



# WORKING AT YOKOGAWA

Bulletin HR03A0108-E-E



# About Yokogawa

## Quality, Innovation, Foresight

In today's global business environment it's all about cost competitiveness, overall improvement in operational efficiency, decisiveness and management durability. Meeting these demands requires a partner that combines first-class products and services with an extensive know-how and experience. Yokogawa is such a partner. Yokogawa is one of the world leaders in industrial automation, test and measurement, information systems and industrial services.

Many of our global customers are household names in oil and gas upstream and downstream processes, power generation, (petro) chemical, pharmaceutical and automotive industries. Yokogawa is a business partner with a strong commitment towards its customers. Yokogawa regards customer satisfaction as an ongoing achievement – a journey with more than just a destination. That is reflected by our core values of -

**Quality, Innovation, Foresight**



“  
A JOURNEY  
TO CUSTOMER  
SATISFACTION  
”

## YOKOGAWA EUROPE

### AT A GLANCE

- Founded 1982
- Region is Europe and Africa
- Sales, Service and Engineering facilities in most industrial centers
- Number of people over 2000
- Consolidated Sales €400M





COMMITTED  
TO INDUSTRY  
THROUGH  
CONTINUOUS  
INNOVATION



## Yokogawa - your competitive edge

The parent company, Yokogawa Electric Corporation was founded in Japan in 1915. From the company's beginnings as a producer of electrical measuring instruments, we at Yokogawa have been steadfast in our goal of applying leading edge technology in supporting industry to operate production facilities more efficiently and effectively – ***your competitive edge.***

Yokogawa's commitment to innovation is reflected in the company's exceptionally high investment in R&D – annually 9% of consolidated sales – resulting in Yokogawa proudly holding a top 10 spot of innovative companies in Japan.

Ever since the founding of our company, more than 7500 patents and registrations have been secured, including the world's first digital sensor for flow and pressure measurement, and the world's first distributed control system CENTUM back in 1975.

The continuous investments in innovation, research and development demonstrates our long term commitment to industry. A commitment that leads to a better, cleaner, and safer world.

**Mission** - As a company, our goal is to contribute to society through broad – ranging activities in the areas of measurement, control and information. Individually, we aim to combine good citizenship with the courage to innovate.

## Industrial Automation Solutions Business

When it comes to managing a process plant – whatever the industry or product – the objectives are the same. Increase efficiency, reduce cost and maximize profitability. Envision a process plant where people are watchful and attentive while the business responds to change quickly and efficiently. Now picture an operation that delivers non-stop on-spec production while confidently expanding the capabilities into the future. Imagine no further. This is the industrial automation vision of Yokogawa.

Yokogawa delivers total automation and control solutions that comprise field instruments measuring flow, pressure, temperature and product quality – production control and management systems – plant safety systems – and software technology platforms for process management and optimization – and a wide range of services supporting the life cycle of the plant.

## Yokogawa's Business

### CHEMICAL



### OIL & GAS



### POWER



# Pillars in Europe

## Test & Measurement Solutions Business

Yokogawa's roots are in this business. Its focus is on communication and measuring instruments and semiconductor testers. In the automotive, communication and measuring business we offer an extensive portfolio of waveform instruments e.g. digital oscilloscopes, power measuring instruments, wireless communication, optical/digital and data acquisition and recording.

For decades, our success is based on our on-going commitment to R&D in developing and refining technologies that enables the customer to design build and test their next generation products.

### COMMUNICATION



### AUTOMOTIVE



### ELECTRONICS



“  
OUR R&D  
GUARANTEES A  
CONSTANT FLOW  
OF NEW PRODUCTS  
”

## Leading-edge technology

New technologies require continuous investment in advanced R&D to develop and improve best-in-class, state-of-the-art products. As a result of these ongoing research and development activities, Yokogawa is constantly releasing new products and systems. Being one of the core values of our company we even take innovation one step further. We enable our customers to become pioneers in their fields of business.

