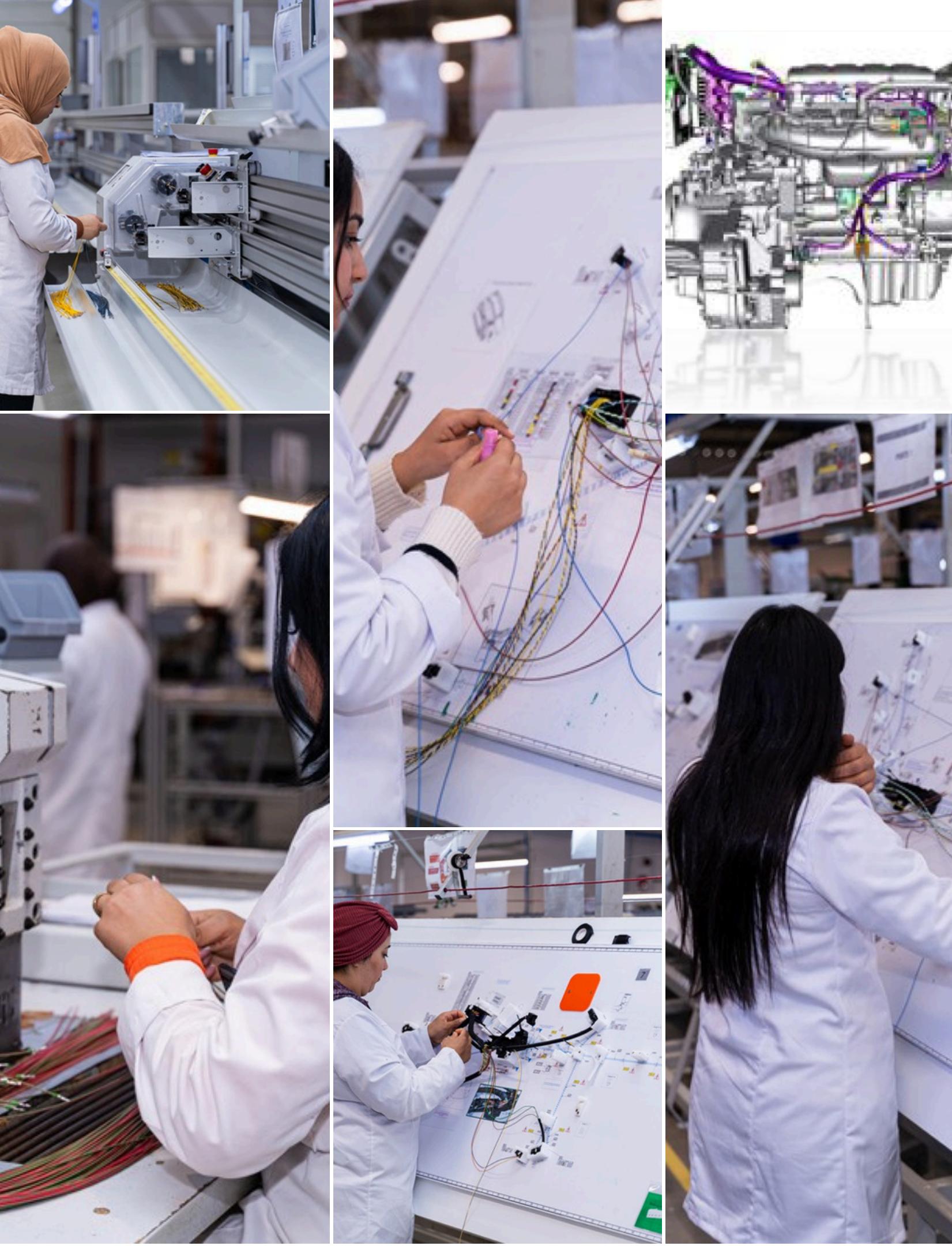


# PFE Book

2024-2025



# Contents

- ▶ About Us
- ▶ Our Selection Process
- ▶ Our Internship Opportunities

## About us :

- A subsidiary of the German group Nexans Autoelectric, specializing in wiring systems.

## History in Tunisia :

**2009**



**Ksar Helal**

**2012**



**Messadine**

**2014**



**Sidi  
Abdelahmid**

**2022**



**Logistic  
Service  
center**

**2022**



**Soliman**



# Our Values



Objective  
orientation



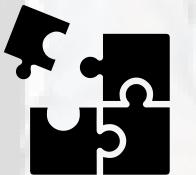
Mutual trust



Transparency and  
information sharing



Impeccable ethics and  
mutual respect



initiating and  
embracing change



Teamwork

# Our Clients



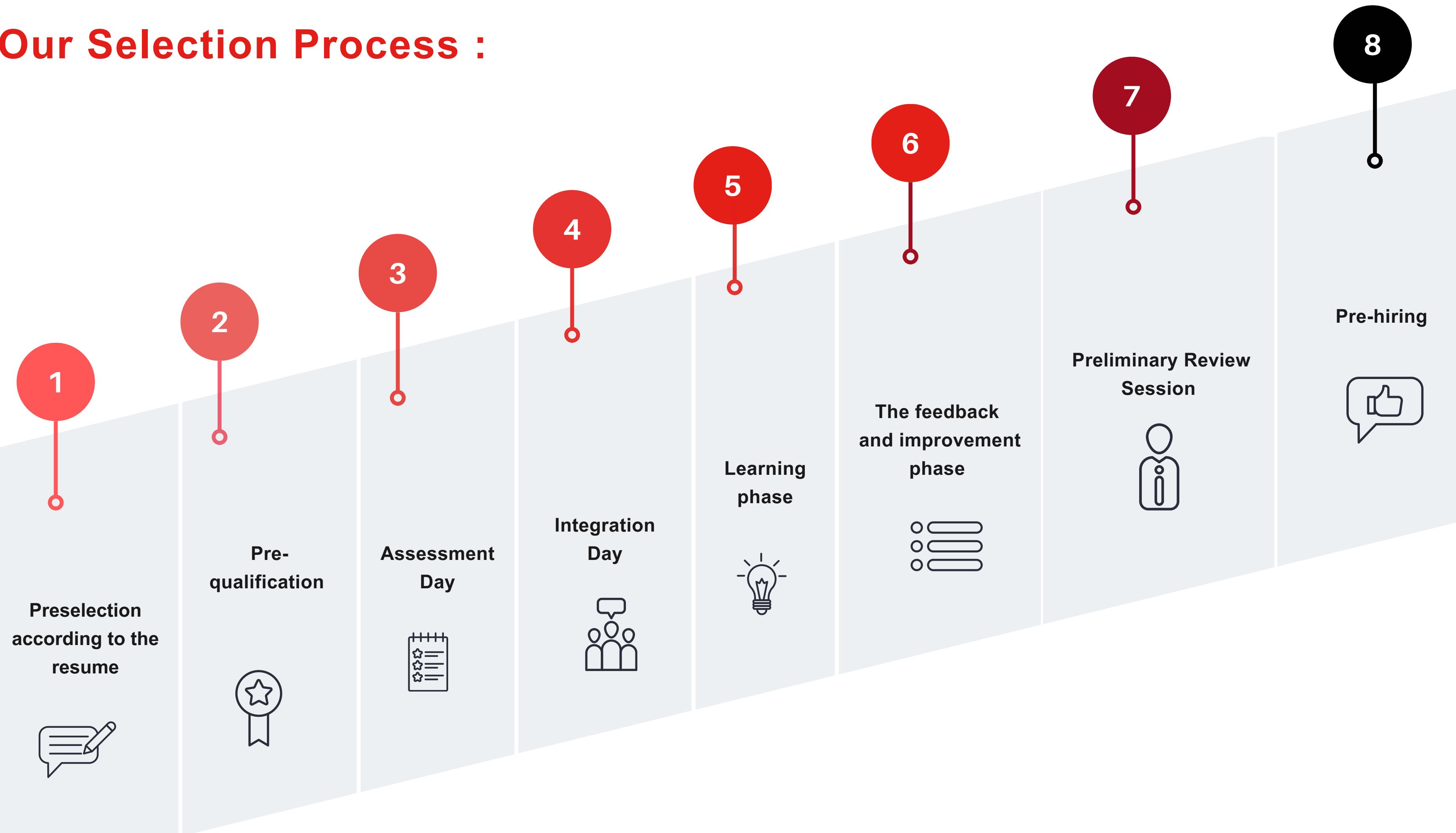
PORSCHE



JLR



# Our Selection Process :





**SOUSSE :**

**ZONE INDUSTRIELLE SIDI ABDELAHMID**

# Subject 01: Automatic check of EOL label

Department: Quality



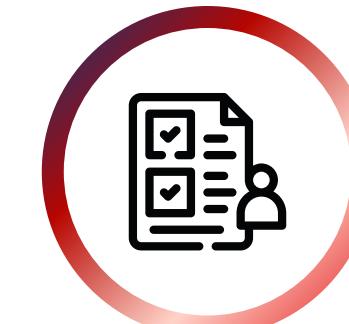
## Description:

The aim of this project is to create a control station for validating the 1st electrical label. The decision must be automatic, either OK or NOK, and export a detailed report with DMC.



