



Bringing together skilled Engineering and ICT professionals and companies

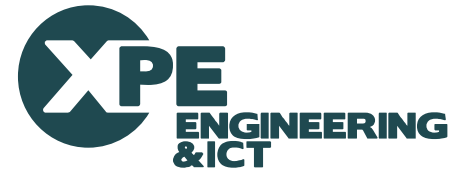
10 januari 2010

About XPE Engineering & ICT



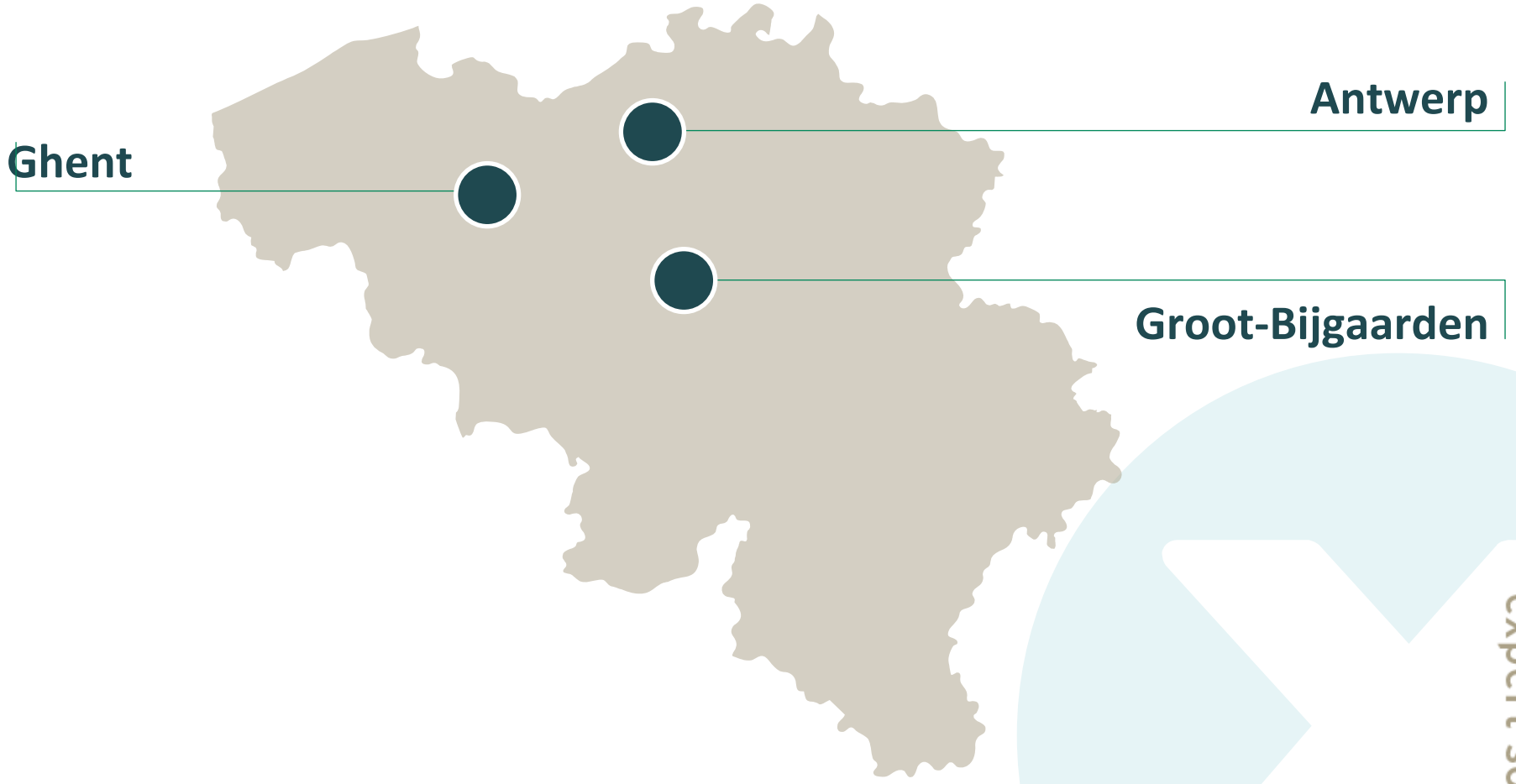
- Contracting, recruitment, selection and outsourcing services to **qualified ICT specialists as well as installation professionals in the field of mechanical and electrical engineering**, with a special focus on 'cleantech' projects, i.e. projects using clean technology.
- A team of highly qualified professionals, **all experts in their own Engineering or ICT discipline**, specialized in **flexible sourcing and recruitment** of highly trained technical personnel on a permanent or project basis.