Our R&D-activities are based on three core principles. First of all we want to provide the latest tools and cutting-edge technology platforms. That requires a quick response to change or developments in several areas of industry. Secondly, the R&D business is based on the core of Yokogawa: control, measurement and information technologies. This enables us to drive new business models, while bolstering our core technologies and strengthening our competitive edge. Finally, we want to take responsibility for all products and past, present and future solutions. Reliability, continuity and expandability are vital to our customers and drive us to long-term investments in new products.





# You and Yokogawa

## “ OUR PEOPLE ARE THE MOST VALUABLE ASSETS ”

Yokogawa is renowned for the quality and reliability of its products and solutions. Products that leave our R, D&E facilities are the best in class – throughout the operational life cycle of the product.

Besides quality and reliability of our products, our knowledge and experience are key factors differentiating us from other suppliers. People are not machines and must be cared for in any organization. And in Yokogawa you being our most valuable asset we will continuously care and invest in your future. You will be encouraged to better yourself through self-learning, following career improvement courses leading to a tailor made career path. There will be opportunities plenty for you to work in international teams and environment, and move between different departments and functions, gaining new experience - expanding your overall capabilities and competencies.

We offer you a multi-cultural environment that encourages entrepreneurship, teamwork, and a wide diversity of opportunities.

What binds us as an organization is the passion to serve our customers right the first time and to go the extra mile in your own area of responsibility within Yokogawa.





# ELENA MAURO



Italian Elena Mauro studied at the University of Eindhoven (the Netherlands) and joined Yokogawa at the beginning of 2007. As a system engineer she is involved in the development of software for Yokogawa control systems. About her job Elena says: "The control systems of Yokogawa are widely used in the oil and gas industry as well as in many other environments where a process fault could have disastrous consequences. It's my

job to develop emergency shutdown systems that enable the control system to safely shut down the process or parts of the process in case of emergencies".

**W**orking on these systems is a responsible job. They are a determining factor for the safety of a plant or process environment. How does that feel? Elena: "It's inspiring to develop a system that aims at guaranteeing the safety of people and assets. But it's also a challenging job with a lot of responsibilities. The system not only has to guarantee the safety of people and assets but also has to fulfill the customer's requirements.

What I do, has to be done well. That is challenging but also stressful at times. Especially when you are close to the end of a project and many things still have to be done. Nevertheless, it's very satisfying if the final result meets the expectations and requirements of the customer."

Elena's job as a system engineer involves working with many international colleagues and customers. "It's interesting to work with people from various technical backgrounds. With some of them you discuss specific technical details; others you have to explain what an emergency shutdown system is. There are also many cultural differences between the people I work with. All and all, it makes my job interesting. I am curious by nature and very open to other cultures. My job enables me to learn a lot about other people and their cultures. I consider that to be very enriching for my personal development. Yokogawa stimulates me to explore my own possibilities. Ever since the start of my career at Yokogawa it has been this way. For example, only a few months after joining Yokogawa I was sent to Germany for a commissioning project. It was a challenging and responsible job, but I managed. Yokogawa enables people to bring out the best in themselves!"



**CHALLENGING  
RESPONSIBILITIES BRING  
OUT THE BEST IN ME**



## FRANK HORDEN



Frank Horden, Global Business Development & Product Marketing manager, started working for Yokogawa about ten years ago. Over the last decade he held several positions related to SCADA systems.

He started as an engineer but soon found out that technology-driven marketing and sales was more his passion. "I got a new challenge every couple of years - from global account manager to area manager

North America and the Middle East and to my current position of Global Business Development & Product Marketing Manager. A job that involves all worldwide sales and marketing activities related to SCADA systems."