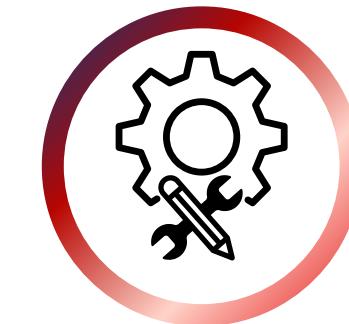
## Tasks:

- Study of initial Situation
- Design and development of control station
- Simulation
- Training of concerned personnes on this workstation



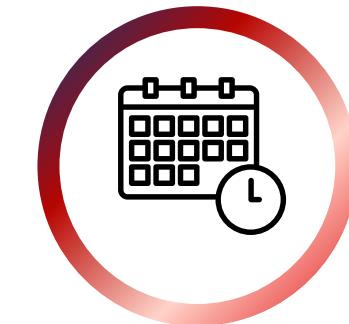
## Profile:

Embedded system Engineering



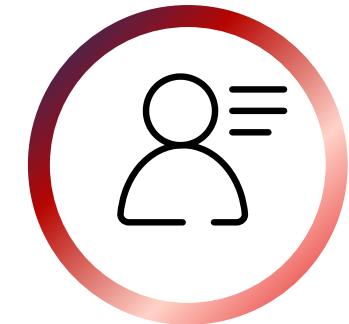
## Required Skills:

VBA, Power BI



## Duration:

06 Months



## Number of Interns:

01 Interns

## Subject 02: Implementation of charts control (SPC) in Zeta process

Department: Quality



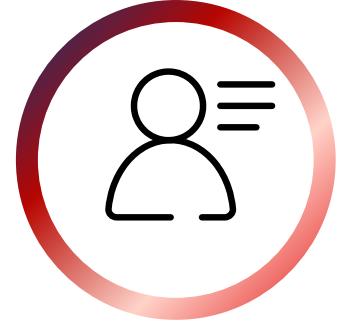
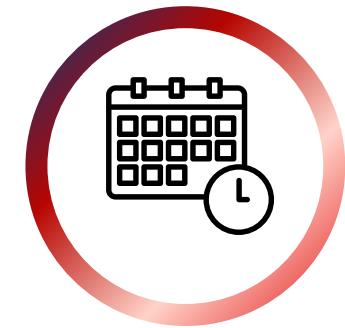
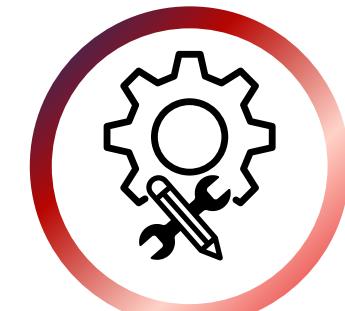
### Description:

The aim of this project is to implement charts control in the Zeta process to ensure the capability and stability of crimping tools.



### Tasks:

- MSA study of measurement systems (According to total variation method)
- Assessment of crimping tools capability ( $C_m$ ,  $C_{mk}$ ) Choice of control board
- Measurement collection (using sampling techniques)
- Assessment of process capability ( $C_p$ ,  $C_{pk}$ )
- Calculation of provisional control limits
- Provisional control chart plotting
- Analysis of provisional control chart and identification of causes (real-time)
- Process performance evaluation ( $P_p$ ,  $P_{pk}$ )
- Tracing of the "definitive" control chart
- Update control limits
- Drawing up standard operating instructions



### Profile:

Engineer - Master's student in Mechanical

### Required Skills:

SPC, MSA, PARETO, ISHIKAWA, IATF16949

### Duration:

06 Months

### Number of Interns:

02 Interns

# Subject 03: Conception and realization of Blindstopfen insertion machine

Department: Engineering



## Description:

This project aims to design, develop, and implement an automatic machine for the Blindstopfen insertion Process. Aiming at creating an automated system with precision, speed, and efficiency while ensuring the quality of the final products.



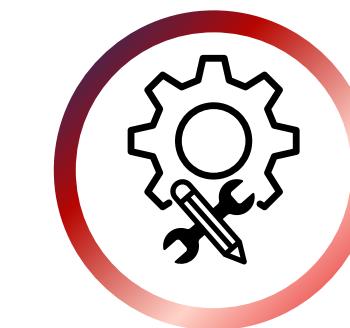
## Tasks:

- Feasibility study and machine design
- Create the electronic control system and specify the components such as motors, sensors, controllers, etc
- Develop control software for the machine and the automated system
- Implement safety devices and prepare comprehensive technical documentation
- including user and maintenance manuals
- Train production personnel in the use of the system



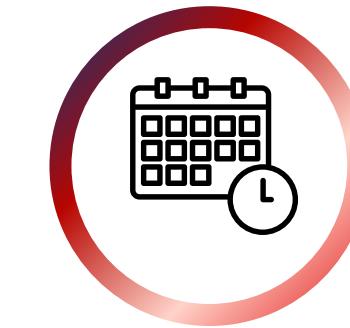
## Profile:

Engineer - Master's student in Mechanical



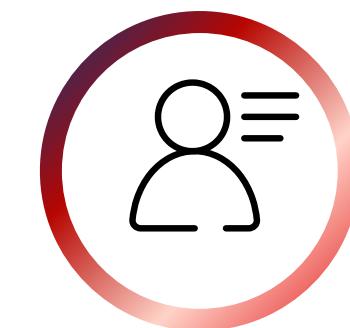
## Required Skills:

Mechanical design, control system design, C/C++



## Duration:

06 Months



## Number of Interns:

02 Interns

# Subject 04: Budget Breakdown and Variance Analysis

Department: Finance



## Description:

This project aims to study the budget Breakdown Methods and implementation of follow-up System for the budget deviation.



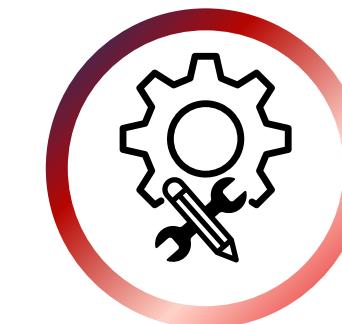
## Tasks:

- Budget of Operational cost (Direct Labor Cost, Staff Cost, maintenance, Energie, etc..)
- Centralising teh Overhead Budget Cost by cost center (From Botom to top)
- Conception of adjustement system of the variable cost in accordance with the realised volume
- Impact of Fix cost on the volume budget deviation
- Analysis of deviation on the variable cost price
- Reporting Analysis of The Result + Deviation + Making corrective decision



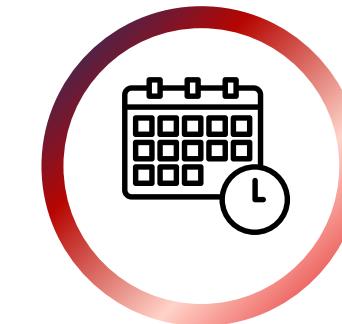
## Profile:

Master's Degree Student in Finance



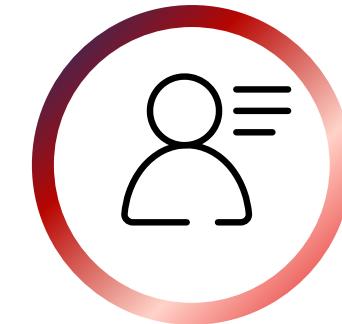
## Required Skills:

knowledge of management control and budget monitoring.



## Duration:

06 Months



## Number of Interns:

01 Interns



**SOUSSE :**  
**ZONE INDUSTRIELLE MESSADINE**

## Subject 05: Reduction of Scrap in Production Lines

Department: Production - Assembly



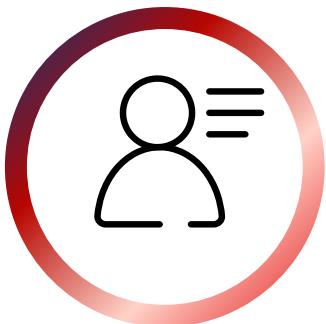
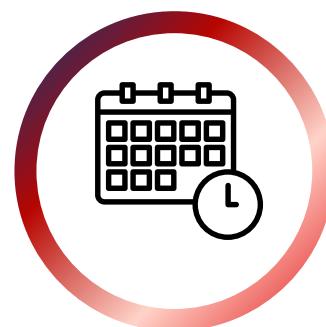
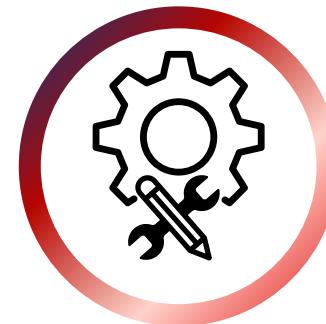
### Description:

Identify and eliminate the root causes of scrap on a pilot line.



