make our customers win.

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

- Production Engineer
- Logistics Engineer
- Operational Resource Planner
- First Line Manager
- Supervisor Logistics
- Supervisor Production
- IT project manager
- Truck Adaptation Engineer
- Technical Support Engineer
- Business Controller
- Quality Engineer

**SELECTION PROCEDURE**

- CV screening
- Phone interview
- Face to face interview recruitment
- Face to face interview manager
- Testing & assessment
- Offer and contract signing



## Employees

Belgium: 1200  
Worldwide: 6100

## Contact

Stijn Dammekens  
stijn.dammekens@vpk.be

## Website

<http://www.vpkgroup.com/>

## Main work places

Oudegem  
Erembodegem  
Aalst  
Courcelles

## THE COMPANY

VPK Packaging Group has its origins in Belgium. Over more than 80 years, it has grown, expanded and evolved to become the international group that we are today. Our goals are still the same: we are determined to achieve operational excellence through smooth internal functioning and efficiency. We also want to be easy to work with. This relates to our clients and to each other. We value integrity, professionalism, team spirit, innovation and pragmatism. Finally, VPK Packaging Group is committed to being a company that is great to work for. We want our employees to enjoy their work and feel proud that they are part of our company.

## JOB OPPORTUNITIES | Hiring 1-5 engineers

Is there a career at VPK Packaging Group that's right for you? Within VPK Packaging Group Belgium we have several different job domains. Whether you are solely interested in an admin function or you want to be hands-on in production, we have a job for every type of interest. Depending on your skills, you can discover our job domains here and have a look at the division that suits you best. Don't hesitate to apply!

- Production
- Technical & Engineering
- ICT & Supporting Services

## SELECTION PROCEDURE

The VPK talent acquisition team is happy to assist you in the status of your application. The different steps you need to take during the application process depends on the dynamics of the function you're applying for.

Following your online application via our website, a thorough CV screening will be conducted, possibly followed by a telephone screening with one of our talent acquisition specialists. If this is evaluated positive, interviews with HR and the hiring manager will follow.

Can you convince us of your qualities?



## Employees

Belgium: 90  
Worldwide: 1600

## Contact

Rens De Coensel  
rdecoensel@vulcain-eng.com

## Website

<http://www.vulcain-engineering.com/>

## Main work places

Flanders  
Belgium  
France  
Abroad

## THE COMPANY

VULCAIN is an engineering consultancy and office, specialised in the Energy&Environment sectors: Oil&Gas, (Renewable) Power, Process Industries and Civil Works.

OUR KNOWHOW encompasses the whole project life cycle from early design stages up to procurement and construction phases and even commissioning. We assist our clients in their demanding projects around the world, and this we do from A to Z.

OUR CONSULTANTS shape their own career path: growing multidisciplinary or expert; working abroad or close to home; taking part in design and studies or overseeing the work on site. The personal growth plan and our internal education possibilities do not only keep the project schedule on track but our consultants' individual goals as well.

## JOB OPPORTUNITIES | Hiring 5-10 engineers

As consultant-engineer you are able to work on challenging projects with different players in various fields of industry.

As young graduate you will typically (but not exclusively) start your consulting career as Project Engineer, in which position you will manage a specific project and see to a successful completion. During all stages of the project scope, our in-house team is at your disposal.

From project to project, you will evolve technically and interpersonally, as well as develop certain competences that take you further up the engineering ladder.

## SELECTION PROCEDURE

The hiring process starts with an informal discussion with one of our managers in Brussels. This discussion serves to introduce the company and the specific field of activities, but more importantly: it serves to get to know you. What are you looking for in a job? What sectors would you like to be in? What kind of career path would you be willing to take?

Afterwards, an HR interview and a final interview with managers will follow to conclude the recruitment process.

Don't hesitate to contact us, we'd love to meet you!





