

**MAKE  
EVERY  
DAY  
COUNT**



Discover a career with Niro



**A DIFFERENT KIND OF COMPANY**

*If you're looking for an open, innovative company with a working environment that brings out the best in people, then you should be looking at Niro. Working at Niro, you can make every day count. By solving problems and developing solutions with senior engineers, who are experts in their fields. By exploring a variety of different career paths and taking on all the responsibility you can handle. By working and travelling internationally. We've been No. 1 in our industry for decades and – thanks to the talent and imagination of young engineers just like you – we're still the industry leader. Take a look at Niro – a company that encourages you to learn, grow, share, change, and travel.*



**If you ask me “Why work at Niro?” the first thing I'd mention is the company spirit.**

It's friendly and it's open, which makes it a great place for young engineers to work with and learn from senior engineers – something I see in my department every day.

Bente Allentoft, Secretary, Food & Dairy Division

# LEARN



**I've discovered one new possibility after another at Niro.**

At the beginning – when I was just out of school – Niro showed me that there was a lot more to the world than my specialty of mechanical engineering. I had the chance to work with other specialists as a team, to combine our knowledge and experience. Although I've been with Niro for years, I've never been bored because I've changed jobs many times. At Niro you're not limited to one specialty, one department, or one job. You have the freedom to experience all the variety and take all the responsibility you want.

Sten Warburg, Deputy Division Manager, Food & Dairy Division



**If you want to work with the best, then you should consider Niro.**

Within our specialty, Niro is definitely No. 1 and has been for more than 50 years. I'd say we have an unbeatable combination of people and experience. Wherever you work at Niro, you'll be working with – and learning from – people who are among the best in the world in their areas. We're known for being able to solve technical challenges, and we work for customers who are global market leaders, challenging clients who only want the best – companies like Nestlé, Kraft, GSK, Novo Nordisk, Arla Foods, Heineken, Novartis, and many others.

Erik Nielsen, Vice President Human Resources





### Working at Niro is both very challenging and very rewarding.

There are tremendous career opportunities and the chance to test yourself in many different ways. Just look at my career: in 12 years, I've worked at the test station, been involved in commissioning projects on site, and worked in sales for our Dairy Division. In addition to my current position in Singapore, I've also spent time in Moscow – altogether I've worked a total of about four years outside of Copenhagen. At Niro, there's a surprisingly short distance between the shop floor and top management, and if you do your job well, you'll be listened to at all levels of the company. You're expected to take responsibility, but if you need help when you're travelling all you have to do is call your colleagues – they'll support you fully."

