

### Summary

European Engineering Contractors S.L. (EEC) is a Barcelona-based service company, offering dedicated engineering capacity to North European customers. Our engineers work for the customer from our headquarters located in Barcelona, with flexibility to travel upon customer requirements for on-site projects, training and the like. All our engineers have a university degree.

EEC's services include a wide range of engineering services like studies, calculations, CAD drafting, design proposals, presentations, etc. EEC engineers can do this for a wide variety of technical disciplines.

To offer these services, EEC is fully responsible for:

- Recruiting and employing English speaking engineers in Barcelona according to customer's criteria;
- Full execution of employer's HR management responsibilities for the engineers;
- All payroll management duties in line with Spanish legislation such as salaries, taxes, social security, etc.;
- Providing modern, well equipped office space in Barcelona with fiber optic based e-connectivity;
- State-of-the-art technology for secure group chat/file sharing/screen sharing and video conferencing;
- Easy access to the airport of Barcelona (< 30min) with excellent flight connections within Northern Europe.

### Background

EEC has been created to help match the high demand in North European industry for engineering capacity with the ample supply of qualified engineers in various fields of expertise in the Spanish engineering community.

Spanish engineers are internationally recognized as being highly qualified and well motivated. EEC has excellent connections within the Spanish engineering community and has deep experience in recruiting qualified resources in line with the criteria demanded by our customers. Whether at universities or in the circuit of experienced engineers, EEC has an established network that enables rapid, focused recruiting.

Successful expatriation of Spanish employees has proven to be a challenge. Besides all the common issues and costs related to international recruitment and employment, the importance of family in the Spanish culture typically prohibits successful long lasting employment abroad. As a result, over the past years a lot of internationally oriented HR and recruiting efforts in Spain have not yielded the anticipated results.

To overcome these barriers EEC employs, on customer demand and criteria, academically formed, experienced engineers in Barcelona to work for North European customers. With today's e-connectivity most of the work can be performed in Barcelona while being guided remotely. However, in parallel, frequent eye-to-eye meetings, trainings and work sessions ensure optimal work processes between the EEC engineers and their customers. Typical commuting time between Barcelona and Northern Europe is generally less than three hours with several flights per day.

### How do we work?

Based on preset customer's criteria EEC will select and propose at least two candidates for customer's final selection and approval. Once a suitable candidate has been found and approved, EEC will take this engineer on its payroll and will take full employers' responsibility. In return, the customer will sign a full service 'Engineering Service Contract' which will include:

- A fixed monthly fee structure;
- A three months probation period;
- A total of 225 engineering service working days covered per year (or pro-rata);
- Customer access to secure group chat/file sharing/screen sharing and video conferencing facilities;
- Full flexibility on travel arrangements, on a cost basis, for customer contact meetings, projects and alike,
- Frequent customer-management meetings to ensure that the EEC engineers meet all customer's requirements and needs;
- A three-month notification period.

### The EEC team

The EEC management team consists of:

- Internationally experienced engineers and business managers with roots in Holland, Germany and Norway, all also having extensive experience with the Spanish culture and working environment;
- An internationally managed accounting set-up, servicing an extensive group of internationally working enterprises;
- An experienced HR service group;
- International legal and tax experts, focusing on cross border transactions.

**European Engineering Contractors: Qualified Engineers. Close at hand. On Demand.**

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