### Tasks:

- Data collection on rejected products
- Analysis using quality tools (5 Whys, Pareto, etc.)
- Proposal for improvements (technical, process modifications, training, etc.)
- Measurable reduction in scrap and increase in first-pass yield (First Time Quality)



### Profile:

Student in industrial engineering

### Required Skills:

knowledge of lean methods and quality management tools

### Duration:

06 Months

### Number of Interns:

01 Interns

# Subject 06: Implementation of a Complete TPM Plan for the VKF Area

## Department: Production - Cutting



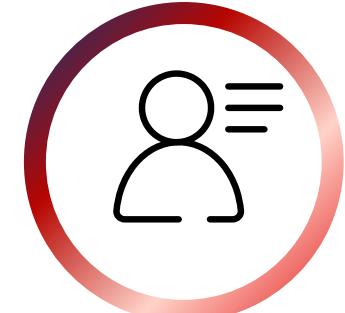
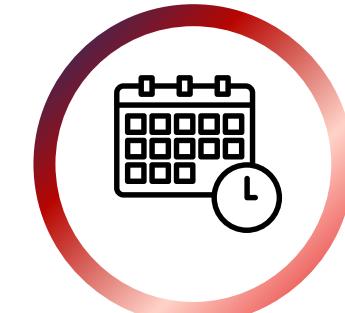
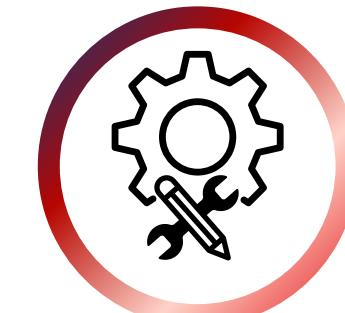
### Description:

The project involves implementing a Total Productive Maintenance (TPM) plan to optimize the reliability, availability, and performance of VKF machines. This plan will include preventive strategies, regular audits, operator training, and the involvement of all teams to minimize breakdowns and improve machine efficiency.



### Tasks:

- Reduce maintenance costs
- Increase productivity
- Extend the life of the equipment
- Monitoring and analysis of performance indicators (OEE, MTBF, MTTR)
- Training and coaching of operators
- Identify and solve technical problems



### Profile:

Student in mechanical engineering, electromechanical engineering, or industrial maintenance

### Required Skills:

knowledge of TPM principles, Lean Management

### Duration:

06 Months

### Number of Interns:

02 Interns

## Subject 07: Digitization of Cutting Machine Checklists

Department: Production - Cutting



### Description:

The project involves developing a JAVA application linked to the machine, which indicates whether the checklist is completed using a scanning system or not.



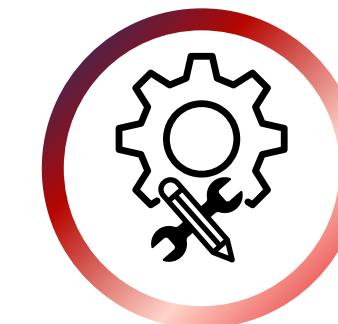
### Tasks:

- Study the current process of managing checklists
- Design and develop the application
- Implement a module to connect scanned data to the relevant machines
- Configure a dashboard that shows in real-time whether the checklists are completed or not



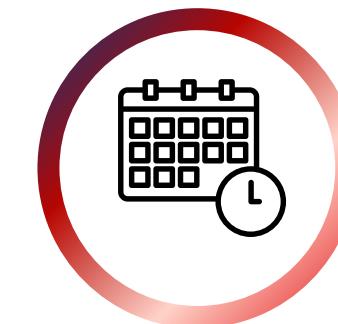
### Profile:

Student in Software Engineering  
or Computer Science



### Required Skills:

Proficiency in JAVA programming  
Mechanical and electrical knowledge



### Duration:

06 Months



### Number of Interns:

02 Interns

# Subject 08: Study and Design of a Wire Damage Sorting System at Zeta-Omega Plant

## Department: Production - Cutting



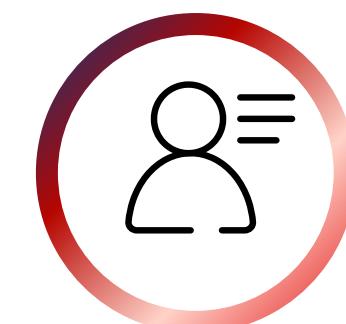
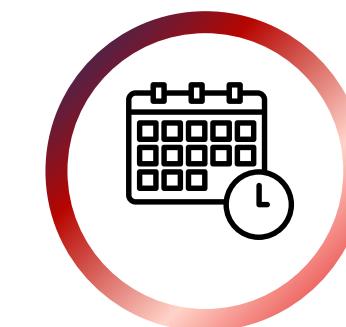
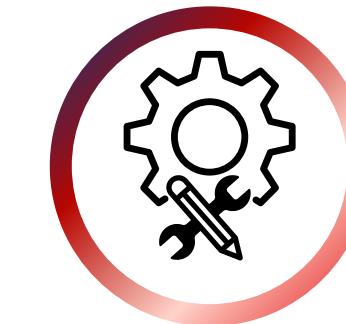
### Description:

Develop a wire damage detection system based on industrial vision.



### Tasks:

- Study the current methods for detecting and sorting damaged wires
- Identify the main causes of defects and their frequency
- Define the requirements
- Design the system
- Implement and test



### Profile:

Student in engineering degree or Master's (Embedded systems / Electronics, etc.)

### Required Skills:

Lean Six Sigma quality tools, Python programming, and industrial vision

### Duration:

06 Months

### Number of Interns:

1 to 2 Interns

# Subject 09: Study and Design of a SUSO Machine Monitoring System

Department: Production - Cutting



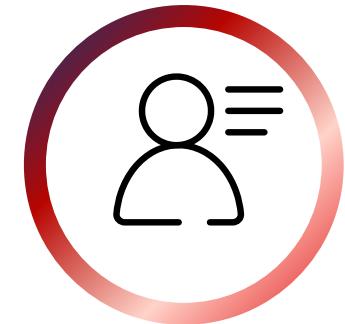
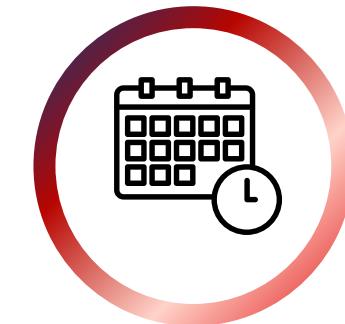
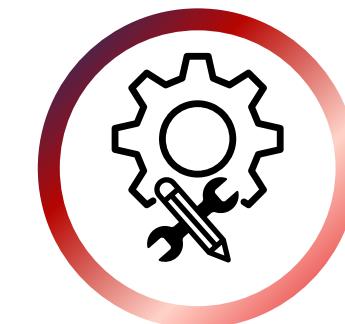
## Description:

Develop a monitoring system based on Rosebery electronic boards.



## Tasks:

- Count the quantities produced
- Track KPIs
- Provide feedback/reporting



## Profile:

Student in Bachelor's, Engineering degree, or Master's (Embedded systems - Electronics, etc.)

## Required Skills:

Lean Six Sigma quality tools, Python programming

## Duration:

06 Months

## Number of Interns:

1 to 2 Interns

## Subject 10: Dashboard for Online failure management

Department: Quality



### Description:

Design and development of a dashboard for better management of the failures detected on the harnesses testing station by quick reaction in the production line.



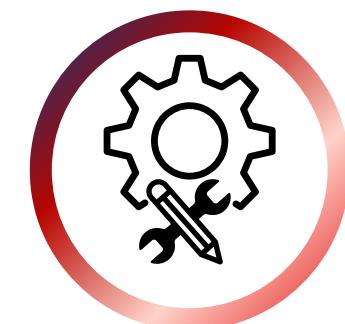
### Tasks:

- Study of initial Situation
- Create automatic export of data from APIMS
- Design and development of the dashboard
- Simulation of the dashboard in production line



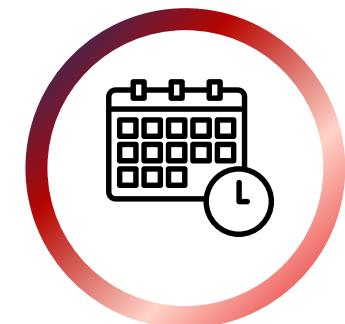
### Profile:

IT Master degree



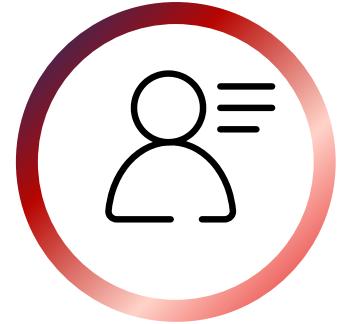
### Required Skills:

VBA, Power BI



### Duration:

06 Months



### Number of Interns:

01 Interns

# Subject 11: Online Daily Check

Department: Quality



## Description:

The purpose of this project is to ensure the digitalization of the entry from the daily check carried-out by controller, to ensure the immediate feedback.



