

## Oval Job Profile

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CSi Industries B.V.

Vacancy: Software Engineer(s) CSi Palletising

27 Maart 2019

## CSi Industries B.V.

CSi Industries B.V. is a global producer of intelligent, integrated material and product handling systems for the distribution and packaging industry, and it does this primarily for the world of Fast Moving Consumer Goods, abbreviated to FMCG. Companies such as PepsiCo, Procter & Gamble, Pocoloco and Gumex in Mexico use the products and services of CSi Industries.

The main reason why these multinationals work with CSi is because CSi is one of the few players in the field of material and product handling offering a complete system with 99.9% reliability. It always works. The starting point is finding the right solution for a material or product handling problem of a client. CSi is not a "normal" supplier of handling products, CSi does much more than that. It provides integrated systems that offer the best solutions for the client. And once a system is installed, CSi also takes care of the required maintenance and various modifications to these systems.

In other words: CSi offers its clients all services that are needed for the entire life cycle of the installations and systems: from the very first design up to and including the completion of the system after proven services. The fact that CSi has a good market position within this market is due to the reliability of its systems and services, but above all the ability and expertise to design, install and maintain tailor-made solutions.

The CSi group can be subdivided into the following business lines:

CSi Palletising

CSi Lifecycle Services

CSi Packaging Industry

CSi realizes an annual turnover of approximately 80 million per year and employs an average of 600 people worldwide.

## History CSi

CSi is originally a Rotterdam family business and has been around for more than 55 years. It was established in 1964 as a supplier of conveyor belts. The company experienced significant growth in the first years of its existence and was partly sold in the 1970s to the Swedish PLM group. In the 1980s it was - after a number of years of being independent again - bought by the Stork group. It became independent again in 2001 as a result of a management buy-out. Two years later, Ridder Packaging Systems was purchased and merged with CSi. From that moment on, CSi sells standardized palletizing solutions. A new production site was subsequently opened in Romania in 2005, where logistical systems are manufactured for, among other things, the manufacturing of equipment for third parties. In 2018 CSi became part of the IT'S Me Group (also from Raamsdonkveer).

## Philosophy CSi

CSi is, as they say themselves, "the best (knowledge) supplier in palletising". They strive to be the nicest, most respected and highly valued producer of intelligent product handling systems, for the short and long term. And that they say this has to do with the expertise, innovative power, passion, drive and full commitment to customer satisfaction. CSi believes in a world of mutual respect for customers, employees and the world around us. Because customer satisfaction is number 1. And immediately afterwards they want the best for their employees at CSi. Because at CSi they believe it is important to enjoy what they achieve for their customers. Hard work is part of this, but also satisfied with what has been achieved. The consequence is that they also constantly strive to improve all aspects of business operations. Because if CSi can optimize the logistics process of its customers, customers can perform better and there is a win-win situation.

Working at CSi is working with passion and integrity. The key words for the company. That means that everyone at CSi has the flexibility and willingness to take on all challenges. Professionalism, innovation, sustainability, quality and reliability are the foundation of this. And that is precisely the DNA of CSi.

Partly as a result of the acquisition by IT'S Me Group, CSi will be working on a new strategy in the coming years to strengthen its market position. This strategy is called "TOP": Teaming, Operational Excellence and Positioning:

- "Teaming" stands for creating a corporate culture in which cooperation, respect, openness, transparency and pride in CSi are the core values. Think of Talent Management, optimizing the corporate culture and further developing leadership skills of CSi, such as coaching leadership, training and onboarding.
- "Operational Excellence" is about setting up and organizing more efficient processes with cost-efficient follow-up, eliminating error costs and generating financial hygiene. CSi wants to achieve this by carefully managing the profitability of projects, by optimizing cooperation with the production plant in Romania and eliminating planning bottlenecks; and to build a global partner network for CSi Services.
- "Positioning": CSi wants to be a World Class organization. The topics that make this statement concrete are the establishment of a market approach through the elaboration and marketing of different product / services-market combinations, to strengthen the customer relationship through Top Service & Maintenance, and thus to exploit the image of CSi.

In short, CSi will work hard in the coming years not only to maintain its leading market position, but also to strengthen and increase it. Everyone at CSi is well aware that high-quality staff is an investment in this. And for that reason CSi is looking for, among other things, new software engineers.

