

HAYS Experts in
Engineering Solutions

THE HAYS EFFECT

... and how statements of work can
benefit you in engineering.



SO WHAT IS THE HAYS EFFECT?

Strong partners are a prerequisite for your business success.
So get to know us – because the Hays Effect makes all the difference.

In his spare time, Frank Loesch helps with training his 14-year-old son's football team. "Camaraderie, teamwork and perseverance – essential qualities for any winning team – are also essential in my job," says Loesch. Working on behalf of Hays Technology Solutions, he and his team help support an automobile manufacturer.



Balance and inertia – as part of a statement of work, Hays Technology Solutions delivers accurate data on weight management for a German automotive manufacturer during the production of new models.

Where is a car's centre of gravity and what does it look like precisely in its moment of inertia? From even the earliest stages of development, these are important questions for which manufacturers require reliable data when they're developing new models.

Delivering reliable data – right from the start

This is why our team of specialised engineers supports this South German premium automobile manufacturer with accurate weight analyses from the earliest stages of development. The calculations prepared by our project team provide valuable information that designers

can then use to optimise the various properties and dynamics of new models.

Optional accessories at a glance

It's all about the details. This is because the optional extras available further down the assembly line affect both the construction and permissible total weight for a vehicle. That's why we don't just analyse the basic form of the vehicle, but also calculate the weight differentials that can arise when buyers include different optional extras.

Specialist expertise for every customer

Although our engineers are intimately acquainted with every detail of their work, they never lose sight of the bigger picture. By observing the competition, we gain a competitive edge that benefits our customers. This is because in the automotive industry, the race to reduce both vehicle weight and materials costs is in top gear. We also compare our customers' products with benchmark vehicles from other manufacturers. This provides our customers with important insights that help them develop new models.

LET HAYS DO IT ...

Statements of work are an attractive solution for collaborating with our partners. With Hays Technology Solutions, you benefit from our high-performance infrastructure, efficient **HAYS Project Management** methodologies and our specialists, who professionally complete your tasks and assignments.

Times are changing. Requirements are, too. This is just as valid for developing new products as it is for the smooth handling of business operations. And in today's world, one element is key: good teamwork. Across all sectors, throughout all departments. Having a close working relationship with a variety of partners and experts has long since become the norm, particularly in complex engineering projects. But this also increases the effort required to effectively organise and coordinate these elements.

The big picture

This is why it's so important that you always keep a firm overview of your projects and efficiently manage every step along the way. As a comprehensive provider of engineering services solutions, we're here to support you. Right from the start. And that's important, because many projects fail due to a lack of understanding of their complexity. So if you're serious about success, you need Hays. At Hays Technology Solutions GmbH, we offer you the services of a company that focuses exclusively on statements of work, ensuring your engineering projects are implemented just as you envisage them.

Well planned and securely implemented

Our certified methodology – **HAYS Project Management** – always provides the roadmap for a successful implementation. It combines different measures such as detailed feasibility and resource analyses, well-thought-out kick-off workshops and checklist-based risk management. It also ensures that all project stakeholders are always informed about work packages, responsibilities, schedules, costs and risks.

Our Process Model



This process can also easily be adapted to suit your individual requirements or easily reproduced for projects of varying sizes. So you can rest assured that everything has been taken care of, including the financials. This is because we not only support you in managing your projects, we also take responsibility for your project milestones. With our project progress report, you are always aware of the status of your project, assuring a smooth handover every time. And only once the work is done do we get paid.

Specialists for every need

Hays Technology Solutions GmbH, an independent subsidiary of Hays, the world's leading personnel services provider, has specialised in providing customer solutions using statements of work since 2014. As a result, we will manage your projects reliably, efficiently and with full legal compliance. This is underscored by both our ISO-certified processes and the comprehensive list of qualified specialists we employ. They possess extensive engineering and project management skills and know your industry from the inside. Whether you need to produce construction documents for a manufacturing facility, drive forward developments for an internet-ready car or test embedded software for railway vehicles – we will support you in all aspects of your implementation and ensure your project is delivered on time in a reliable and professional manner.

Agile project management methodologies

We also ensure that communications and cooperation run smoothly. Our project teams work in separate competence centres that we set up for you in accordance with the stringent requirements of TR CMS 101:2015. You can also choose whether the teams work on or off site. At the same time, close and continuous coordination within the value chain is particularly important for realising complex engineering projects. And for outsourced projects, the scalable solutions provided by **HAYS Project Management** and our standardised organisational model ensure no information is lost. You can depend on us.

Statements of work – your added value at a glance

Statements of work from Hays Technology Solutions will open up a number of advantages for you.