IoT - automation - AI - industrial IoT - PaaS

**Employees**

Belgium: 20  
Worldwide: 20

**Website**

<https://www.waylay.io>

**Contact**

Piet Vandaele  
[piet@waylay.io](mailto:piet@waylay.io)

**Main work places**

Gent



High level of automation - Energy (heating, drying) - Building Materials - Construction - Multinational

**Employees**

Belgium: 1100  
Worldwide: 16000

**Website**

<https://www.wienerberger.be>

**Contact**

Wouter Vanrobaeys  
[Wouter.Vanrobaeys@wienerberger.com](mailto:Wouter.Vanrobaeys@wienerberger.com)

**Main work places**

HQ - Kortrijk  
West-Flanders (Kortemark, Zonnebeke, Aalbeke)  
Hainaut (Moeskroen, Péruwelz)  
Antwerp (Rumst, Beerse and Malle)  
Limburg (Hasselt, Lanaken)

**THE COMPANY**

Waylay is a Belgian B2B software company founded in 2014 to help companies bring new digital services to market by leveraging the intersection points of IoT, AI, the API economy and automation. Waylay comes with a unique solution offering, combining data aggregation and next generation business automation into one API-centric IoT middleware platform.

**THE COMPANY**

Wienerberger Belgium is part of the international Wienerberger group. The company was founded in 1819 in Vienna. The group has since grown into one of the largest brick producers in the world, with a strong position in the production of other ceramic building products, such as clay roof tiles, clay pavers and interior wall bricks. Wienerberger has 11 production sites in our country, with a total workforce of around 1,100 employees. The 18 clay grooves are usually close to the factories, so we limit the impact on the environment by transporting the clay. The HQ of Wienerberger Belgium is in Kortrijk. Some well-known brand names of the group are Terca, Desimpel, PoroTherm and Koramic. Wienerberger develops and produces energy-efficient and sustainable building materials and solutions.

**JOB OPPORTUNITIES | Hiring 1-5 engineers**

Data Science Solution Architect profile

The DSSA is a technical, customer facing role, accountable for the end-to-end customer deployment and usage experience for Waylay data and ML services. DSSAs own the Waylay technical customer engagement including: architectural design sessions, exploration of different ML/AI and analytics algorithms and implementation projects and/or Proofs of Concepts.

**JOB OPPORTUNITIES | Hiring 5-10 engineers**

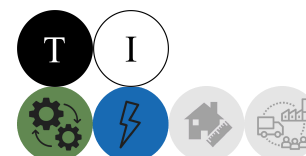
We are a growing company so we are constantly looking for technical and engineering profiles. We have several production sites in Flanders and Wallonia. The central services like marketing, HR, IT, Finance, Procurement etc. is based at the headquarters in Kortrijk. Current open positions: HSE Officer, Civil/Construction Engineer, Production manager, Product manager, Project manager Automation, Project & Automation Engineer, Warehouse Manager, Production Controller, Procurement Officer, Operational Excellence

**SELECTION PROCEDURE**

You will be meeting with different people from the Waylay team and we will have an open conversation on what it looks like to work at Waylay.

**SELECTION PROCEDURE**

You can apply on open positions or spontaneously. After applying, we organize a first interview with HR and the manager. During this interview we look for the culture fit and the fit with the job description. If we have a positive evaluation, we send you an invite to complete a personality test. This test has to be completed before the second interview. The second interview is with the n+2 and HR. We talk in depth about the job and we ask more specific questions regarding the personality test. Third, after again positive evaluation, we prepare a salary proposal.





## Employees

Belgium: 1600  
Worldwide: 1800

## Contact

Helena Lemarcq  
helena-l@willynaessens.be

## Website

<https://www.willynaessens.be/nl/>

## Main work places

Wortegem-Petegem  
Ninove  
Tessenderlo  
Brugge

## THE COMPANY

With Willy Naessens Build, the Willy Naessens Group specialises in the construction of buildings for SMEs, logistics buildings, distribution centres, offices, commercial spaces, garages, agricultural buildings and swimming pools. With Willy Naessens Food, it also specialises in the distribution of food and the production and packaging of meat.