About XPE Engineering & ICT



- **January 2010: integration of Adecco Engineering & Technical and Adecco Information Technology with XPE Engineering**
- **XPE's International Distance Matching concept:** relocation services to help specialists from outside Belgium settle into life and work abroad.

Our offices in Belgium



What we do



- **Recruitment, selection, outsourcing and secondment** of highly skilled professionals for top companies in the field of Engineering and ICT.
- Our expertise in 4 main areas
 - Energy
 - Industrial Technologies
 - Construction, Infrastructure, Facility Management and HSE
 - ICT

How we work



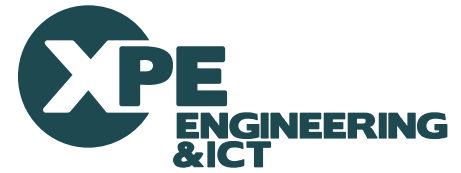
- We make it our job **to find the best fit for your organization**. If a suitable candidate cannot be found in the Benelux, we consult our **global database**.
- As a client, you will **benefit from our professional recruiting and screening process**. It ensures that candidates meet your specific requirements.

How we work

Our process:

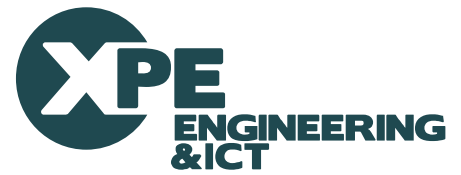
- **professional recruiting and screening process**
→ candidates meet your specific requirements
- **interviews via telephone and in person** prior to submitting a candidate to you
- **check candidates' references** to confirm their skills and experience
- if a suitable candidate cannot be found in the Benelux, we will consult our **global database**

How we work performance management



- Performance Management is the perfect tool **for revealing the manner in which a strategy is being executed** as well as for **helping you determine whether it is being implemented correctly.**
- Performance Management has **an impact on all layers of an organization**, from the top management to the people working on the factory floor.
- On a strategic level, we often work with so-called **strategy maps and balanced score cards (BSC)** and on an individual level, with **personal score cards.**

How we work performance management



Performance Management requires

- a clear strategy, supported by the organization
- a management vision that is in line with this strategy
- an organizational structure that is based on these two elements
- data that will help judge progress and performance
- a solid infrastructure and a process cycle to obtain this information in a timely fashion
- the skills to be able to analyze the information obtained and to push improvements through.

Our commitment to you



- Committed to finding **the first-rate Engineering and ICT talent you need**
- We are committed to building **long and lasting relationships** with our clients
- We therefore take every precaution to **ensure that the right candidate is found to meet your needs.**



A specialist in energy Engineering, conventional or renewable

- We are actively involved in different types of power generation. Our specialties in the area of energy can be split up into two segments:

Conventional energy

- Power generated from non-renewable sources such as oil, gas, coal and uranium.
- Our expertise is focused on the transportation and distribution of resources coming from outside our borders



Renewable energy

- “Cleantech” clean energy – 3 main areas:
 1. **alternative sources of energy** such as wind energy, solar energy and biomass
 2. **green technology** aimed at sparing the environment
 3. **energy-efficient measures** to ensure that less energy is needed to achieve the same result
- Join the '**Cleantech Benelux**' network on LinkedIn