- **Reliable base-level costings for complex engineering projects**
- **Strong financial subsidiary of the publicly traded parent company, Hays plc**
- **Legal assurance through working with a dedicated supplier of statements of work**
- **Compliant salary structure and comprehensive insurance services**
- **Separation of commercial and technical competencies**
- **Professional quality and project management in line with ISO 9001 and GPM**



Consistent Quality –

As a member of the GPM German Association for Project Management, we regularly have our processes reviewed and ISO certified by independent institutes such as TÜV Süd.

Clear roles, optimal results:

While the Business Development Manager looks after commercial considerations, the Project Manager handles all the technical responsibilities.

Five steps to a successful project

Are you looking for a team that can reliably and quickly carry out defined tasks for you? No problem – in five steps we can guide you to implementing a successful project.

Step 1 – The Assignment

Our Business Development Managers (BDM) conclude a statement of work with you and, together with the technical Project Managers (PM), guide and direct every aspect of the project – from offer to acceptance.

Step 2 – The Experts

These individuals take the customer-supplied specifications and project deliverables and, drawing from our pool of experts and our Hays Solutions partners, determine the best engineers to fulfil your needs.

Step 3 – The Project

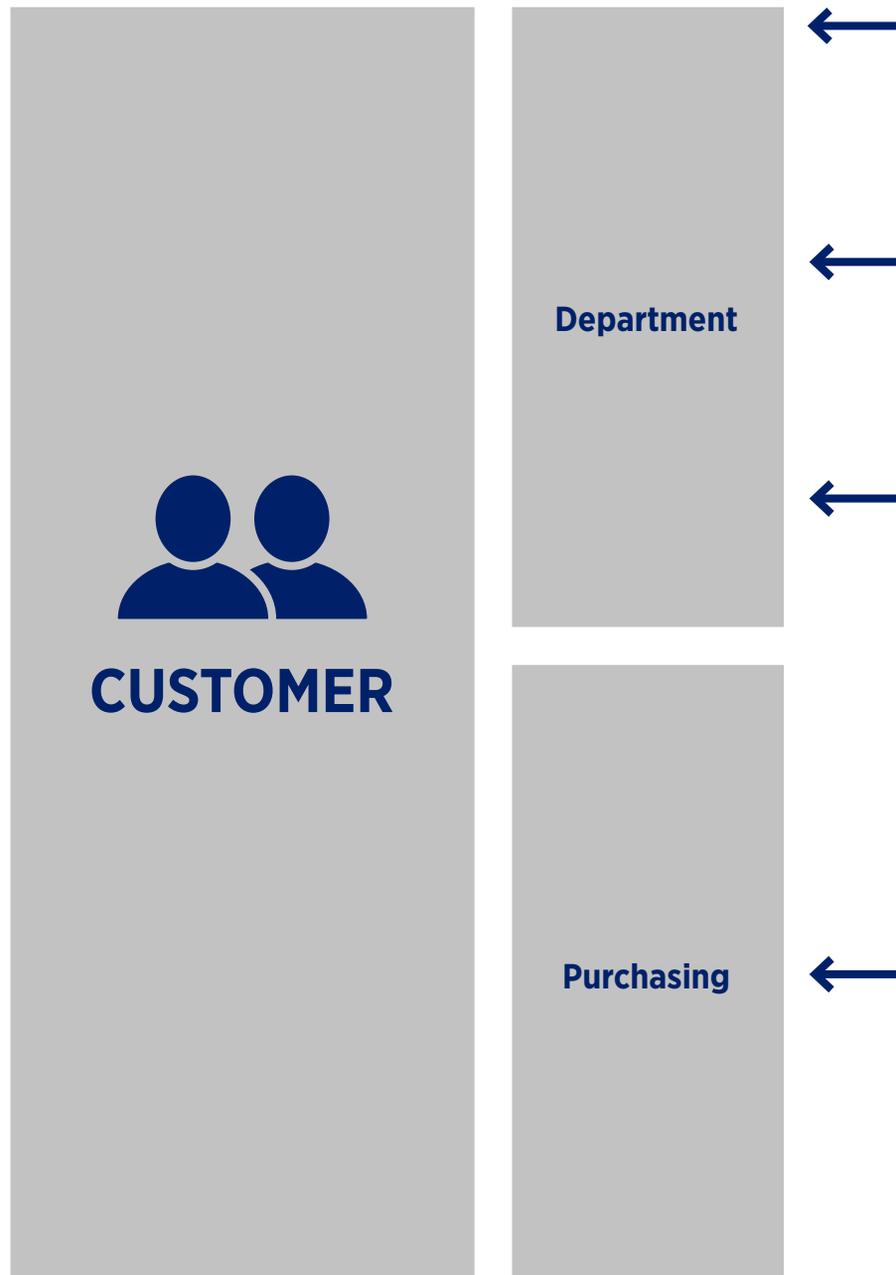
We drive the project forward – together – in accordance with your compliance requirements, in separate competence centres. Onsite or offsite.

