Employability

Come presentarsi nel mondo del lavoro

I ruoli dell'ingegnere in azienda

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Scuola di Ingegneria e Architettura – Alma Mater Studiorum Università di Bologna

AA 2017/2018

Matteo Lena

Traccia intervento

Nella prima parte dell'intervento racconterò la mia storia, come mi sono preparato ad entrare nel mondo del lavoro e come ho gestito il mio percorso di carriera.

Nella seconda parte farò una breve presentazione della mia azienda, in particolare la struttura organizzativa.

Nella terza parte descriverò i diversi ruoli di ingegnere presenti nelle nostre aziende e vi darò qualche suggerimento per prepararvi ad entrare nel mondo del lavoro.

Presentazione

- Laurea in Ingegneria Meccanica presso Università di Bologna
- Stage post-laurea in Procter&Gamble - Gattatico (RE)
- Inizio percorso lavorativo in G.D, Sales Dept - Bologna
- GD Japan, Managing Dir - Tokyo
- SASIB & MOLINS, Managing Dir - Bologna

  (100mln€ sales, 400 employees)

- *C.I.S.V. dall'età di 13 anni e fino alla laurea ho partecipato ad attività internazionali (campi estivi, interchange in famiglia) prima come partecipante e poi come leader / staff - 1 mese all'anno all'estero*

Coesia

Revenues	1.600 mln€
Employees	6.800
R&D	5%

Coesia

Operations across three key segments serving a diversified client base through a cohesive group of companies

CUSTOMERS

CONSUMER GOODS

- Food & Beverage
- Personal Care
- Healthcare & Pharmaceutical
- Hygiene
- Home Care

TOBACCO

- Cigarettes
- Filters
- Next generation tobacco products

AEROSPACE, RACING, AUTOMOTIVE

- Powertrains
- Gear transmissions
- Automotive components

SECTORS

Advanced automated machinery and packaging materials

ACMA · CITUS KALIX · GDM · GF · IPI · MGS · NORDEN · R.A JONES · VOLPAK · G.D · MOLINS · SASIB · CERULEAN

78%

Industrial process solutions

HAPA · FLEXLINK · SACMO · EMMECI

20%

Precision gears

CIMA

2%

2016 Revenues split

Coesia


GERMANY
Berlin
Bielefeld
Langenfeld
Offenbach
Schechen
Stuttgart
SWEDEN
Göteborg
Kalmar
FLEXLINK
NORDEN
SWITZERLAND
Volketswil
HAPA
NETHERLANDS
Hoofddorp
POLAND
Plewiska
BELGIUM
Leuven
CZECH REPUBLIC
Pilsen
Prague
SOUTH KOREA
Seoul
JAPAN
Tokyo
CHINA
Beijing
Guangzhou
Kunming
Shanghai
Suzhou
UNITED KINGDOM
Gainsborough
Heckmondwike
Milton Keynes
Risborough
Uxbridge
CERULEAN
MOLINS
RUSSIA
Moskow
St. Petersburg
CANADA
Burlington
USA
Appleton, WI
Branchburg, NJ
Covington, KY
Davenport, IA
Greenville, SC
Minneapolis, MN
Plano, TX
Providence, RI
Richmond, VA
San Jose, CA
MGS
R.A JONES
TURKEY
Gaziemir
UKRAINE
Kiev
Lviv
HONG KONG
Hong Kong
Yuen Long
SPAIN
Barcelona
VOLPAK
FRANCE
Courcouronnes
Elancourt
Holnon
Noisiel
Paris
CITUS KALIX
SACMO
THAILAND
Bangkok
HUNGARY
Budapest
PHILIPPINES
Muntinlupa City
MEXICO
Mexico City
VIETNAM
Ho Chi Minh City
ITALY
Bologna
Florence
Ottanengo
Parma
Perugia
Scarperia
Schio
Turin
COESIA
ACMA
CIMA
EMMECI
G.D
GDM
GF
IPI
SASIB
UAE
Dubai
MALAYSIA
Penang
Shah Alam
SINGAPORE
Singapore
BRAZIL
Curitiba
Sao Paulo
SOUTH AFRICA
Johannesburg
INDIA
Bangalore
New Delhi
Pune
INDONESIA
Cikarang Utara
Gresik
AUSTRALIA
Melbourne
Sydney
COESIA HEADQUARTER
COMPANY HEADQUARTER
ORGANIZATION
18
COMPANIES
98
OPERATING UNITS
of which
58 PRODUCTION PLANTS
32
COUNTRIES
~6,800
EMPLOYEES

Coesia Tobacco Division

G.D SASIB

ADVANCED AUTOMATED MACHINERY & PACKAGING MATERIALS

Making and packing lines for the tobacco industry.