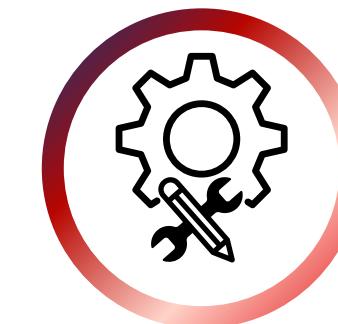
## Tasks:

- Design and development of a digital daily check
- Creation of a Safety Quality-alarm concept in case of deviation
- Simulation of the concept in the assembly lines



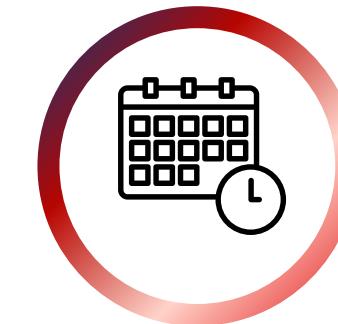
## Profile:

IT Master degree



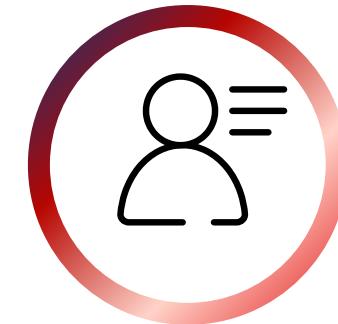
## Required Skills:

VBA, Power BI, Visual Basic



## Duration:

06 Months



## Number of Interns:

01 Interns

# Subject 12: Analysis of Winter Failures of Materials and Optimization of Their Durability

Department: Quality



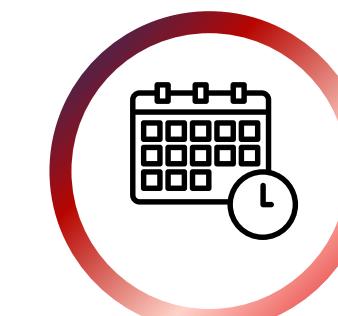
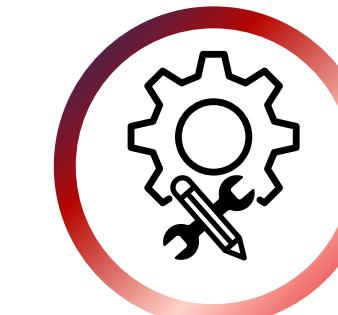
## Description:

This project aims to study the failures of materials subjected to winter conditions (cracking, deformation) and identify solutions to improve their performance and durability.



## Tasks:

- Identify the materials involved and analyze the critical mechanical and thermal properties
- Conduct laboratory tests to simulate winter conditions
- Technical report outlining the causes of failures, the results of the analyses, and recommendations for more effective materials or treatments



## Profile:

Student in Materials Engineering

## Required Skills:

knowledge of material properties

## Duration:

06 Months

## Number of Interns:

01 Interns

# Subject 13: Managerial Accounting

Department: Finance



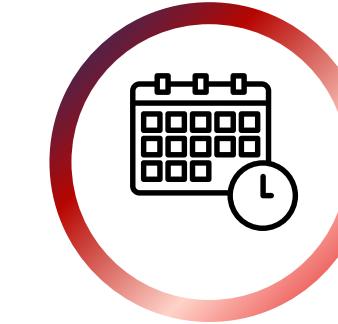
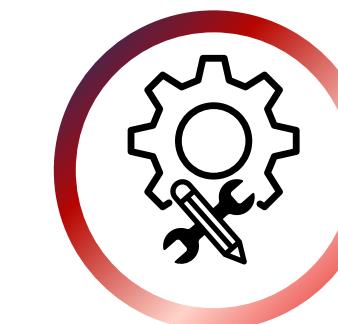
## Description:

Implementing an analytical accounting system in a multinational acting in the Automotiv Industry context.



## Tasks:

- Concepting the cost center and the profit center
- Conceptin the Work flow with all the Stakeholderin accordance with the analytical allocation (Purshasing, prod, Controlling, HR,...)
- Methods for setting allocation keys for indirect costs
- Main reporting deliveries (outputs) and data analysis



## Profile:

Master's Degree Student in Finance

## Required Skills:

Knowledge in management control and cost accounting

## Duration:

06 Months

## Number of Interns:

1 to 2 Interns

# Subject 14: Ergonomics Study and Improvement of Workstations

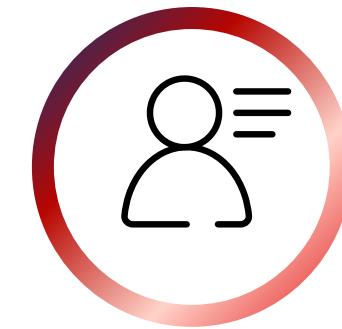
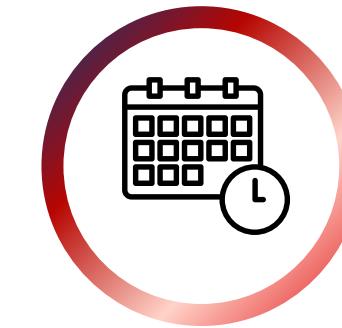
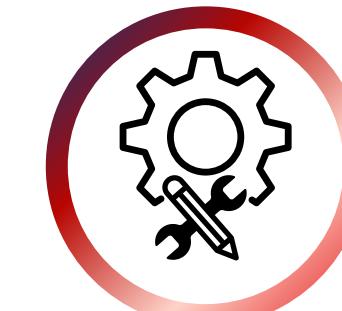
Department: HSE

## Description:

Reduce risks related to fatigue and musculoskeletal disorders.

## Tasks:

- Audit of workstations using tools such as ErgoPro
- Proposal for modifications to tools, postures, or layouts
- Improve operator comfort and reduce incidents related to ergonomics



## Profile:

Master degree in ergonomic

## Required Skills:

knowledge of ergonomic

## Duration:

06 Months

## Number of Interns:

01 Interns



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autoelectric  
Tunisie

**MONASTIR :**  
**ZONE INDUSTRIELLE KSAR HLEL**

# Subject 15: Implementation of Managerial Accounting in a Multinational Context

## Department: Production - Continuous Improvement



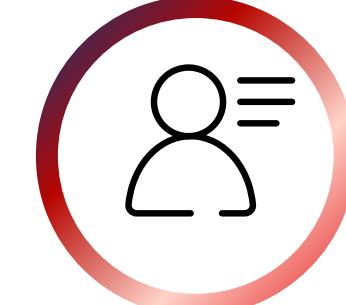
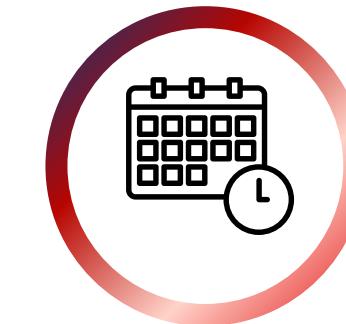
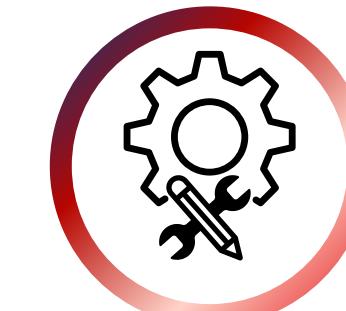
### Description:

Implementation of managerial accounting in a multinational context.



### Tasks:

- Development of a dashboard for production KPIs
- Study the current state
- Determine the KPIs to track (downtime, efficiency, etc.)
- Design a real-time dashboard + validation



### Profile:

Student in Industrial Engineering

### Required Skills:

Power BI

### Duration:

06 Months

### Number of Interns:

02 Interns

# Subject 16: KOSU Method Implementation with Mobile Alerts

Department: Production - Quality - Continuous Improvement



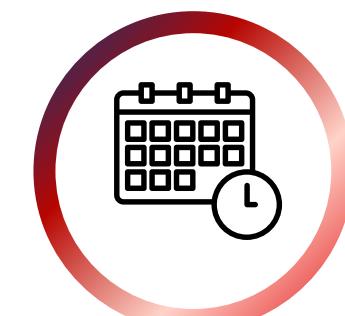
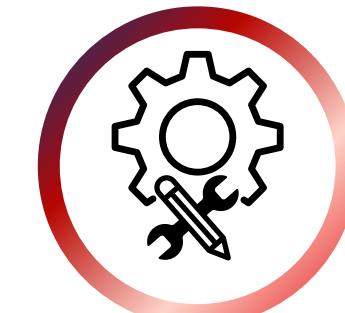
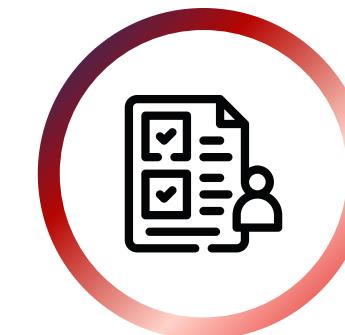
## Description:

Implementation of the KOSU method (digital format) with a mobile application to alert stakeholders.



## Tasks:

- Implement the KOSU method on a specific line
- Determine the thresholds for triggering escalation notifications
- mobile application for notification



## Profile:

Student in Industrial Engineering

## Required Skills:

Power BI, Mobile Flutter

## Duration:

06 Months

## Number of Interns:

02 Interns

## Subject 17: Management Review Database

Department: Quality



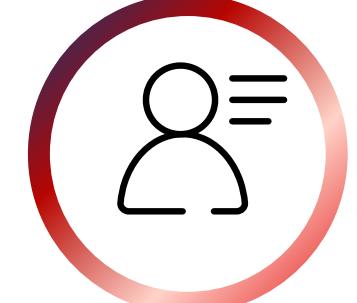
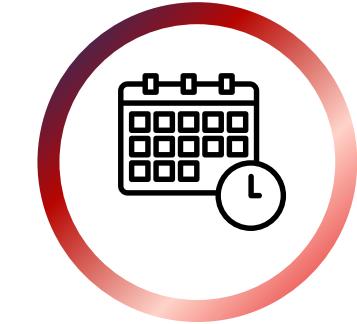
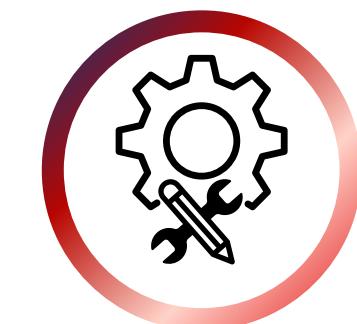
### Description:

Design and development a digital solution in order to managing the management review. This solution should report automatically the necessary KPI.



