



Giancarlo Selci

Founder

Mr Selci, next year you will celebrate your eightieth birthday...

«... and there is still so much that I have left to do. That's the way I am; it is in my nature to carry on, do things... Today things are more difficult because, luckily, Biesse is much bigger than it used to be: we have many technical departments and, for someone like me, who loves tinkering with projects, going into the workshop, "breathe" the smell of the factory, it is certainly more demanding. Particularly because I am getting on!

I am in love with my company, maybe even more so in these recent, challenging years. When, at a given time I decided to go back to the fray I was only thinking about Biesse, about the three thousand families that depend on the company. Then I decided to go back to help out and do whatever I could, on the back of my experience. I took the responsibility of taking over the helm once again, even if I knew it would be a tall challenge... It paid off. We worked well and we continue

Mr. Selci, which have been your best ideas, the inventions that you like to look

«There have been many, luckily, and maybe - today I can admit it - I have been unable to exploit them as well as I could have. I tell you why. At the beginning of Biesse's history, electrospindles were only manufactured using cast iron, then machined, and gosh, were they heavy... at some point time I had the idea of manufacturing them using an extruded aluminium profile. You cut it to length, milled the housing for the stator then drilled some holes and what not... and let's not even talk about the lightness of the entire thing. Unfortunately I did not patent the idea. I made the same mistake when, always as a first, I thought of using the same extrusion process for machine tops. Even in this case I did not think about protecting myself with a patent. And again: I invented the independent spindle head, once again without patenting it. We were the first to mount racks instead of ball screws... ideas that I underestimated at the time, also because we had so many of them... nowadays people would patent even a sheet of paper and whenever you want to develop a new idea you need to spend weeks analysing what you can and can't do. It almost looks like today innovation is something that is only the prerogative of lawyers and experts who fill Patent Offices!».

And so the passion cools off?

«Never! If I did not have the same passion, I would have a lie-in every morning! Clearly, the passing of time cools off some emotions, but luckily I am always filled with the desire to do so many things and no one can take my enthusiasm away. Even if this is not what is missing: today, I would like to stress it again, we have to deal with much more complex realities that require efficient and effective organisations. However, people must learn to talk more, to communicate directly with each other, to be more curious about what their colleagues in other offices are doing, to go and see things first hand, ask, learn, share. We cannot just send e-mails. We need to communicate...

Thinking about it, it is not easy to keep the same level of passion in a Country where hundreds and hundreds of companies shut every day».

And what about Biesse? What roads are you going to tread in future?

«We will keep on doing our job, even better than before. We will focus even more on plants for large production capabilities. We are also trying to ensure that processing centres are tools capable of giving craftspeople the possibility of creating beauty more easily, of doing more and better things.

We want to strengthen our presence in markets all over the word with the same ability to deliver innovation, just like we have done in recent years with our software programs, making sure that everybody can manage our machines with the utmost ease. I dare to say that today we sell Biesse machines not only because they are beautiful, but also because they have an interface that they can be programmed with, which becomes easier to use with every day that passes».

And what is still left to do in Biesse?

«I would like to answer you by telling you what I would very much like to do, on a personal basis: start again from scratch! Have 50 hectares and build a large, even more intelligent factory, a brand-new plant where each process step is optimised. Because today very high costs come from logistics, from inefficiencies, from having to deal with manufacturing plants that were added on a piecemeal basis, when new space needed to be found. I would really like to start everything from scratch... we would produce with the same quality but with a lower cost basis: we would have mechanical processing to one side, assembly to the other, shuttles that link all departments according to a well thought-out production logic, in line with the Lean Production approach that we adopted years ago and that has enabled us to reduce waste to produce more and better. And then being able to focus on research, innovation, on what to do in order to enable the users of our machines to do even more and better things; maybe hire a dozen or so of new engineers to realise the many ideas that are still going through our



Geacearlo Selv



biesse.com/magazine

Fimma

Where /

Bento Gonçalves (RS), Brazil 16-20 March 2015

In collaboration with its dealers Gati. Dancamac and Sti Technology, in an area spanning 800 square meters, Biesse presented a range of solutions for the furniture industry, with a focus on high technological content. The goal: to reiterate the absolute necessity of making strategic business choices in terms of more efficient production and technologically advanced solutions.