G.D and Sasib are headquartered in Bologna, Italy.

700 M€
SALES 2016

2,623
EMPLOYEES 2016

Coesia Tobacco Division

MOLINS

ADVANCED AUTOMATED MACHINERY & PACKAGING MATERIALS

Filters and cigarettes making & primary packing.

Molins is headquartered in Princes Risborough,UK.

21 M€
SALES 2016

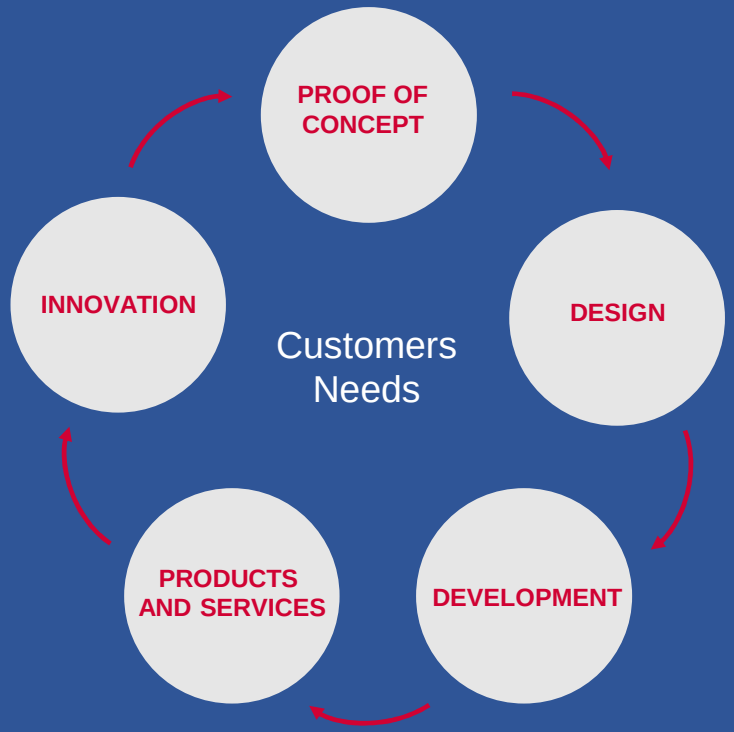
245
EMPLOYEES 2017

Making a difference for our customers

- Innovation is an integral part of Coesia's business, supported by the competences, processes and technologies within the Group.
  - We are positioned to support our customers embarking on the Fourth Industrial Revolution
  - We are implementing Digitalization through organic development
  - Our companies' R&D resources and the Coesia Engineering Centre cooperate in synergy with customers and leading technology institutes

