

## **Masters in Engineering**

### **Keep European knowledge and expertise within Europe**

The Western European high-tech industry is facing a shortage in highly qualified engineers. Consequently, many engineers are temporarily recruited from beyond the European borders. The result is that Western Europe is unwittingly exporting knowledge and expertise. In time, this trend will lead to a depletion of knowledge and expertise in Europe, and, in turn, a weakening in Europe's competitive position on a worldwide scale.

Masters in Engineering sees to it that available capacities are deployed within Europe more efficiently. Masters in Engineering's primary focus is on mediating the employment of Polish engineers; our research shows that there are many highly qualified and well-motivated technical specialists in Poland.

### **Organisations are becoming ever more complex and dynamic**

Companies are becoming ever more complex and dynamic due to the changing economy, globalisation and technological developments. The capacities to adapt and the flexibility of the workers and organisational structures are subject to high requirements. Workers are assuming more responsibility for their own career path and are developing better skills. In Poland, employability is extremely important; many Polish engineers not only have one, but two master's degrees in a specialist area. They endeavour to distinguish themselves from the rest by investing in themselves. However, various discussions with technical universities and job seekers in Poland show that there is a lack of suitable and challenging jobs for Polish engineers.

### **Flexible security**

According to the European Commission, the strategy to improve both the flexibility and security (the so-called 'flexicurity') is imperative to maintain a healthy labour market. The Masters in Engineering business model is entirely in keeping with this. Masters in Engineering offers engineers from throughout Europe a challenging work environment within the Western European high-tech industry. Because Masters in Engineering can adapt to the developments on the labour market quickly, we anticipate the needs of the employers and workers alike. Engineers' skills are deployed effectively and they are given the opportunity to develop their technical competences further. The engineers can rely on social protection schemes when they are not working, or can move on to a new job quickly.

### **Continuous on-the-job training**

Masters in Engineering sources highly skilled workers, provides them with continuous on-the-job training and intensive career guidance, so that they not only have the opportunity to develop their technical skills optimally, but also their personal qualities and capacities to adapt in a technically changing, but challenging, work environment. Masters in Engineering believes that this lifelong learning approach forms a sound basis for well-motivated technical specialists and consequently contributes to new innovations in the high-tech industry in Europe.

## Mission and vision

Mission: to keep specialist knowledge and expertise within Europe. Masters in Engineering fills the void resulting from the outflow of knowledge and expertise caused by the shortage on local labour markets by implementing a strategy of employability and flexible security.

Masters in Engineering's objective is to deploy the knowledge and expertise of highly qualified and expert technical specialists effectively and flexibly within the high-tech industry in Europe.

Vision: Masters in Engineering aims to be recognised by its customers as one of Europe's professional and reliable providers of engineers within two years. In the medium term, the company aims to rank among the top 10 European flexible engineering capacity providers at MASTERS level.

Masters in Engineering aspires to be recognised by European engineers as the top placement firm for MASTERS in engineering.

## The team

Masters in Engineering was set up by four entrepreneurs that, thanks to their various disciplines, can pride themselves on a wealth of expertise within the Western European high-tech industry and in recruiting and placing specialists from throughout Europe.

Masters in Engineering is located in Markelo, the Netherlands and also has offices in Wrocław, Poland.

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