«We were able to target





West Coast showroom

North Lance Lane, Anaheim, California 4-7 March 2015

Continuing to expand our North American presence, Biesse Group held grand opening for new West Coast Showroom and Service Center. "We are excited to open the new Biesse Group facility on the West Coast." said Federico Broccoli, President and CEO of Biesse America and Biesse Canada.





2015 event coming up

AWFS Las Vegas, USA 22 - 25 Jul

Shanghai, China 8 - 12 Sept

Woodmac Jakarta, Indonesia 17 - 19 Sept

Marmomacc Verona, Italy 30 Sept - 3 Oct

Inside Biesse

Pesaro, Italy

15 - 17 Oct

technology to process advanced materials on stage at Plast exhibition. The group consolidates its presence

May

Plast

Milano, Italy

5-9 May 2015

in the market with dedicated solutions designed for a growing sector. A team of sector experts, capable of interpreting and anticipating business needs, designs and develops high-tech machinery for the manufacturing of products for the packaging, visual communication, building and industry.

The Biesse cutting-edge

Vitrum Milano, Italy 6 - 10 Oct

Opening of the largest showroom in North America Charlotte, USA, Fall



Interzum

Guangzhou, China 28-31 March 2015

machines and technologies tailored for the Chinese market, focusing our efforts on innovative products designed to meet the demand for high volumes, as well as the growing need for flexibility». This is Biesse's strategy in China, as explained by Federico Broccoli, director of subsidiaries for Biesse Group. He also introduced Peter Lin, the new commercial director of Biesse China, who took up the role last

Inside



Biesse Group has always been characterized by a strong technological vocation that has made innovation its strong point. Starting with this, coupled with a solid organizational structure, we are now undergoing an ambitious growth plan that has the products and network at our focus.

Our development plan on the products for wood, glass and stone working machineries sees a greater attention to integrated production systems, particularly machines and systems that respond to the growing demand for flexibility associated only to large scale enterprises in the past. We are now at the forefront of a new industrial revolution - a revolution that aims to bring high output numbers with tailor-made values of artisan production.

Our strategy is strongly focused on the Biesse Group network. We are convinced that the only way to get close to our clients is to be present in person and we are pursuing this with the continuous expansion of our global sales and service network. It is with this conviction that Biesse Group has decided to consolidate its presence in Asia through a new premises that will enrich and empower the organization already present in the territory for many years.

Thanks to this facility, to a team of competent personnel and to the advanced management technologies as Cisco Infrastructure, Oracle systems for Accounting and Service and a CRM system from Salesforce.com, we are well positioned to elevate our service level and to achieve above average performance and ambitious targets (amongst them, a fast response time and 90% same-day shipment of parts).

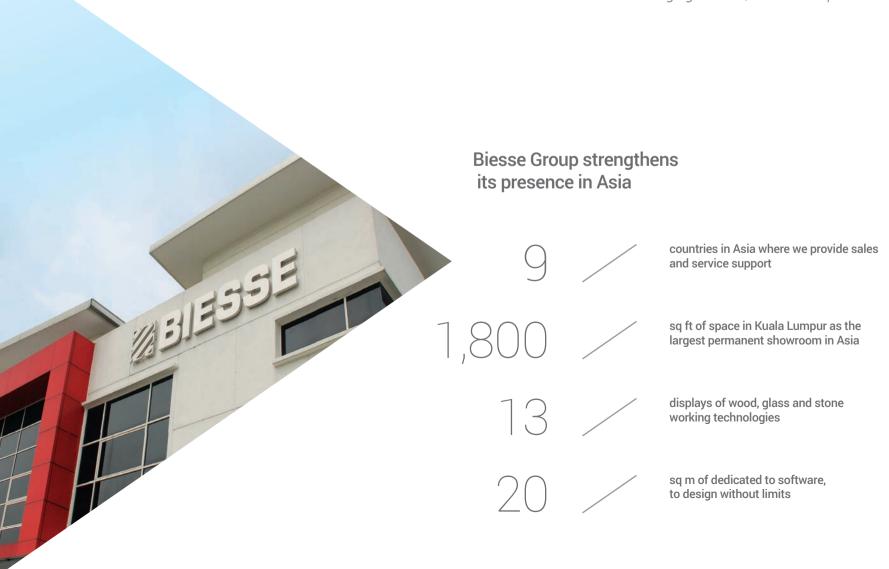
In our promise to continuously invest and develop advanced software solutions that are able to respond to a variety of production needs, including the most complex, without losing sight of user friendliness, we have introduced bSolid. This software is an evolved and innovative platform of design and programming, entirely developed by our in-house software team to specifically meet the needs of users. Through an intuitive interface and advanced functions, our software engineers were able to match ease of use to extremely complex operations, making communicating with machines a pleasurable experience. Going from an idea to a finished product has never been this simple

Throughout the year, Biesse Group Asia is organizing many events at our headquarters, and we are also participating in trade shows and seminars in the various territories we oversee.