Step 4 – The Tasks

Project Managers and Business Development Managers document the project's progress and can step in for each other if necessary.

Step 5 – Concluding the Project

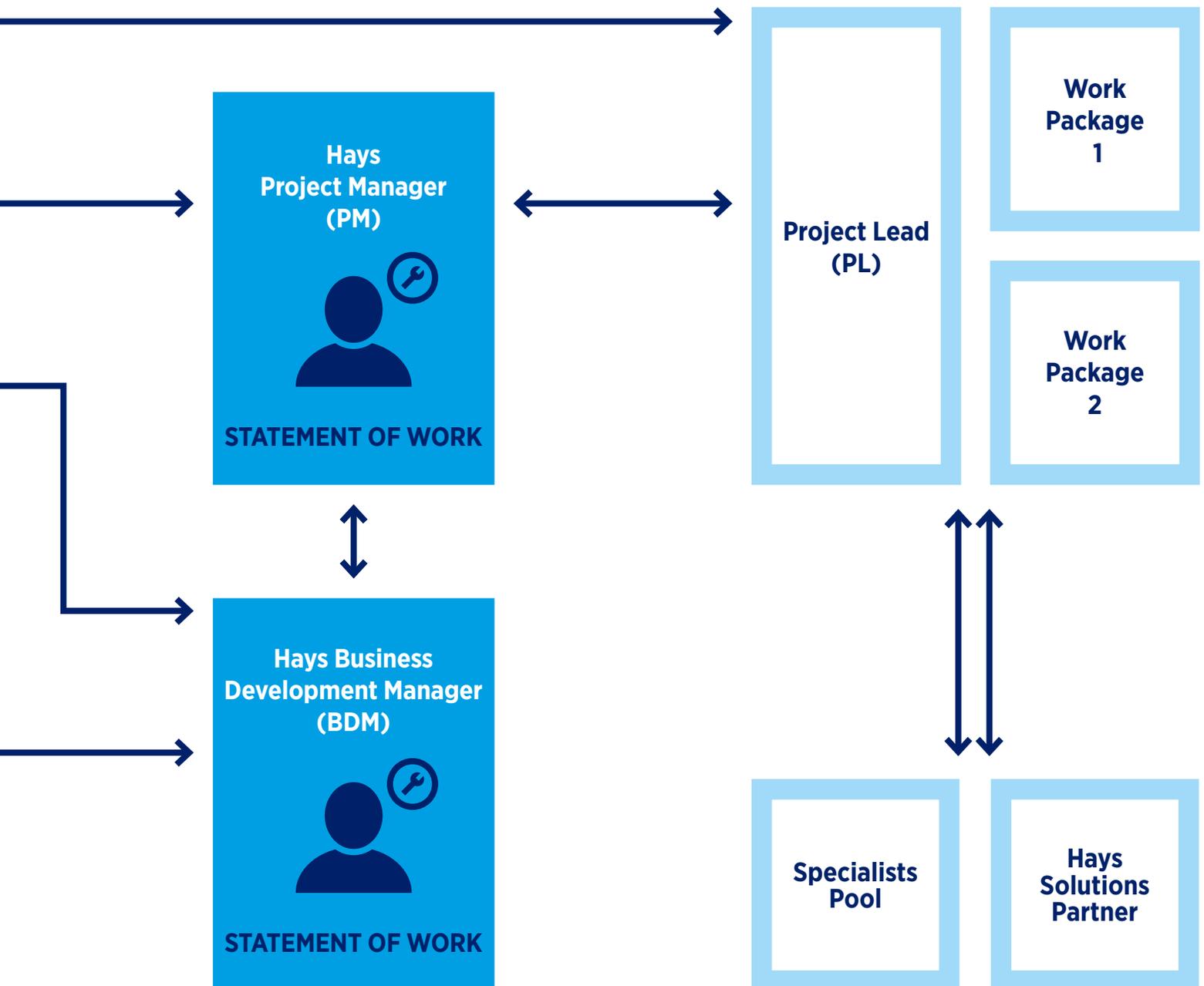
Ours is a results-based service. We are remunerated based on either the achievement of clearly defined project milestones or upon completion and final handover of the project.



HAYS EFFECT CHECK

/ models & solutions

- ✓ **Assurance:** Project success assured by using a GPM-based process model
- ✓ **Forward thinking:** We keep a comprehensive overview of your projects and respond flexibly to new requirements



STATEMENTS OF WORK – WORKING FOR YOU

Flexible solutions, efficient processes and the best results – let us show you why companies consider us to be the formula for their success. Two success stories.

All aboard! We test and validate the on-board toilets and automated folding steps for a Canadian train manufacturer.