### Department of CSi Palletising

CSi Palletising is an important part of CSi Industries. CSi Palletising specializes in designing and manufacturing conveyor systems for secondary packaged goods. Our strength lies in the design of standard modular systems and more customized transport solutions. The turnkey approach that

CSi Palletising uses for material handling systems ensures that CSi can develop transport systems that form the essential link between packaging lines in the production area and case handling systems, such as automated palletizing machines.

The importance of pallet handling equipment is sometimes wrongly underestimated. Because in most cases it is the backbone of any automated material handling solution. CSi is proud that over the last 55 years it has developed a series of standardized and modular pallet handling systems that today are recognized as a qualitative and reliable standard throughout the FMCG and distribution world. And they would like to keep it that way in the future.

### Current situation CSi Palletising

CSi Palletising is really good at always delivering a working system, even if it costs a lot of hours and money, CSi never runs away. So what they come up with, and what is also approved by the customer, they will also realize. So a customer always has a good working system. Palletising has 4 products: boxes transport, pallet transport, palletising (layer or robot), and over it the SCADA software system, with which they can link the software to the various products in the system.

In the past few months, a lot has changed at Palletising. The old vision and mission of Palletising are still focused on satisfied customers, satisfied employees, and we are not going to change that. What is needed is that people work more efficiently to save more costs. The focus is on this in the near future.

The structure of the organization was such that too little was saved on cost savings (and that is still the case), but people do get a better grip on the matter and put their finger on the sore spot better, and that will be in the coming period a spearhead. Cost saving means the behavior of people: our colleagues are all over the world. Sometimes people can make much more use of things like Skype and online meetings. On the other hand, customers sometimes don't get enough. So that balance may be better. "

## Desired situation CSi Palletising

The CSi software engineer is the pivot in cost efficiency, both at the front and at the back, so both in the installation phase and the realization phase. The software engineer must be more involved in projects at the front. Now that is difficult, because they are often "outside"; and they want to turn that around at CSi Palletising. So the software engineer is more involved in the project in the definition phase, so the phase prior to the engineering phase. This allows it to leave its mark on the project more and earlier. The current CSi software engineers have a wealth of experience and insight into how the installations should ultimately work. From that vision and knowledge, one can already give many hints that one should think about when defining new projects. This is also where CSi comes from. They used to get specifications, a layout and a client said: make something beautiful out of it. Then they started writing software and that software was then implemented on site. CSi did not test anything in advance except machines, but the whole system could not be tested at the time, that was far too extensive, so that was only done on site, and then people put it into operation and gained a great deal of experience with it. Many of the software engineers of the past still work at CSi. So that experience is also with the CSi software engineers. The problem is that CSi hardly has any control over the commissioning of the installations. There are factors that cannot be influenced, such as the testing of a system, for example where the customer does not yet have a product. That means needing more time, with the result that CSi has to hire external people for new projects without experience. And that sometimes means a lot of struggling. And CSi wants to change that by sending the software engineer much less outside - he will certainly have to go out one more time to put the complex parts into operation, but CSi wants to go there to do part of the work at an Installing & Commissioning Engineer who then adjusts the installation after which the software engineer gives it another blow. This makes the software engineer less on site and therefore much better planned. And that is why CSi is eagerly looking for software engineers to ensure that they get this new model together. At present, the current software engineers are almost "overloaded", making the planning of the projects very tight. The observation is that current software engineers can prepare poorly for new projects and therefore start a new project with poor preparation, and therefore perform many activities "on site" that could also have been provided "in house" here. "In-house"

is equivalent to cost savings, because the software engineers are less distracted by customers and colleagues, and as a result fewer unwanted changes are made, which increase costs. It also happens more often that they run out of planning, which in turn leads to multiple costs and confuses the preparation of the next project. A kind of domino effect is then created. In short, now it is still regularly the case that there is no time to do it right, but there is to do it over again. And that must be the other way around: there is time again to do it right, so there is no need to repeat it. That is better for everyone, for colleagues, for CSi and for the customer.