Employees in engineering

- 1,300
- 20% of total employees

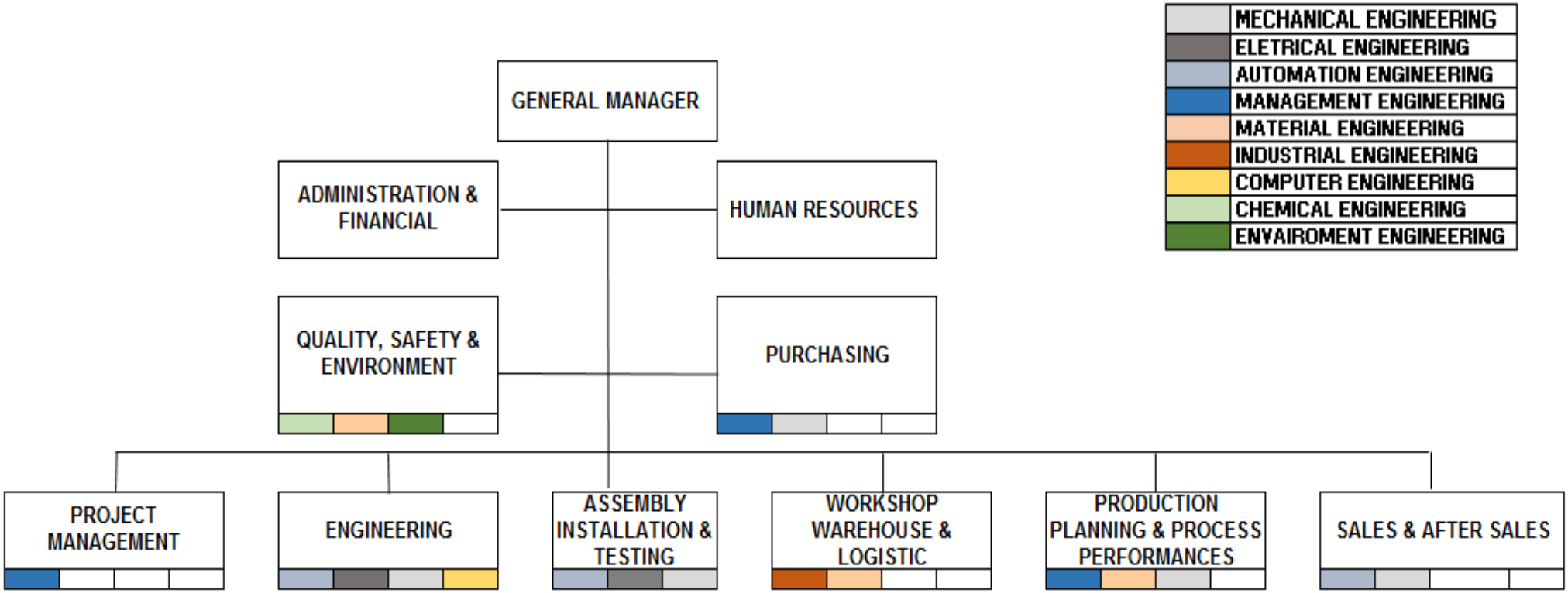


CUSTOMER CENTRIC INNOVATION

Corporate Social Responsibility

- **Corporate welfare**: Best-in-industry policies, with periodic external benchmarking
- **Environment**: Continuous monitoring of environmental impact, with emphasis on energy efficiency in our facilities and production processes
- **Code of Ethics**: Implemented and monitored across the Group
- **MAST Foundation**: Opened in 2013, MAST is an international cultural and philanthropic institution that focuses on art, technology and innovation. The activities offered to external visitors, as well as the services dedicated to company employees, share the same philosophy based on technology, art and innovation.

I ruoli di ingegnere



I ruoli di ingegnere

ELECTRICAL ENGINEER

Master's Degree in Eletrical Engineering

Involvement in the design, development and commission of the **electrical control systems**, equipment, and machinery. Develops electrical design packages including; control scheme single line, schematics, panel layouts, cable drawings and bills of materials. Develops **machine control software** and ensures compatibility with system software. Interacts with vendors, contractors and internal production personnel to resolve manufacturing and assembly issues, coordinate engineering deliverables and to provide technical assistance. Participates in the in-house start-up and testing/debug process.

MECHANICAL ENGINEER

Master's Degree in Mechanical Engineering

Develops original design concepts for mechanical linkages, structures, transmissions, actuators, tools and/or devices for use in automatic machines. Performs and records **mathematical analysis** to validate design concepts. Reviews calculations and results with senior engineering staff. Interacts with vendors, contractors and internal production personnel to resolve manufacturing and assembly issues, coordinate engineering deliverables and to provide technical assistance. **Participates** in the **in-house start-up** and **testing/debug process.**

I ruoli di ingegnere

MECHANICAL ASSEMBLER

ELECTRICAL ASSEMBLER

Master's Degree in Mechanical or Electrical Engineering

Assemble the mechanical / electrical components of the machine. **Test and install** automatic machines at the customer's site. **Analize the problems** that emerged during the testing actulity and **identify the causes**.

I ruoli di ingegnere

SALES ENGINEER

Master's Degree in Mechanical or Automation Engineering.