**A**bout working for Yokogawa he adds: "Working at Yokogawa is working at a company that sets the technological standards. A company that is engaged in cutting-edge research and innovation. Our advanced technologies are used by all major companies in the oil and gas industry. It's inspiring, challenging and motivating to streamline or improve the production processes of these companies."

## “ DEDICATED TO DELIVERING SCADA SOLUTIONS WORLDWIDE ”

His own business -the SCADA field- has shown an enormous growth over the last decade. Frank: "It resulted in the establishment of Yokogawa's Global SCADA Center. Although I already worked together with many colleagues around the globe, the Global SCADA Center has lifted the contacts to a higher level. I now discuss possible SCADA solutions with managers and members of boards in many different countries." About the international character of his job, Frank Horden adds: "It is fun working with so many different cultures and it contributes to your personal development. Doing business in China differs from doing business in Canada."

And there is more than this 'learning on the job'. Frank: "Yokogawa gives employees plenty of room for personal and professional development. It starts with the many contacts with colleagues: we guide and support each other. That means that a manager is more like a partner and coach. This requires a professional responsibility - not only for your own work, but also for that of others. The fun part is that after being coached by colleagues for a couple of years you start coaching others as well." The freedom to develop yourself is supported by professional training. Frank: "Personal and professional development are incorporated in Yokogawa's philosophy. Training is not only restricted to your own expertise but also involves other Yokogawa fields or businesses. If I feel that I have to develop certain skills in order to do my job better, than I have to take action. I think it's great that Yokogawa gives me that freedom."

# Not Just a Job but a Career!

Yokogawa strives to offer career development to employees in such a way that one can follow their personal and individual career path. The fundament for this career path-structure has been laid. The end result will be a development program which will offer different career opportunities. Whether you have managerial ambitions, a desire to become a specialist or international aspirations, together we will make it happen.

Yokogawa is one of the world leaders in industrial automation and control, test and measurement, information systems and industrial services. This position is not easily achieved and not easily kept. Coaching and development of our employees will be a key factor not just today, but also in the future to maintain our position of a world leader and become number one!

We have many career possibilities in Europe for professionals with bachelor's or master's degree in a range of disciplines and specialties. For example:

<b>Management</b>	Team Leader	Department Manager	Business Unit Manager	Managing Director
<b>Engineering</b>	DCS software engineer	Lead Engineer	Project Manager	Project Director
<b>Services</b>	Site Engineer	Technical Support Engineer	Service Coordinator	Service Manager
<b>Marketing and sales</b>	Inside Sales Engineer	Account Manager	Product Marketing Manager	Sales Manager
<b>Manufacturing</b>	Glassblower	Assembly Engineer	Manager Manufacturing	
<b>Procurement</b>	(Senior) Buyer	Procurement Manager		
<b>Information &amp; Communication technology</b>	System administrator	Coordinator Helpdesk	Technical Application Manager	Project Manager
<b>Finance and control</b>	Accounting Specialist	Internal Auditor	Treasury Manager	Project Controller
<b>Human resources</b>	HR administrator	HR Specialist	HR Business Partner	
<b>Legal</b>	Contract Manager	Corporate secretary		
<b>Quality, Health, Safety</b>	QHSE Advisor	QHSE Manager		
<b>Logistics, Facilities</b>	Facility employee	Warehouse employee	Logistics administrator	Manager Facilities
<b>Office Support</b>	Receptionist	Secretary	Administrative assistant	Office Manager

“  
WORKING AT  
YOKOGAWA  
MEANS  
SEEKING NEW  
OPPORTUNITIES  
”

## How to apply?

We recommend that you apply to vacancies which best matches the function you are interested in.

On our website; [www.yokogawa.com/eu/careers](http://www.yokogawa.com/eu/careers) go to “vacancies” to find the right match.

You can also file your application directly with us at Yokogawa. We will log your details in our CV database, and if any opportunities arise which matches your profile we will get in touch with you.

MIS Manager

Corporate Controller

Manager Logistics

Management assistant