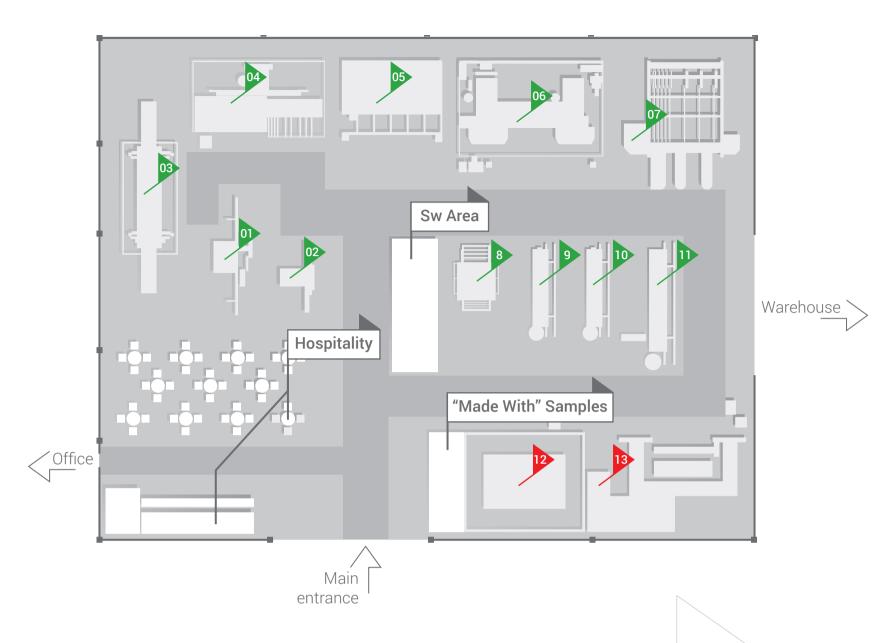
On behalf of the team in Asia, thank you for your continuous trust and support all these years, and we look forward to many more successful collaborations to come.

Mr. Daniele Campetella

Managing Director, Biesse Group Asia







Wood

Drilling and routing:

01 / Brema Eko 2.1

02 / Skipper V31

03 / Insider FT2

04 / Skipper 100

05 / Rover Gold

06 / Rover A Edge

Panel sizing:

07 / Selco WN 6

Sanding:

08 / Opera 5

Edgebanding:

09 / Spark 4.3

10 / Jade 340

11 / Roxyl 5.5

Glass

Cutting Table:

12 / Genius 37 CT

Working Centre:

13 / Master 33

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In the early '80s in Biesse, machines were supported by electronic devices consisting of simple control systems, where the operator had to wrestle with indirect programming. Through text files, the movements of the machine were described, and the effect of this was the desired machining operation of the piece in question.

Over the years, the evolution of machinery and control systems has begun to offer an increasingly rich range of high-performance features (which has unfortunately led to increased complexity in managing these systems), whilst programming tools have remained substantially unchanged.

As such, in the '90s a demand for abstraction emerged, making the shift from machine programming to a part programming through a more comfortable and visual description process. And **CAD/CAM** was born, greatly simplifying the way in which the piece and the machining operations were described. The new software translated the desired transformation processes into machine operations and movements. While these tools certainly constituted an improvement, many activities nonetheless remained the responsibility of the operator, who needed to know, learn and organise, experiment...

For some years Biesse has invested heavily in software, with the primary objective of bringing the machine down to a more accessible, human level, as far as possible rendering the complexity of using and programming machines more simple, interpreting the concepts of **Factory 4.0** and adopting these fully. A few examples of the ways in which these concepts have been interested include the digitization of the machines and pieces to be machined, allowing for the analysis of results before the actual work begins, through a dynamic simulation, and the management of the production process via information shared in real time between various machines in a factory, which work together to create the desired objects.