### Current working atmosphere CSi Palletising

Within CSi Palletising the 'never a dull moment' is: "There is something to experience every day, and we always manage to get it done at the end of the ride. That is the most important motivation for everyone to make their contribution. You have a considerable amount of autonomy, you also have a lot to decide for yourself, so that also means a lot of responsibility and that makes it interesting. It is not rocket science what we do, but they are complex systems, so there is a lot of challenge in that. You run into your own limitations in this field as a software engineer. What you come up with behind your desk, you really get to choose on site, so you have to think about it carefully. Sometimes it could be a little better and that makes it interesting. You have a lot of freedom, responsibility and nice colleagues who ensure that the systems work for and with each other. And that leads to satisfied customers. "

The atmosphere at CSi is that of Brabant geniality, surrounded by a touch of North Holland directness. Colleagues from Brabant are a bit more subtle while colleagues from North and South Holland want to get to the core more and faster. But in general the atmosphere is pleasant, informal, helpful, everyone calls each other by first name, regardless of whether it is the director or the canteen lady. And CSi employees also have good contact with colleagues, and that is characteristic of the atmosphere. Everyone can walk in anywhere.

## Characteristics of the Palletising department

When we personify CSi Palletising, we end up with Patrick. Patrick is 38 years old, lives together and is the father of 2 children. Patrick is a real family man. At the weekend, he stands by the side of the sports field to encourage his children. Not fanatic, more non-verbal, by being there and rewarding his children when they have made a nice action. Patrick lives in a terraced house in a vineyard area with a garden in front and behind. Where he likes to chat with friends and family on a beautiful Saturday and / or Sunday afternoon. Now Patrick is not only talking nonsense, he also likes to tackle serious topics. Regardless of whether that is political, social themes or personal dilemmas. Not that he has the highest word or the wisdom in lease, he does have an opinion but likes to test it against the opinion of others. Sometimes his opinion changes when he has heard valid arguments. But more often he stays with his opinion, because - before he has taken his own position - he has thought it through carefully. Patrick is not about 1 night of ice cream. He wants to read well into the matter, because he has a little brother killed by hot air. And if he notices that with others, he will say that too: because he is straightforward, no-nonsense. Sometimes he can be a bit impatient, or at least have a judgment ready quickly, and sometimes he must be very clear in his view. Logical because he works in a "high-knowledge based" market. And then it is sometimes necessary for him to stand on his stripes, even though that sometimes goes a bit against his nature. Because Patrick also has another side: he is also sensitive, sincere and incredibly loyal. He looks at the big picture, but he also often notices the smallest details. Private and at work. Talking about work, he is very ambitious in what he does. Always looks for the best, practical solutions for possible problems, even if they are not there yet. A go-getter who not only looks from the side, but also hands himself out if necessary. He is not good for anything, which his colleagues aren't good for either. He thinks out together, together at home.

Patrick wants to make everyone happy. Even though he may not always succeed. He does his best for others. Without deriving status from it himself. Because Patrick is not that sensitive to status, rather to serve. And if things go against him, he picks up his bike, kicks on the pedals just as hard, after which he returns as "reborn" after 1.5 to 2 hours later. Patrick likes beautiful things in life, but otherwise is not very materialistic. Because appearance is one thing, the content is much more

important. You ultimately win with that, especially today. Patrick likes to win, but not at any price: "If you win honestly, you can and may be genuinely proud." And that is Patrick's motto for life.

### Characteristics Software Engineer Palletising

The software engineer CSi Palletising is looking for is an engineer who develops software for machines, robotics and logistics systems including HMIs<sup>1</sup> and who programs the software in-house and / or installs on-site, after which a system becomes fully operational . This fellow software engineer works independently and provides technical guidance to the project team, he / she manages technical tasks of average complexity and implements innovative solutions. He / she also manages (internal) software development projects within the established quality, budget and time, and he / she checks safety issues with the safety expert or other specialists.

In the area of Technology & Development, he / she checks modules developed with the Product Manager or other internal stakeholders. And in the field of palletising systems, he / she checks the designed solutions in consultation with the System Integration Engineer.

<sup>1</sup> Human Machine Interface (HMI) is part of certain types of devices that are able to process interactions between humans and machines. The interface consists of hardware and software that allows user input to be translated into signals for machines, which in turn provide the user with the desired result.

Human Machine Interface is used in many different industries such as electronics, entertainment, military, medical, etc. HMIs help integrate people into complex technological systems. Human Machine Interface is also known as Man Machine Interface (MMI), Computer Human Interface or Human Computer Interface.