The Sales Engineer, in collaboration with the sales area manager, manages the sales process, through the proper **definition of business proposals**, in line with budget objectives and the Direction guidelines.
The person will be involved in strategic activities with our network of global customers; flexibility to undertake some travel is paramount.

I ruoli di ingegnere

PROJECT MANAGER	**Master's Degree in Management Engineering** The project engineer is in charge of various stages of development for a variety of **products** and **projects.** Makes sure that the various parts are progressing, and that the project works as a whole. Ensures a project is fit-for-purpose and adheres to the **project budget and schedule**. **Evaluates, organizes and prioritizes work** within the overall project schedule. Manages third party contractors to ensure all equipment is fit for purpose.
MATERIALS AND PRODUCTION PLANNING ENGINEER	**Master's Degree in Management and Materials** Ensure **continuity of material flow** from suppliers to production lines **to avoid delays or interruptions**. Interfaces daily with vendors to solicit deliveries of materials .Check with vendors for any supply errors that generate inventory differences.

I ruoli di ingegnere

LOGISTICS ENGINEER

Master Degree in Industrial Engineering

Develop, maintain and improve the **logistics flow from the components warehouse to the supply of lines** and the finished product, define guidelines and procedures to ensure the best quality of flow and cost control in a Lean Manufacturing logic, ensure that all logistics, suppliers and customers use a technology that ensures the best integration of the logistics system.

PROCESS ENGINEER

Master Degree in Eletrical or Chemical or Mechanical Engineering

The Process Engineer role is critical to the development of our factories to World Class, which means zero defects, zero waste and zero losses. She/he will apply extensively Focused and **Quality Improvement methods** and tools to counter losses identified in the areas of Safety, Quality, Cost Deployment, Customer Service and Logistics.
The Process Engineer is responsible for the validation of all process improvements and the establishment of basic conditions on the line. A core deliverable is to **eliminate losses and waste** and **improve efficiency** of the line to support the transition of traditional line teams to semi-autonomous teams.

I ruoli di ingegnere

QUALITY, SAFETY, ENVIRONMENT SPECIALIST	**Master Degree in Environment or Materials or Chemical Engineering** **Technical and management support** to the various company areas **on quality, health and safety**. Management of the Quality System, environment and safety procedures, Implementation of communication and training plans. Management of performance measurement and reporting activities. Implementation of continuous improvement plans. Management of non-compliance, incidental events and consequent corrective actions Internal / external audits.
BUYER	**Master's Degree in Mechanical Engineering.** Identifies and **evaluates supplier** rationalization opportunities, **new potential supply sources**; **Negotiates supply conditions**, assigns **sourcing volumes** and manages **contract execution**; Defines and maintains purchasing Master data, monitors purchase order process, trend deviation on quantity and price and **solves purchasing issue** on accounts payable and receives information on expediting and rescheduling activities; Scouts supply market and performs risk assessment activities in terms of definition of critical drivers for suppliers, measurement parameters, evaluation of suppliers reliability and risk level.

Cosa le aziende cercano in un giovane ingegnere?

- ✓ Specializzazione di laurea Ingegneria adeguata alla posizione offerta
- ✓ Serietà, determinazione e focalizzazione sul futuro percorso lavorativo
- ✓ Modo di presentarsi allineato con l'ambiente di lavoro in azienda
- ✓ Desiderio di apprendere e di fare propri i valori dell'azienda
- ✓ Lingua inglese

Quale percorso di carriera?

Percorso di carriera in tre fasi:

- crescita nel proprio team / funzione e acquisizione di know-how
- responsabile di team o di progetto all'interno della propria funzione

e ….

- responsabile di struttura all'interno della propria funzione o in funzioni diverse

Cosa dovete fare oggi?

Valutate le vostre caratteristiche e la vostra aspirazione

Valutate ed esercitate le vostre capacità relazionali e di leadership

Conoscete il mercato del lavoro, quali settori, tecnologie, aziende

Esercitate la lingua inglese e la capacità di adattamento a nuovi ambienti, tecnologie, aree geografiche

Cercate esperienze organizzative e relazionali, meglio se internazionali

Grazie a tutti
per l'attenzione

Matteo Lena
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