The days of steam locomotives and rustic wooden benches are now long gone. Today, railway company fleets consist of technologically advanced trains. Maintenance on engines and rolling stock is no longer carried out with just screwdrivers and wrenches. The software that operates these powerful trains also requires regular maintenance.

To ensure it offers its customers the best possible service, a Canadian train manufacturer relies on Hays Technology Solutions to deliver certain tasks: Our team of experts is responsible for updating the software for the on-board toilets and retractable steps on a fleet of trains used in the Netherlands. Hays experts not only programmed the updates being used, they were also tasked with testing these updates using real-world conditions – which was a really exciting challenge.

To do this, the project team carried out all system checks under real-world conditions on a test stretch of track. The trains, however, were only available at certain specific times for these simulations. Flexibility, therefore, was crucial. This presented no problem for our team of Hays professionals: Both software engineers had worked on similar projects in the past, so in spite of the enormous pressure to deliver, they reached all project milestones on time. And the customer was more than pleased with the results.



"Although we had to carry out our vehicle testing under very stringent time constraints, thanks to the experts from Hays this not only went well, we were also able to get detailed reports."

**Dr. Erhardt Wunderlich,
Bombardier Transportation,
Head of Testing, Railway Vehicles**

HAYS EFFECT CHECK

- ✓ **Security:** Successful projects through having the right experts
- ✓ **Partnership:** Expert implementation, full transparency

" HAYS Project Management provides the right foundation for a comprehensive overview of all work. Even when complex working relationships are involved."

Dipl.-Ing. Claus Thierbach,
Business Development Manager,
Hays Technology Solutions



Testing and recording – we ensure complete goods-in quality control for a medical technology manufacturer

Whether it's implants, prostheses or investigative devices – medical technology manufacturers in particular must pay close attention to quality and reliability. This is because even minor errors in technology can have serious human consequences. It's easy to see then that having a comprehensive quality management system is essential – even at the initial purchasing stage.

The products our customers produce consist of thousands of parts. Around 2,500 of them are supplied by third-party companies and each one must meet the high quality standards of the healthcare industry. This is because every medical device is only as good as its weakest link.

But how – and using what methodology – can the quality of the parts be checked as soon as they're received? Are the existing tools sufficient to ensure that comprehensive and reliable quality control testing can be carried out? In answering these questions, the specialists at Hays Technology Solutions came to the rescue.

They took a close and exacting look at the customer's goods-in department and performed a thorough analysis of possible control methods and the company's available testing and measurement instruments. And thanks to the **HAYS Project Management** methodology they were able to achieve all stated objectives to schedule – in spite of significant time pressure and constraints.

The result: The Hays experts designed fixed test criteria for all 2,500 parts, summarising these in an extensive set of documentation. Then they implemented the KPIs and metrics in the manufacturer's new SAP solution. This system can now distinguish any defective parts upon receipt and thus completely secure the high quality of the company's products.



Want to find out more?
 Here you can find more information
 and practical examples of how you
 can benefit from the Hays Effect:
 > hays.de/statement-of-work

ENGINEERING AT A GLANCE

10,000 employees and freelancers, 26 locations and competence centres and many years of experience from more than 36,000 successfully implemented projects with over 2,200 customers.

As an engineering services solutions provider, we are the key point of contact for companies looking to implement projects using statements of work. As our customer, you will benefit from an extensive pool of specialists, flexible project management and individual advice and consultation. And thanks to our extensive network of locations, we are always within easy reach for you.

You can find more facts and figures at www.hays.de/engineering

Hays Engineering

Well connected. Well positioned.



Our customers – some examples

More than 2,200 companies rely on Hays



* Version: November 2017

** Since the founding of Hays in the D-A-CH region

This is the Hays Effect:

PARTNERSHIP

We find the best solution – together with you.

ASSURANCE

**We can find the right expert for every assignment
and ensure you always have full legal compliance.**

FORWARD THINKING

We think outside the box and support you in setting your course for the future.



Want to find out more?
Here you can find more information
and practical examples of how you
can benefit from the Hays Effect:
> [hays.de/benefits](https://www.hays.de/benefits)

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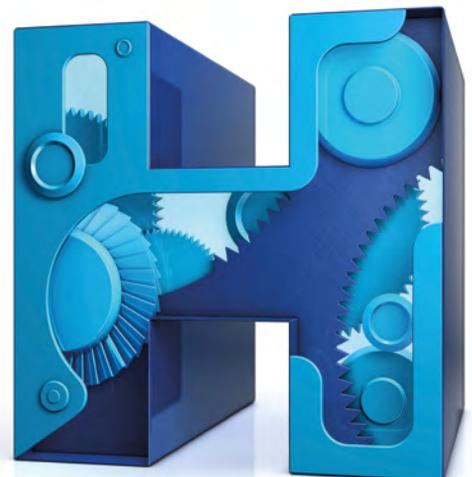
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www.hays.de/statement-of-work



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