## JOB OPPORTUNITIES | Hiring 5-10 engineers

Thanks to continuous growth, the number of employees keeps growing. The Willy Naessens Group continues to build towards the future.

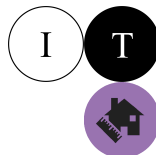
- 32 companies
- construction and food sector
- offices in Belgium, the Netherlands and France

What does the Willy Naessens Group offer?

The Willy Naessens Group offers unlimited possibilities and prospects. Once part of the team, each employee receives individual guidance, training and support in their career. Internal mobility and job rotation are among the many possibilities. You'll be part of a dynamic work atmosphere with excellent opportunities

## SELECTION PROCEDURE

We will invite you for a first meeting in our headquarters in Wortegem-Petegem. Then you will have a second appointment with one of our engineers. They will give you extra information about the job offer.



## Employees

Belgium: 600  
Worldwide: 60000

## Contact

Dirk Gijsemans  
dirk.gijsemans@worley.com

## Website

<https://www.worleyparsons.com/>

## Main work places

Wiedauwkaai 50, 9000 Ghent  
Noorderlaan 127, 2030 Antwerp

## THE COMPANY

Worley is an international company working in Belgium for the (petro)chemical sector and refineries. We provide our customers with a wide range of consulting and advisory services, and deep technical expertise across multiple projects. Our integrated offerings cover full asset management services and engineering, procurement and construction capability. We are known for our inventive approach, technology and teaming to deliver superior results.

## JOB OPPORTUNITIES | Hiring 50-100 engineers

Worley Belgium has openings for the following positions :

- Process engineer
- Electrical & Instrumentation engineer
- Piping design & Piping Stress engineer
- Mechanical engineer
- Civil engineer
- Process safety & environmental engineer
- Purchaser
- Project controls engineer

## SELECTION PROCEDURE

After screening your resume we will have a first interview with HR and the department head of your discipline. If this is positive we do a second interview with another member of the department. When the 3 of us agree we immediately give you a job offer.





# Modis (XPE group)

Life Sciences - Information Technology - Engineering - Career & freelance career opportunities - Client - contracted career opportunities

**Employees**  
Belgium: 400  
Worldwide: 30000

**Contact**  
Zoef Hoobergs  
zoef.hoobergs@modisbelgium.be

**Website**  
<http://modisbelgium.be>

**Main work places**  
Brussels  
Wavre  
Temse  
Kontich  
Liège

## THE COMPANY

At Modis, we connect your skills and ambitions to the life sciences, IT and engineering opportunities you need to thrive.

- We prioritize your professional development.
- We aim for long-lasting partnerships and a healthy work-life balance.
- We offer junior and senior mentorship opportunities to optimally prepare yourself for your new role.
- We invest in your success by providing continuous training and coaching programs in the hard and soft skills you need to succeed. We also provide collaboration and knowledge-sharing tools and offer access to a range of professional certifications.

## JOB OPPORTUNITIES | Hiring 50-100 engineers

Quality Control, Quality Assurance, Qualified Person, Validation Analyst, R&D Scientist, Bio-informatician, Project Manager, Product Developer, Lab Analyst, Supply Chain Specialist, Electrical Engineer, Mechanical Engineer, Computer Sciences, IT, ...

## SELECTION PROCEDURE

Check out our vacancies on [www.modisbelgium.be](http://www.modisbelgium.be) and send us your CV! Submitting your resume is just the first step in forming an exceptional connection - we know that there's more to you than a list of jobs and accomplishments on a document. That's why we will closely review your information and, if we find an opportunity that matches your skills and your career goals, we'll reach out to you to get to know you even better.

# NOTES

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