### Tasks:

- Study of initial Situation
- Design and development of the digital solution
- Simulation



### Profile:

IT Master degree

### Required Skills:

VBA, Power BI

### Duration:

06 Months

### Number of Interns:

01 Interns

## **Subject 18: Online check of climate in warehouse**

**Department: Quality**



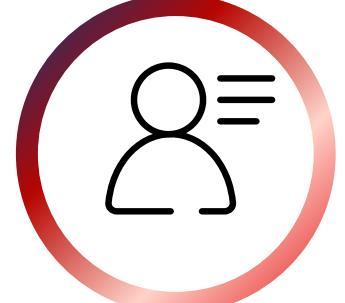
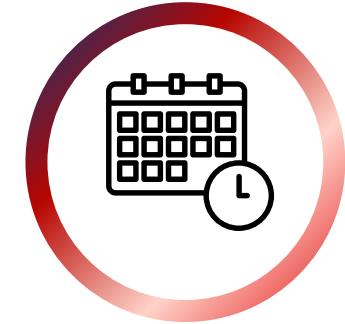
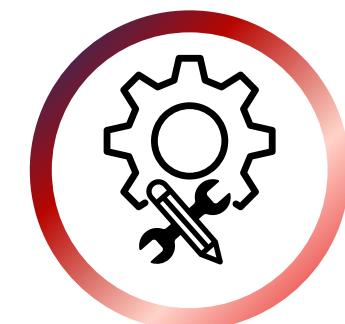
### **Description:**

Design and development of a digital solution for monitoring temperature and humidity indicators in stores, to be able to react in time.



### **Tasks:**

- Study of initial Situation
- Design and development of the digital solution
- Simulation



### **Profile:**

IT Master degree

### **Required Skills:**

VBA, Power BI

### **Duration:**

06 Months

### **Number of Interns:**

01 Interns

# Subject 19: Design and Analysis of a Rotating Vertical Storage System

Department: Engineering



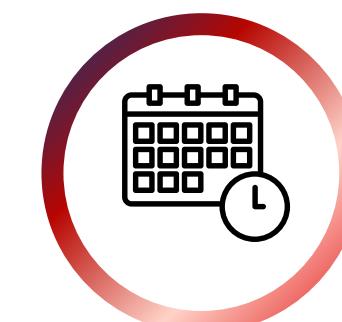
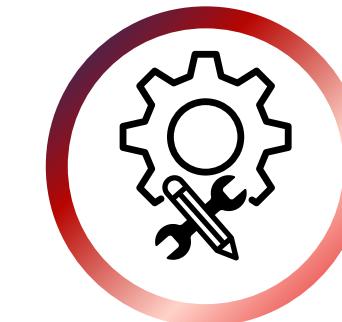
## Description:

Design a rotating vertical storage system to optimize space in industrial environments for copper wire coils or other materials, while ensuring easy and secure access.



## Tasks:

- Mechanical design of the rotating frame and coil supports
- Development of the rotating motorized system and integration of sensors for position detection
- Structural analysis and simulation of the system to validate its strength and efficiency



## Profile:

Student in Mechanical - Industrial Engineering

## Required Skills:

CAD (SolidWorks/Inventor), Mechanical Calculations, Structural Analysis (Ansys)

## Duration:

06 Months

## Number of Interns:

02 Interns

# Subject 20: Design and Analysis of a Test Station with Camera Vision System

Department: Engineering



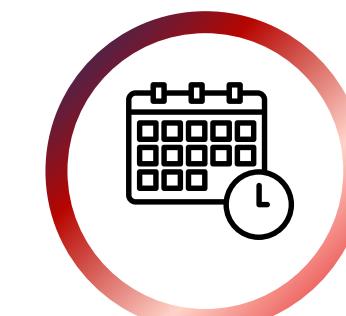
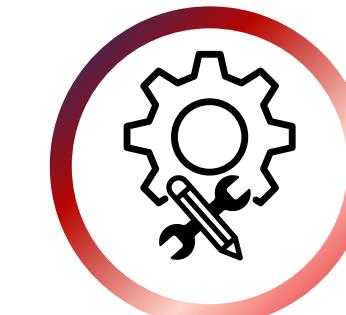
## Description:

Develop an automated station for testing wiring harnesses, integrating a vision system for Real-Time inspection.



## Tasks:

- Development of the station structure and integration of mechanical components
- Configuration of the vision system (Camera, Image Processing) and defect detection
- Programming of test cycles, result monitoring, and development of an intuitive user interface



## Profile:

Student in Mechatronics or Electrical Engineering (Industrial Vision and Automation)

## Required Skills:

CAO (SolidWorks/Inventor), Python, C++, Industrial Vision Systems, Basics of Automation (Siemens/Arduino)

## Duration:

06 Months

## Number of Interns:

02 Interns

# Subject 21: Design of a Compact Laser Engraver for Industrial Marking

Department: Engineering



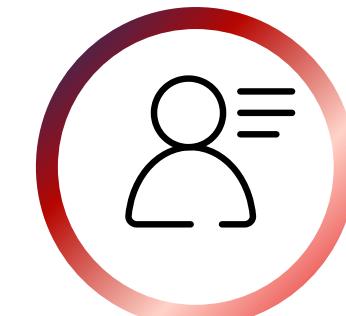
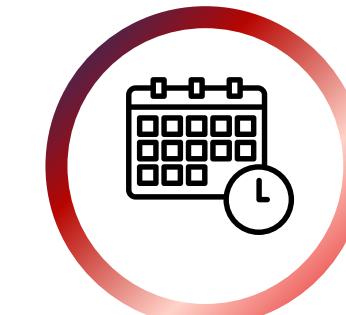
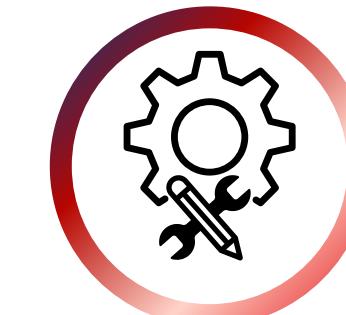
## Description:

Design a compact laser engraving machine for marking industrial parts in POM-C and steel, tailored to the needs of durable and precise identification.



## Tasks:

- Design of the frame and supports for precise positioning of objects to be marked
- Integration and adjustment of the CNC system with laser and its electronic components



## Profile:

Student in Mechanical Engineering or Mechatronics (Laser Systems and Automation)

## Required Skills:

CAO (SolidWorks/Inventor), Laser Optics, Basics of Automation and Electronics, Rapid Prototyping

## Duration:

06 Months

## Number of Interns:

02 Interns

# Subject 22: Programming of the Rewinding Machine

Department: Engineering



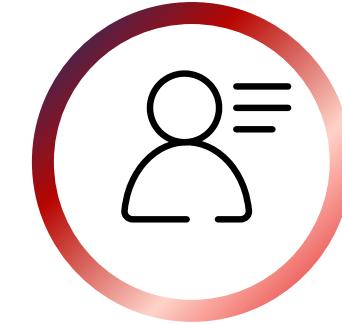
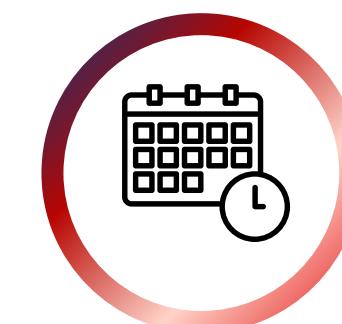
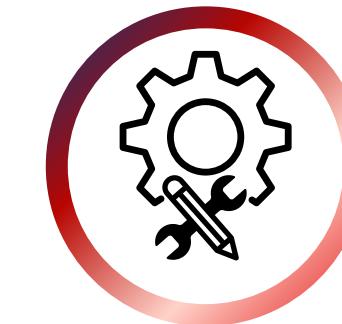
## Description:

Ensure the programming of the rewinding machine using the Siemens Programmable Logic controller and applying Ladder logic programming language.



## Tasks:

- Configuration and parameterization of the siemens programmable logic controller (selection of modules and I/O)
- Development of the ladder logic program, including operation sequences and safety protocols
- Simulation and testing on the machine, cycle optimization, and creation of maintenance procedures



## Profile:

Student in Electronics or Industrial Computing

## Required Skills:

Tia Portal, Langage ladder, Grafcet

## Duration:

06 Months

## Number of Interns:

02 Interns

# Subject 23: Mobile App for Technician Availability and KPI Dashboard

**Department: Maintenance**



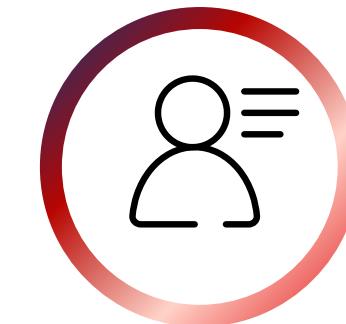
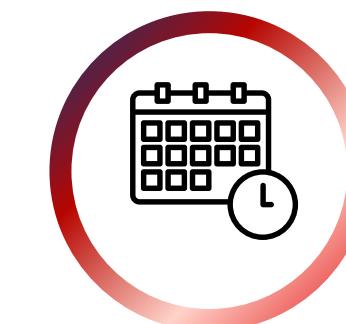
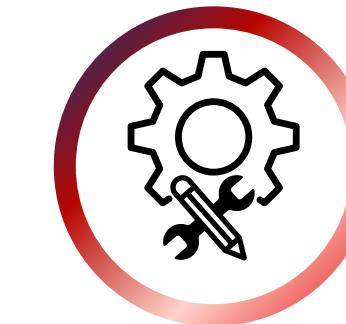
## Description:

Mobile application to manage the availability of maintenance technicians, while also allowing us to develop a dashboard for 'Downtime, MTTR, MTBF'.