Energy



- Job market for people with **specific knowledge and relevant experience in clean technology**: to grow strongly in the coming years.
- **Share our know-how** with our network of professionals and clients active in this industry in the Benelux.
- **Intermediary for jobs in all areas of the clean technology industry**: we connect qualified candidates with leading companies for such positions as:

Energy



- **Project Engineer**
- **Project Leader**
- **Project Manager**
- **Study Engineer**
- **Energy Advisor**
- **Energy Consultant**
- **Sales Engineer**
- **Business Unit Manager**
- **Draftsman**
- **Designer**

Industrial Technologies

- **From food to automotive, from design to management**
- **Broad range of sectors:** chemical, petrochemical, automotive, electronics, metal, steel, food, textile and plastics industry, automation, machine manufacturing and industrial installations.
- We provide **qualified candidates to leading companies** for positions in:
 - **Research and development**
 - **Production**
 - **Installation**
 - **Maintenance**
 - **Sales**

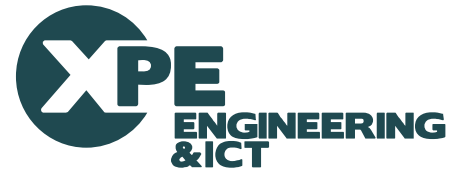
Industrial Technologies



- Our candidates have a background in:
 - **mechanics or electro-mechanical systems**
 - **mechanical engineering**
 - **electricity**
 - **electronics or chemistry**

- They have a combination of skills or experience in
 - **Design**
 - **Drawing**
 - **Planning**
 - **Process engineering**
 - **Quality management**
 - **Project leadership**
 - **Procurement**
 - **Sales**
 - **Management**

Construction, Infrastructure, Facility Management and HSE



The right engineer for the task

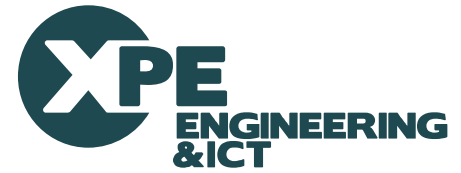
- **Clean technology**

- Developments are moving fast in the field of utility engineering:
- Installations for buildings are becoming more and more energy efficient.
- ➔ We specialize in the project preparation stage for both electrical and mechanical utility engineering.

- **Infrastructural projects**

- Construction and upgrade of roads, bridges, tunnels and locks to be able to handle the traffic in a safe and environmentally responsible way.
- ➔ We are active in the design stage of mechanical engineering structures and the electrical engineering installations involved.

Construction, Infrastructure, Facility Management and HSE



- Our main clients:
 - **contractors in project, industry and utility construction**
 - **service providers in facility & HSE**
 - **consultancy offices**
- We match top candidates with top organizations seeking to fill positions in:
 - **Construction management and supervision**
 - **On-site facility coordination and management**
 - **HSE management**
 - **Calculators and specification engineers**

Committed to finding the first-rate Engineering and ICT talent you need

- XPE Engineering & ICT connects top ICT candidates to leading companies in a variety of business sectors like energy, healthcare, industry and finance.
- Our candidates:
 - **Bachelor and Master degree in IT or equivalent through experience**
 - **Bi- or tri-lingual**
 - **Able to work in a responsible, independent and flexible way.**



- Positions include:
 - **Multi-language IT Helpdesk Engineers**
 - **Microsoft System Administrators & Engineers**
 - **Microsoft Network Administrators & Engineers**
 - **Object Oriented Developers (.NET, JAVA)**
 - **Database Administrators and Developers (SQL, Oracle)**
 - **Certified Project Managers (Prince2, PMBOK,...)**
 - **IT Managers**

A few clients

- Secondment (14)

- Bayer
- Basf
- Pfizer
- Icos
- Alfa Laval
- Coca Cola
- Geldof
- Tyco
- Enfinity
- Jacobs Engineering

- R&S

- Balta
- Victaulic
- EADS
- KBC
- CAF-DCF

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