

HAYS Recruiting experts
in Engineering

SPECIALISTS MADE TO MEASURE

We recruit engineering experts for you



TAKE ADVANTAGE OF OUR RECRUITING COMPETENCE

Increased time-to-market requirements and globalised business processes require a high degree of flexibility. And the growing technological complexity of projects requires special expertise, which often only a few engineering experts have.

We will find these proven specialists for you. Because we not only know your market, but also the appropriate experts. We therefore have targeted access to the specialists you need in automation technology, automotive, aviation and space technology, electrical engineering, mechanical engineering, medical technology and plant construction. Whether you need specific knowledge for a complex project, want to bridge short-term resource shortages or hire a new expert for your team, we'll find the specialists you need, quickly, with an employment model that suits your needs.

Working with us you'll find exactly the right specialists

In an interview with you, we take precise note of your individual requirements and the skills you need, and thus find just the right expert for you. We match your needs point for point with our candidate profiles, which we constantly update and maintain. The experts we then suggest to you not only have the required technical qualifications, but also the soft skills you need as well.

Streamline your recruiting processes

With our services we offer you far more than just the referral of experts. We implement a holistic approach. We manage all processes for you – from administration through verification of the service provided by our experts

to invoicing – electronically and through an integrated workflow. We thus simplify your processes in an efficient manner, provide you with a high level of transparency and save you process costs at the same time.

THE RIGHT EXPERTS FOR YOUR MOST IMPORTANT TASKS

Our engineering specialists cover a wide range of areas:

- **Development:** designers, drafters, technical writers, embedded software developers (C, C++, C#), FPGA programmers (VHDL, Verilog), hardware developers, functional safety experts
- **Quality management:** quality-assurance experts, quality-assurance managers, material testers, FMEA facilitators, delivery managers
- **Auditing and testing:** test engineers, design engineers, hardware and software testers, test programmers, HiL/FEM/EMV test experts
- **Production:** production planners, planning engineers, industrial engineers, specialists in certain manufacturing processes, REFA experts, PLC experts, robot programmers (e.g. KUKA), commissioning/start-up engineers, maintenance experts, specialists in manufacturing logistics/supply-chain management
- **Supply chain:** operational and strategic buyers, technical planners

WE ARE THE LINK BETWEEN COMPANIES AND SPECIALISTS

Stay flexible – with contract models to suit your needs

Flexibility is the key to success when it comes to the experts you use. That's why we offer you a variety of highly flexible contract models that provide the right answer to every challenge.

Contracting – staffing time and mission-critical projects

We recruit the right freelance professionals for you. With their high degree of expertise and many years of experience in their individual fields, our specialists fully support you in all your important tasks or as interim business managers. In turn, you gain the swift and flexible use of our experts' skills for you business critical issues – especially when carrying out the often long and tedious process of acquiring your own internal resources is either not possible or not practical.

Permanent – top professionals for key positions

Having employees who are experts in their field is crucial for success. If you are looking to recruit specialists for permanent roles at your company, we will find the right candidates to meet your needs – with the right technical and soft skills. With us as your recruitment professionals, you'll not only find the right experts, you'll also save significant amounts of time and money.

Temp – highly qualified specialists in temporary employment

During peak loads in your daily operations or when handling major upcoming contracts, you need experts who effectively complement your core team and fit seamlessly into your organisation. Our highly qualified temp specialists, provided to you as agency staff on a temporary basis, smoothly and quickly support you with all your upcoming projects.

Managed Service Providing – we manage and administer your recruitment processes

We're also proactive when it comes to efficiency. As an exclusive partner and third-party manager, we can handle all your recruitment business processes: from placement to administration through to payroll – and that's an offer that is winning over more and more customers. Distinguished and prestigious firms rely on our Managed Service Providing.



WE ARE YOUR PARTNER FOR ALL YOUR RECRUITMENT NEEDS

The field of engineering is subject to an extremely wide range of different demands – on the specialists as well as on us as a recruitment services provider. For this reason, engineers recruited by us are not the only ones who speak your language – our Key Account Managers do too. In addition to qualified industry knowledge, they also possess experience from more than 25,000 successful placements, as demonstrated by the following examples.

Example: Mechanical engineering

Developments in the engineering industry are characterised by the growing complexity of technical products and the pressure for product innovation. At the same time, product life cycles are becoming shorter, while competitive pressure is increasing. To provide urgently-needed expertise for complex projects or to compensate for short-term resource constraints, we recruit experts to precisely match the particular job in a very short space of time.

