

# SUCCESSFUL RECRUITMENT IN PHOTONICS

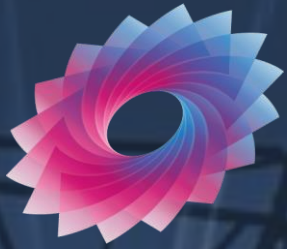
*Recruitment in times of a talentcrisis*

Djordi van Beek & René Louwers | Orion Engineering



# TABLE OF CONTENTS

1. INTRODUCTION ABOUT ORION
2. RECRUITMENT IN TIMES OF A TALENTCRISIS
3. TRAINEESHIP: FIND/CREATE & KEEP TALENT
4. TRAINEESHIP: KEYS TO SUCCESS
5. CONTACT



**orion**  
engineering

- Orion Engineering was founded in 1991.
- 5 offices in the Netherlands and Belgium.
- An ALTEN company.

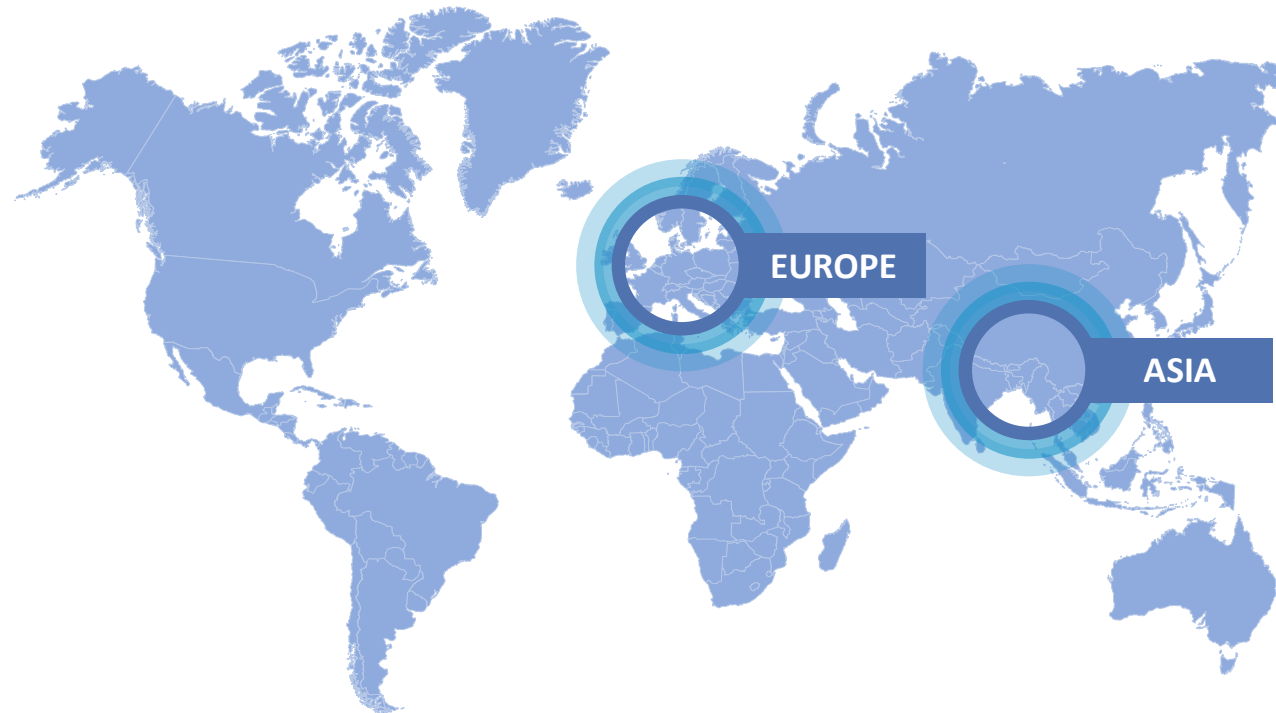
**Mission:** As a 'director' Orion Engineering connects clients and candidates in technology by achieving an optimum interpretation of needs and ambitions.

## ORION ACADEMY

The Orion Academy enables technical professionals, through vocational and customized training, to grow and realize their ambitions.



## INTERNATIONAL RECRUITMENT



### EUROPE

- Benelux
- UK / Ireland
- Spain
- Portugal
- Italy

### ASIA

- China
- India



# RECRUITMENT IN TIMES OF A TALENTCRISIS



1. HOW DO YOU HIRE THE BEST OF THE BEST IN PHOTONICS?

2. RECRUITING HIGH-LEVEL CANDIDATES IN A MARKET SHORTAGE?

3. HOW CAN TRAINEESHIPS BE OF VALUE IN THIS SCARCITY  
MARKET?



# TRAINEESHIP & PHOTONICS



FINDING TALENT

KEEPING TALENT

# TRAINEESHIP: KEYS TO SUCCESS

1. Traineeship fills the gap between school and practice
2. Long term partners: 'client as co-owner'
3. Support base set-up; dedicated team (buddy)
4. Clear path for trainee development





# GET IN TOUCH WITH



Orion Engineering  
Eindhoven (HQ)  
+31(0)40 211 67 77  
HR@orionengineering.nl



Djordi van Beek  
Division Director  
+31(0)6 53 754207  
Djordi.van.beek@orionengineering.nl

# “CAREERS IN TECHNOLOGY”



**orion**  
engineering