Claus Siegaard, Business Unit Manager, Powder Business Unit, Singapore



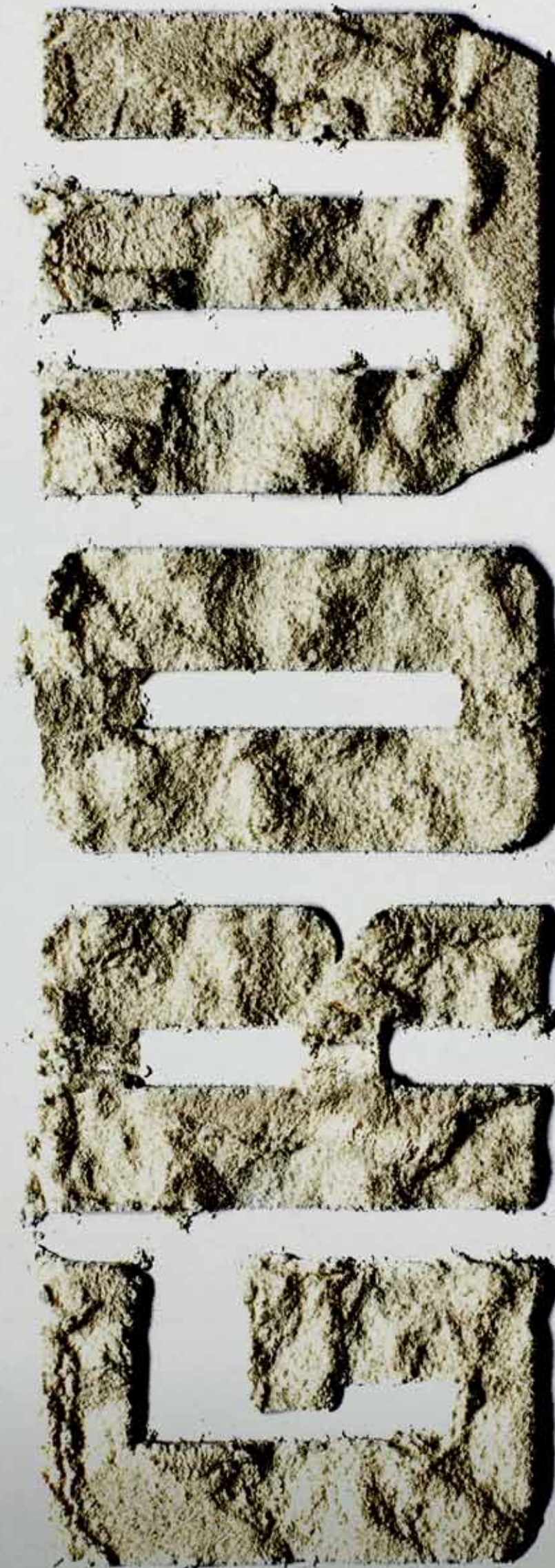
**Niro is innovative and open to new possibilities.** My history here is a good example. I was hired in a temporary position, as an interpreter in Moscow, but also started working on all aspects of projects in the office. I'm trained in languages and don't have a technical background, but Niro was completely open to my enthusiasm for the job and the contribution I could make. I soon found myself working as the local coordinator for a huge project, handling everything from documentation and custom clearances to transport and construction. After more than two years seeing that job through to completion, I wanted new challenges and asked for an internship in Copenhagen. I'm now working in sales and still using all the experience I gained during the projects in Russia.

Julia Mikhailova, Sales Assistant, Food & Dairy Division



**Every day is different at Niro** – different problems to solve, different clients to meet, different jobs to handle. I think that's why so many people spend their entire careers here. You just don't have time to get bored. I work in process engineering, and it's our job to keep Niro competitive. That means being familiar with virtually all the disciplines involved, not just my specialty of chemical engineering. When our sales engineers need help with the final stages of a project to ensure the quality our clients demand, it's my job to be there. Sometimes there's a lot of pressure involved, and I look forward to the end of a project – but at the same time it's exciting, and when the project is finished I find myself missing the action.

Peter Schultz Nielsen, Process Technologist, Chemical Division



# SHARE



## Niro lets you find a good balance between your personal and professional lives.

When I was younger, I was an elite hockey player and my colleagues always shared the workload and helped me adjust my schedule to play in night games. When I got married and had kids, I was able to reduce my business travel to spend more time close to home. Recently, I've been serving as chairman of the employees club (personaleforeningen). We organize all kinds of activities – sports events, travel, parties – that make people feel at home in the company by mixing different age groups, job levels, and departments.

Niels Jacobsen, Sales Manager, Chemical Division

## A COMPANY THAT MAKES A DIFFERENCE

Every engineer would like to make a difference. A career at Niro will give you the chance to do so, in a variety of ways. We design state-of-the-art processing plants that meet the highest requirements of productivity, plant safety, environmental compliance, and product regulation. We consult with major corporations worldwide who depend upon our know-how and technical expertise to keep their operations running. While the plants we design make a significant business difference, they're important in other ways as well. The end products they supply – from powdered milk to antibiotics – are vitally important to people and communities all around the globe. If you want to make a difference, there's no larger playing field than that.



## Everyone at Niro is really keen to share their knowledge.

I've been here less than a year, and from the beginning, I've been looking over the shoulders of my more senior colleagues, who are eager to share what they know. In that way, it feels more like a family than a company. One of the most important things to me when I took this job was to have a combination of theory – where I could use my chemical engineering degree – and practical experience, and I've definitely found that at Niro. I quickly got to the point where I was assigned independent testing projects – a new one just about every week, so there's a lot of variety. From what I've seen, you never really stop learning and testing your limits at Niro – because you're working with the best, that's a natural part of the job.