## Tasks:

- Study the current state
- Design a mobile application that will allow us to verify the skills and availability of technicians



## Profile:

Student in Maintenance Industrial, Electrical, or Mechanical Engineering

## Required Skills:

Mobile Flutter

## Duration:

06 Months

## Number of Interns:

02 Interns



## **Subject 24: Modernizing the existing work processes through digital tools using AR technologies to clarify data sets and workflows**

### **Department: Research and Development**



#### **Description:**

Our aim is to clarify intricate data sets and workflows, turning abstract information into easy and actionable insights, allowing workers to interact with and understand complex data in a more intuitive way.



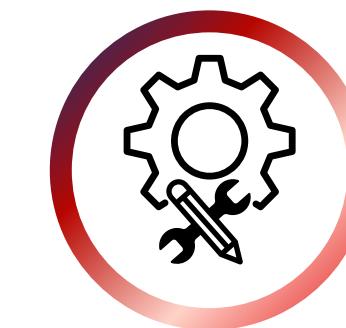
#### **Tasks:**

- Real- Time and monitoring
- Interactive content creation
- Predict workflow optimizations



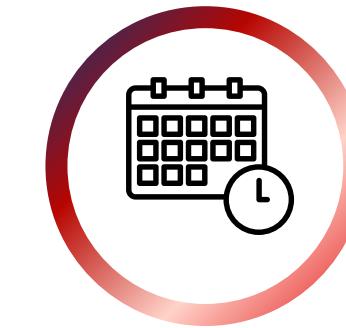
#### **Profile:**

Student in Mechatronic or Electrical Engineering



#### **Required Skills:**

3D Modelling and animation, Knowledge of programming languages C#, C++, or Java



#### **Duration:**

06 Months



#### **Number of Interns:**

02 Interns

# Subject 25: Development of a Comparative Analysis of Technical Drawings Using KBL Files

## Department: Research and Development



### Description:

Create a system or tool to analyze, compare, and extract key information from KBL (Keyline Binary Language) files to assist engineers and designers in reviewing and optimizing designs.



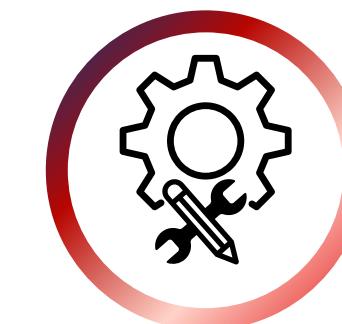
### Tasks:

- Develop software for visualizing KBL files to aid in design understanding and review
- Implement a comparison function to allow users to compare multiple KBL files for design differences and improvements
- Extract meaningful insights from KBL files to support design verification and decision-making
- Ensure the tool offers value for design verification and continuous design improvement



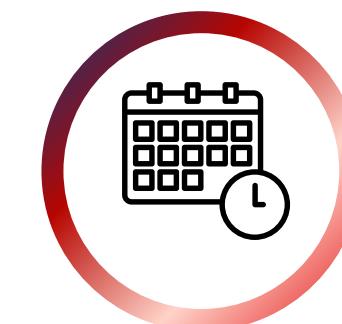
### Profile:

Student in Electrical or Industrial Computing Engineering



### Required Skills:

programming languages like C#, C++



### Duration:

03 Months



### Number of Interns:

01 Interns

# Subject 26: Impact of Law No. 41-2024 on Cash Management and Supplier Payments

Department: Finance



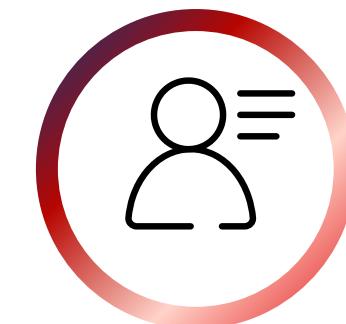
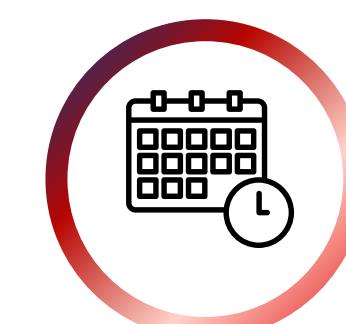
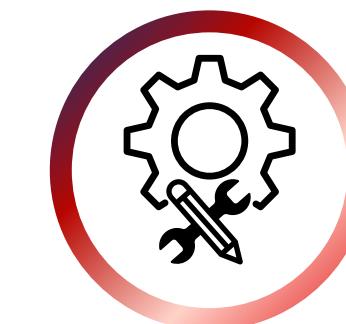
## Description:

This project aims to study the impact of Law No. 41-2024 of 2 August 2024 about the new Regulation of Check on Cash Management and Supplier Payments process.



## Tasks:

- Difficulties in implementing the BCT Circular 2024-14 of 21 November 2024
- Change of the financial information system to comply with the new check payment system
- Additional control to be performed by the Bank on the provision and check amount limitation
- How to harmonize between the finance group policy (for multinational companies) with the requirements of the new check law



## Profile:

Master's Degree Student in Finance

## Required Skills:

knowledge of financial and banking regulations, Skills in cash management and optimization of payment flows

## Duration:

06 Months

## Number of Interns:

01 Interns



**NABEUL - SOLIMAN:**

**DHARI ROUTE SOLIMAN**

# Subject 27: Process capability analysis using Xbar R of the compression process

Department: Quality



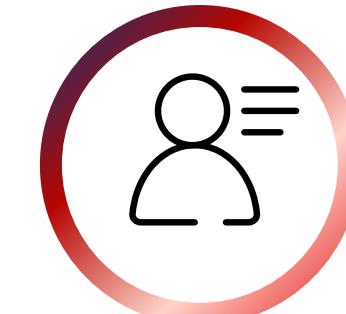
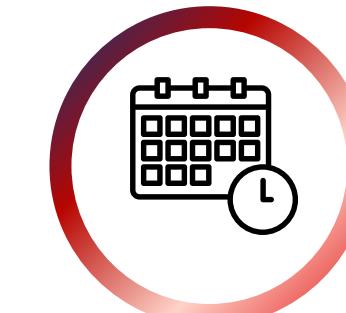
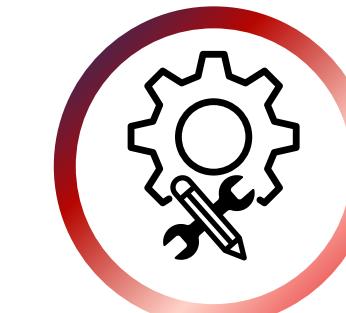
## Description:

Implement a documentary and informational system for the process capability analysis of compression.



## Tasks:

- Design information documentation for capability analysis of a process using  $\bar{X}$  and R Chart



## Profile:

Industrial Engineering

## Required Skills:

Statistical analysis, process capability

## Duration:

06 Months

## Number of Interns:

01 Interns

# Subject 28: Chain carousel rotation module change

Department: Maintenance



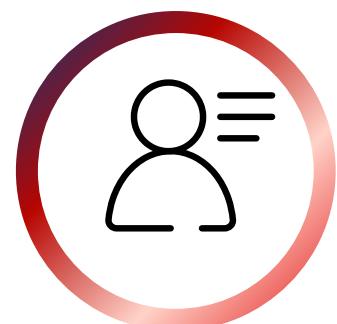
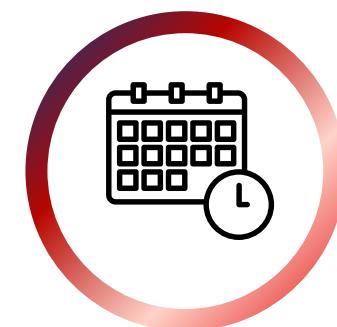
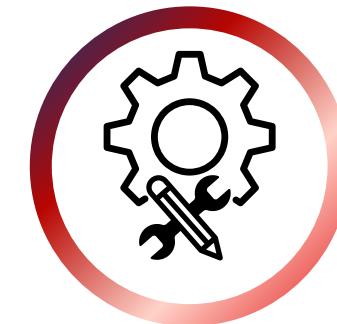
## Description:

Actual :The carousel line work in contained rhythm and with a potentiometer.



## Tasks:

- Change the line to the rhythm of stop and go with a display that represents the quantity produced and the objective



## Profile:

Mechatronics Engineering

## Required Skills:

Automation, electronics, mechanics

## Duration:

06 Months

## Number of Interns:

02 Interns

# Subject 29: Implementation of the KANBAN system in SAP

Department: Logistics



## Description:

Management of material requests from the warehouse via the KANBAN system in SAP.