## Responsibilities of the Software Engineer Palletising

The software engineer evaluates the feasibility / relevance of proposed solutions and based on this he / she develops and / or supplies a plan for important aspects of the development program with guidance from System Integration Engineer / Product Engineer / Product Manager. He / she also develops (standard) software in accordance with the technical specifications, available modules, IO-list and hardware schemes.

Furthermore, the software engineer delivers his own small-scale or medium-sized projects by working within a set program management program, and he / she develops a structure for the project, including the planning. If necessary, he / she is responsible for the management of temporary (hired) employees.

In addition, the software engineer identifies shortcomings and suggests improvements to existing processes, systems and procedures, and then provides a plan for a small part of a change management program with guidance from a project manager, a program manager or product engineer. In terms of Technology & Development, he / she develops general solutions for change requests by using a plan for improvement development, the software engineer tests the solution and delivers it to the organization. With Palletizing systems, the software engineer develops specific solutions for problems on site at the customer.

The software engineer analyzes specific problems and issues to find the best technical and / or professional solutions. He / she gives advice on the design of (general or specific) new processes and systems to achieve professional standards and desired results. He / she must also meet changing requirements by developing new test approaches and strategy for a defined range of products and / or operations.

And he / she manages the development and / or operation of the knowledge management system with the help of leading engineers. The software engineer also develops standard modules that are stored centrally after being assessed by a senior CSi engineer.

## Specific job requirements

The software engineer that we would like to add to our team is an engineer who:

- independently provides technical guidance - when needed - in developing suitable plans or carrying out necessary actions based on recommendations and requirements in the field of Action Planning
- independently provides technical guidance - when needed - in collecting, organizing, protecting and processing data to achieve business objectives in the field of Data Management
- independently provides technical guidance - when needed - in supporting research schedules using appropriate analytical processes and procedures
- independently provides technical guidance - when needed - in the development of software using programming languages (Application Development)
- Works with guidance (but not with constant supervision) to design architectures that meet system and service requirements
- independent technical guidance offers - where necessary - in the execution of technical designs using the right methods, tools, processes and software for engineering design
- independently provides technical guidance in achieving development goals for engineering using appropriate methods, tools, processes and software in the field of Engineering Development
- independently provides technical guidance - when needed - in identifying and diagnosing operational problems and subsequently developing technical solutions to solve these problems

And finally: the software engineer has completed a technical education min. at HBO level, preferably in the direction of Electrical Engineering or Industrial Automation. The programming languages Siemens S7 and Allen Bradley, knowledge of Scada (Wincc / Intouch), and bus systems (Profibus and Profinet) and affinity with robot systems from FANUC / ABB is a plus. He / she also has 3 to 6 years of experience in dealing with many different situations and advising others.

## What can you expect as a candidate?

The software engineer who comes to work at CSi gets a lot of freedom and personal responsibility within the team. He / she is therefore the pivot of a team and ties the "proverbial" strings together. But in addition to the fact that you get a lot of freedom and responsibility, you work in a team that will never let you drop. The solidarity is very great, the atmosphere is pleasant and the projects you come to work on are challenging. The expectation is that you will be "on site" about half the time. And it is planned that this will decrease, so that you can deal with even more different international projects. You can also learn a lot from the "old-timers" at CSi. These senior engineers have gained a wealth of experience and are happy to pass it on to you. Depending on your knowledge and level of experience, the salary is on average € 4,000 gross per month + 8% holiday pay. CSi is also prepared - if it is mutually satisfactory - to invest in you through training and courses. You also have 27 vacation days and 13 ADV days. Flexible office hours and teleworking are possible. A pension plan is also included in the employment contract.

In short, the loyalty within CSi is very high, the atmosphere is pleasant, the attitude of the colleagues is subservient, result and solution oriented; the projects are often international and challenging. Your role is crucial for achieving CSi growth in the coming years, so please let us know if you feel CSi and this position are right for you. We would be happy to tell you even more about it.

So please contact Marcel Bekema, he is the senior recruiter of OVAL Headhunting and he will be happy to discuss with you whether you are the new software engineer for CSi's Palletising department.

You can reach Marcel Bekema via: [marcel.bekema@ovalheadhunting.com](mailto:marcel.bekema@ovalheadhunting.com) or at his mobile phone: +31 6 23 53 28 09.

See you soon!