A leading global supplier of garden tools, for example, urgently needed an engineer in the field of electrical engineering and automation systems. The company itself had already conducted interviews with 15 candidates, none of whom were suitable. Using our method of analysis, we identified the real skills the desired specialist needed to have – which in some respects differed considerably from those originally advertised. What was needed was a test bed specialist with experience in programming, who was to develop a new test bed in cooperation with a university. He had to get to grips with the project very quickly, be versatile and work independently, so that in addition to designing the test bed layout he could also take over the test planning, the programming of test programs and the measurements. We found this expert proactively through an advertisement on our website. The project was initially set to run for nine months – and was so successful the client used our specialist for other projects.

At a glance

- Industry: mechanical engineering
- Number of specialists sought: one
- Contract model: contracting
- Recruiting measures: search in our pool of experts, advertisements on [hays.de](#) and [monster.de](#) and in the Frankfurter Allgemeine Zeitung newspaper
- Result: the position was filled within five days

Example: Automotive industry

Schedules and product life cycles in the automotive and supply industry are becoming increasingly shorter. And while cars are becoming heavier due to the increasing amount of on-board electronics, engine designers must ensure that vehicles produce ever smaller amounts of CO₂. This is a substantial challenge. To be able to design and produce automobiles in line with market and emissions requirements, automotive manufacturers need engineers with a broad range of skills and expertise.

For this reason, a leading manufacturer of premium automobiles was seeking a specialist to take immediate responsibility for the Euro 6 requirements of an entire family of engines. As part of a one-to-one meeting with the customer, the job requirements and the engineer's responsibilities were worked out and agreed on. The following day, we were able to make initial candidate suggestions, and shortly thereafter we introduced our two preferred candidates to the customer. On the very same day, we received approval for one of the two candidates, who then shortly afterwards accepted a position with the customer. Due to our candidate's expertise, his structured approach and ability to engage with all those involved in the development process, the customer was able to fulfil all the legal requirements for this new emissions standard and within the planned time frame.

At a glance

- Industry: automobile manufacturing
- Number of specialists sought: one
- Contract model: temporary
- Recruitment measures: a detailed search in our pool of experts, advertisement on [hays.de](#)
- Result: the position was filled by the scheduled start time

Example: Specialised machine engineering

In contrast to standard machinery, specialised machinery is not purchased 'off the shelf', but rather is designed and manufactured in line with the customer's specific needs. This is why our customers often require specialist skills.

A medium-sized specialist machinery manufacturer simultaneously won two major contracts. The first project dealt with solar cells for a large solar-cell production facility in Russia. Through close cooperation with other project partners, a tight time frame for delivery was agreed on. The second major contract was for an assembly line for semiconductors in the automotive industry. Due to increased and looming requirements, the customer was short of staff and immediately required ten specialists in the field of systems automation. In addition to PLC programmers and start-up engineers, experts were also required for the planning of the equipment. Moreover, the required specialists had to have experience in using a very specialised machine-control system.

After completing a detailed preselection process and proactively contacting several hundred specialists, we and the customer were able to carry out approximately 15 interviews covering both the project details and the customer's technical requirements. As a result, the customer's resource bottleneck was almost completely resolved using specialists from our pool of experts.

At a glance

- Industry: specialised machine engineering
- Number of specialists sought: ten
- Contract model: contracting
- Recruitment measures: a detailed search in our pool of experts, active support from Hays central recruitment management, advertisement on hays.de
- [Result: the placement of all ten positions within one week](#)



Example: Rail industry

Having the right experts on board often makes all the difference. Especially in knowledge-intensive fields where security and energy efficiency are major concerns and where classical engineering is coupled with new technologies, the right expertise ensures that customers maintain their decisive edge.

A prestigious manufacturer of railway rolling stock was experiencing a resource bottleneck in its electrical-engineering department. The problem was a lack of experienced design engineers to complete a project that was in the final third of its development. This presented us with a great challenge. On the one hand, our customer was looking for a specialist who had sound, in-depth knowledge of electronic components (e.g. in the design, placement and shielding of components). On the other, the customer also needed someone who could take the final design deliberations and turn them into a 3-D concept model. It was therefore necessary that the successful applicant have a sound, in-depth knowledge of the CAD tool Catia V5 as well as the specific modules 'Electrical Harness', 'Tubing' and 'Sheetmetal'. Thanks to our diligence and expertise, we recruited the three most appropriate specialists offering the entire range of services: from the planning of the electrical system – including the visualisation of circuit diagrams – to the construction of slots/inserts and the writing of all technical documentation. Our specialists covered all requirements and looked after the entire project from start to finish.

At a glance

- Industry: rail industry
- Number of specialists sought: three
- Contract model: temporary
- Recruiting measures: a detailed search in our pool of experts
- [Result: we were able to recruit three specialists within a week](#)

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