Jesper Jensen, Test Engineer, Test & Development



# GEA CARE



**The work I do at Niro really makes a difference.** In the Pharma Division, we provide processes for making drugs that cure people, drugs that make a life-and-death difference. Lots of companies say they have a “flat” operating structure, but at Niro it’s true – people work together as equals, and that gives you the chance to change and explore new opportunities. Seven years ago the Pharma Division was just 18 people, now it’s 50 – some of those new people came from within the company because they wanted to be here, and they wanted to make a difference.

Harald Klementsén, Deputy Division Manager, Pharma Division



**Niro is a big house, with lots of rooms to explore.** When you add the rest of the GEA family, that gives you even more opportunities. In addition, you have to remember that Niro is not a local Danish company – it’s a local worldwide company. I held jobs with smaller companies before coming to Niro, and the sense of possibility here is so much greater. You have plenty of opportunity to change and grow. Even with all this openness, Niro is still a professional engineering company, very focused on what it does well. We’ve got a reputation for always being able to solve the problem and for always completing what we’re doing. It’s very satisfying to be part of the best team in the business.

Kjeld Lemke, Project Group Manager, Pharma Division



**Niro gives you trust and responsibility, right from the start.** It’s a great environment to work in, because if you do good work new opportunities open up for you. Also, throughout the company and across different departments, people are very helpful and work well with each other. You’re encouraged to take responsibility, but you’re always backed up and supported every step of the way. And if you want to move around, to change jobs or departments, you can. After working in component design for several years, I wanted to get into the area of compliance with health and safety requirements. After a period of being tutored by more experienced people in the department, health and safety is pretty much my full-time focus today.

Jens Cordt, Engineer, Component Engineering



**Niro lets you expand your horizons.** I have a mechanical engineering background, and I've worked within Niro as a project engineer and project manager, then I moved into sales and then into general management. So I'm very satisfied with my career progress. But what really makes me feel rich is the variety of cultures I've experienced, especially in East Asia. I started out in Copenhagen, then was based in Singapore and travelled throughout Southeast Asia. After that, my family and I moved to Shanghai, where I was General Manager of our China operations. We then spent a few years in the United States. I've got a truly international family: two of my children were born in Singapore and one in the US. Now I'm back in Copenhagen, so I've come full circle. However, I still often travel back to China and deal frequently with Chinese colleagues and clients, which is just a great experience for me and one of the best parts of my job.

Niels Erik Olsen, Vice President, Chemical Division



**Niro is about storytelling – especially stories about travel.** Only a very small percentage of Niro's business is in Denmark, so almost all of us have a lot of contact with different countries and different cultures. A job with Niro is by definition an international job. If you eat lunch in our cafeteria, you'll always hear people exchanging stories about their work experiences abroad. It's exciting and it's challenging – you can be halfway around the world, in China or South America, and you have to be the one with the answers. It's one way that Niro gives you a lot of experience, fast.

Johnny Bonke, Process Technology Manager, Food & Dairy Division

**TRAVEL**

## **NIRO AT A GLANCE**

*Niro A/S is a world leader in industrial drying. Our core technologies are spray, freeze, and flash drying and fluid-bed processing. We supply process units and complete process lines for powder production to the food, dairy, pharmaceutical, and chemical industries.*

*With corporate offices located in Søborg, Denmark, Niro has subsidiaries and representatives in more than 50 countries. In Søborg, about 450 employees are engaged in the design, engineering, and sales of processing plants. Approximately 40% of our employees have an engineering background.*

*Niro is part of the Process Engineering Division of German GEA Group. GEA Group is a world leader in process engineering, process equipment, and plant engineering. Altogether, the Process Engineering Division employs more than 4,500 people.*

*We are always looking for internationally minded engineers to join our organization. In particular, we offer opportunities within process design, process optimization, and project management.*

For more information about Niro and the job opportunities we offer, please contact our HR department.



**A company of GEA Group**

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