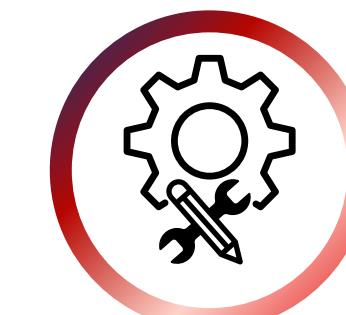
## Tasks:

- Create and organize Kanban cards for products and production lines
- Configure interfaces between SAP and the physical inventory management process



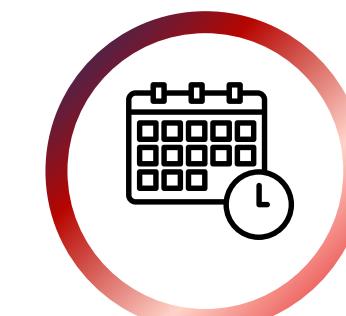
## Profile:

Student with knowledge in



## Required Skills:

SAP system, expertise in stock management and material flow



## Duration:

06 Months



## Number of Interns:

02 Interns



## **Subject 30: Modernizing the existing work processes through digital tools using AR technologies to clarify data sets and workflows**

**Department: Research and Development**



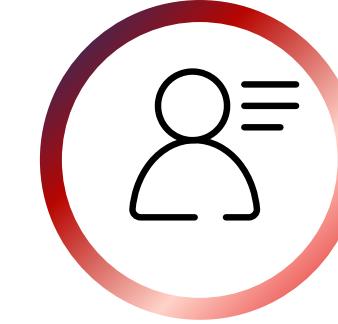
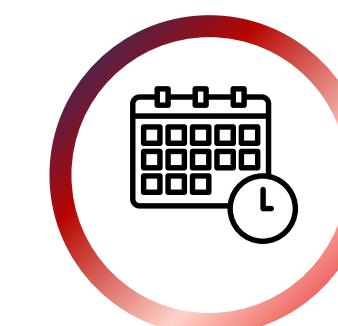
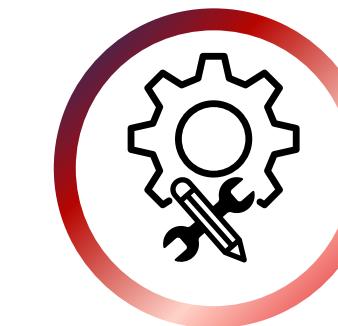
**Description:**

Our aim is to clarify intricate data sets and workflows, turning abstract information into easy and actionable insights, allowing workers to interact with and understand complex data in a more intuitive way.



**Tasks:**

- Real- Time and monitoring
- Interactive content creation
- Predict workflow optimizations



**Profile:**

Student in Mechatronic or Electrical Engineering

**Required Skills:**

3D Modelling and animation, Knowledge of programming languages C#, C++, or Java

**Duration:**

06 Months

**Number of Interns:**

02 Interns

# Subject 31: Creation of a 3D Component Database and Management System Using a Defined Algorithm

## Department: Research and Development



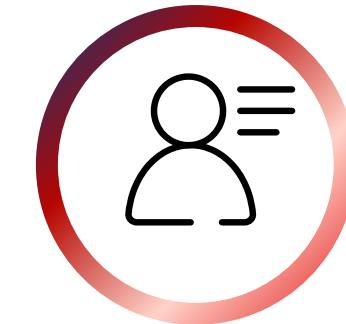
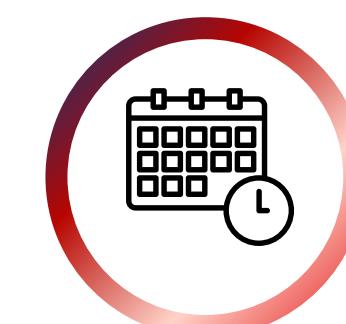
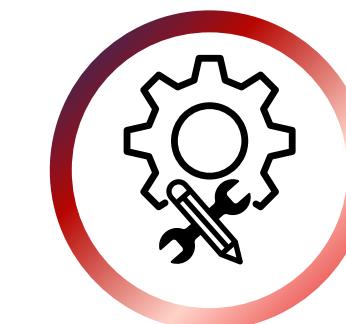
### Description:

This project focuses on creating and managing a database of 3D components, incorporating a specific algorithm to handle their organization, retrieval, and manipulation.



### Tasks:

- Develop a robust system for storing 3D models and managing metadata
- Use Unity for visualization and management of 3D assets
- Enable efficient querying and transformation of 3D components
- Support various applications like game development, industrial design, and simulations
- Optimize performance for handling large 3D model sets
- Test and validate the system for robustness and efficiency



### Profile:

Student in Mechatronic or Mechanical Engineering

### Required Skills:

3D Modelling and animation, Knowledge of programming languages like C#, Python

### Duration:

06 Months

### Number of Interns:

01 Interns

# Subject 32: Development of an Automated Reporting Solution

Department: IT- Security



## Description:

Design and develop a solution that automatically generates reports in various formats, imports data from APIs/row files, processes the data and project models, and customizes and delivers the reports.



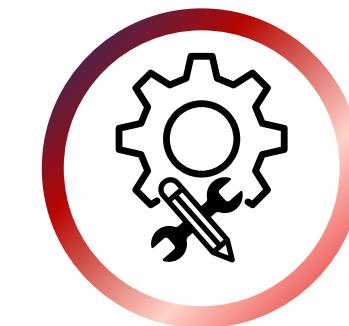
## Tasks:

- Learn the purpose of the reporting solution, target users, and key deliverables
- Research tools and frameworks
- Learn how to connect to external APIs or other data sources
- Develop scripts or queries to extract data from identified sources
- Report design and prototyping
- Automation development
- Testing and debugging



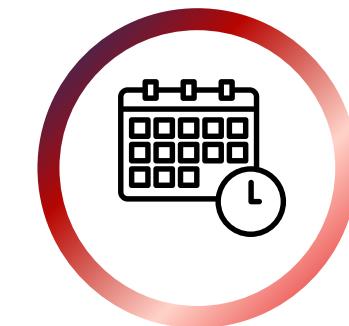
## Profile:

Student with knowledge in web development, and data processing



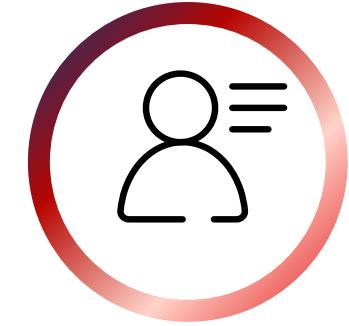
## Required Skills:

Web Development (HTML, CSS, JavaScript...), Python



## Duration:

06 Months



## Number of Interns:

01 Interns

# Subject 33: Implementation of a Supplier Evaluation System

Department: Purchasing



## Description:

This project aims to assess the performance of suppliers.



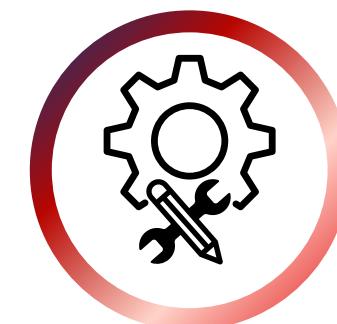
## Tasks:

- Analysis of the existing situation
- Creation of supplier evaluation processes
- On-the-ground implementation of the process



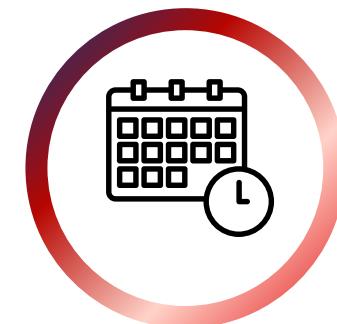
## Profile:

Student in international business with knowledge in purchasing and logistics



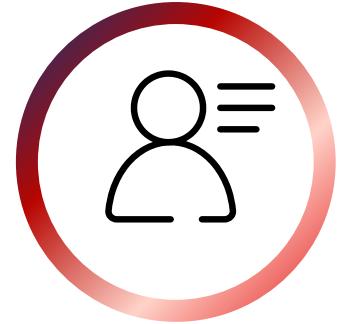
## Required Skills:

SAP, Advanced Excel



## Duration:

06 Months



## Number of Interns:

01 Interns

# Subject 34: Transfer Pricing in an International Group in Tunisia

Department: Finance



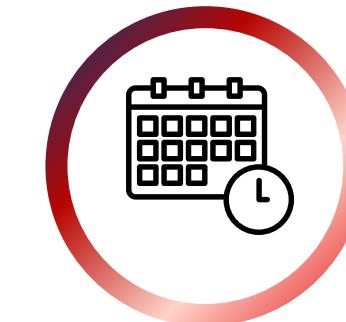
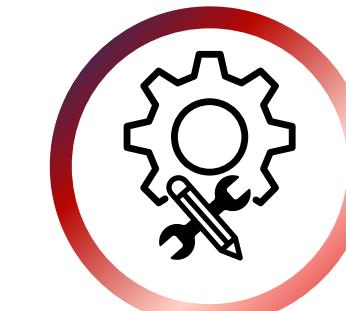
## Description:

This project is to transfer Pricing in an International Group in Tunisia :  
Calculation Methods and Major Tax Risks.



## Tasks:

- The different methods of calculating transfer pricing
- The main tax risks associated to transfer pricing
- Setting an acceptable gross EBIT margin range per business sector to be acceptable for tax authorities
- Studying the risk of a permanent establishment of a multinational Group in tunisia
- The withholding tax risks associated to the royalties, management fees and Licence charged by parent companies
- Evaluating the added Value by The competence center (HQ Center) in Tunisia and the best practice to reinvoice them to the parent company



## Profile:

Master's Degree Student in Finance

## Required Skills:

Knowledge of transfer pricing principles and international tax regulations, tax compliance and risk management

## Duration:

06 Months

## Number of Interns:

01 Interns

# Subject 35: Creation of a Competency Framework Optimized by AI

Department: HR & IT



## Description:

This project is to design a competency framework optimized by artificial intelligence. It involves using AI tools to identify, organize, and track the technical and behavioral skills required for each position, while ensuring dynamic updates and personalized recommendations.



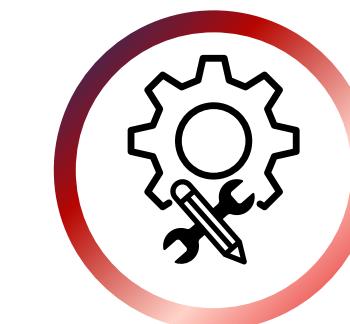
## Tasks:

- **Competency Needs Analysis:** Collaborate with departments to identify key skills for each position through interviews and surveys
- **Competency Framework Creation:** Develop a digital platform to organize competencies and include proficiency levels
- **Existing Competency Audit:** Assess employee skills using digital tools and AI algorithms to identify gaps
- **AI Optimization for Continuous Development**
- **Implement AI features for personalized development paths and automatic alerts for training opportunities and development goals**



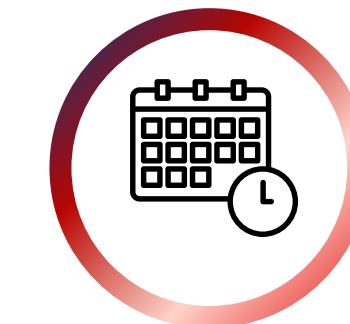
## Profile:

Student in Software Engineering or Computer Science



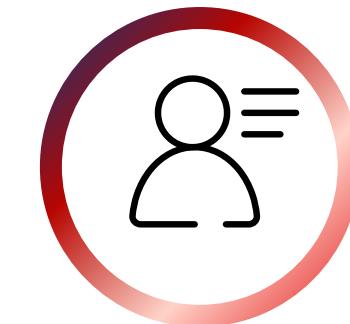
## Required Skills:

Python, React, Angular, Django, Machine Learning and AI, Data Analysis



## Duration:

06 Months



## Number of Interns:

02 Interns

# Subject 36: Digitalization of Annual Performance Reviews

Department: HR & IT



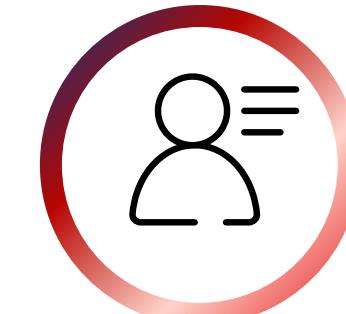
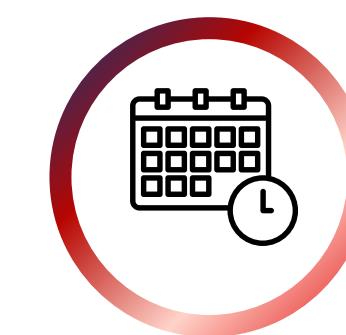
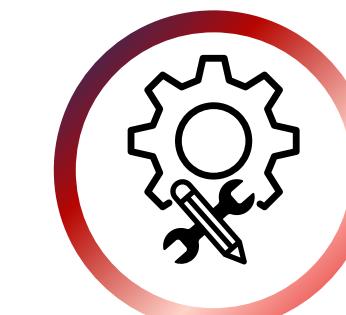
## Description:

The project involves designing a mobile or web application to replace the paper format of annual performance reviews. This application will centralize data, simplify the evaluation process, and leverage AI-based analysis tools to exploit the collected information, with the goal of improving talent management and tracking action plans.



## Tasks:

- **Analyze the existing Process:** evaluate current annual review process and identify challenges with paper format
- **Design the application:** define key features (digital forms, data storage, dashboards, goal tracking) and create an intuitive interface
- **Develop the application:** build the mobile or web
- **Integrate data management:** Implement a secure data management system (cloud or internal server)
- **Leverage AI for Data Analysis:** use AI tools to identify trends, skill gaps, propose development plans, and automate action plan recommendations



## Profile:

Student in Software Engineering or Computer Science

## Required Skills:

Flutter, React Native, Angular, Data analysis, Database management (SQL, MongoDB), AI and Machine Learning

## Duration:

06 Months

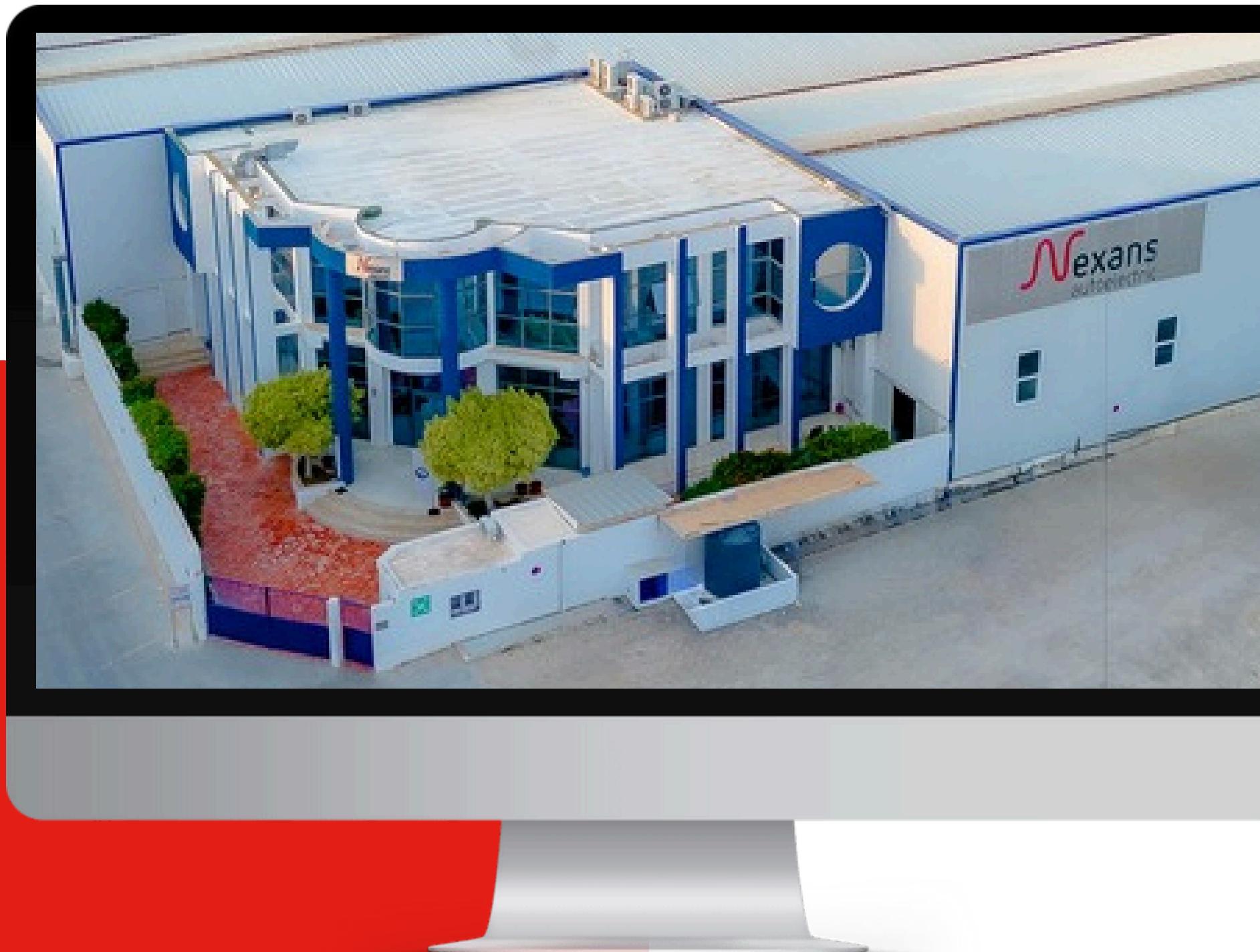
## Number of Interns:

02 Interns

# Our Advantages

- ▶ Soft Skills Development
- ▶ Networking Opportunities
- ▶ Industry knowledge
- ▶ Collaborative Teamwork





## Our Contact

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-  [www.autoelectric.com](http://www.autoelectric.com)
-  [Act-Jobs@autoelectric.com](mailto:Act-Jobs@autoelectric.com)
-  [Jobs@autoelectric.com](mailto:Jobs@autoelectric.com)