Digitalisation and simulation

The economic crisis which has dominated the last decade has awoken one of the worst phantoms that our production system could possibly imagine - the fragmentation of demand, a decline in volumes and excessive product customisation leading to increased costs: the so-called "Batch-One". Producing pieces which are often unique, with tools and processes from the industrial environment of the '90s and early 2000s, is not sustainable.

For this reason, Biesse has developed programming systems such as **bSolid**, which allow users to graphically describe what they want to achieve and to automate almost 100% of the design, engineering and optimization of the product, through the use of the most cutting-edge modern technologies, developed on the basis of in-depth studies in the field of operations research and artificial intelligence.

Heavy investments in the field of extrapolation of dynamic control logics for machines, computer graphics, mathematics and applied physics have led to the creation of a tool that can simulate what will happen in the machines with astonishing precision. The machine then works to achieve the end result, the

Biesse and the Industrial Revolution 4.0

object that the user has conceived and designed. Through a 3D simulation based on the construction drawings of the machine, the working process movements are closely monitored and checked for consistency, using these sophisticated control systems. At the same time, the user can view the piece as it slowly takes shape as the machine works, until the finished result is obtained, checking the accuracy of the piece before it has physically been produced

Increased confidence in using machines is an additional result of these developments; the entire machining process is performed on a digital model of the component, using the same software that will be used on the real piece. As a result, users can engineer a product in the most minute detail, before making it for real. Through this technology, Biesse has therefore concretely implemented one of the key foundations of the **Industrial Revolution 4.0**.

Controlling the factory

Production management is key, both for small artisan producers and for large companies. To date, given the prevailing logic of "Batch-One", it is hard to even consider a production time of more than a few hours. Efficiency is king, even in identifying inefficiencies. The factory of the future is "intelligent" according to this definition.

To this end, Biesse has developed **bProcess**: a software package equipped with smart tools for product engineering through automatic integration between machines. Machines in a factory which control the various stages of machining operations, and are interconnected, can register with bProcess, providing information on their working "ability", literally saying to the factory: «Here's what I can do for you».

Based on incoming orders, product components that need to be made (taken from a previously-created archive using design systems of which bSolid is an example), the software then distributes the workload to the machines according to their working "attitudes". Each phase of the production process is controlled and monitored using automatic part recognition systems (labels with bar codes, RFID, etc.).

Every operation completed by the machines is communicated and recorded by bProcess in real-time, thus allowing the user to view the production status, to react to any unexpected events, and to identify any inefficiencies in the production process at any given time.

The attention to detail in engineering of this software has been exceptional: a network cable, a configuration and a new machine are ready to join the "team" in my digital factory, and are immediately integrated into the working context.

Filippo Bostrenghi Software Director

Roberto Astolfi Automation Manager

bSuite



bSolid is a 3D cad cam software application that supports the performance of any processing operation thanks to the use of vertical modules designed for specific production processes.



For the doors and windows market, Biesse has developed **bWindows**, the bSuite plugin for door and window frame design that provides unparalleled capabilities.



For Nesting processes, Biesse has developed **bNest**, the bSuite plug-in that allows the user to easily organise their nesting projects while at the same time reducing material consumption and processing times.



For the design of the shaped edgebanding process, the company developed **bEdge**, the bSuite plug-in that exploits the suite's design and simulation capabilities to easily create the edges of even the most complex components.



bCabinet is the bSuite plug-in that ensures complete control and optimisation of the furniture design and production process, thus allowing excellent efficiency levels to be obtained



Efficiency is fundamental, even in terms of identifying any inefficiencies. That's why Biesse has developed **bProcess**: a software package featuring smart product engineering tools with automatic machine integration



Ligna 2015



Think4ward has been the Biesse's motto for this show. It has actually been the spirit which animated the entire team since the very beginning of the project. It has been a great challenge for our company. We almost doubled the space compared to the previous edition, we decided to show the latest technologies both for big industrial plants like the Batch-One integrated line, as well as a comprehensive range of software and solutions for smaller companies. It has actually been one of the most important marketing investment since many years. And it proved to be really successful.

As stated by our General Manager Stefano Porcellini, at Ligna 2015 we have experienced a double digit growth in terms of results and the biggest order intake ever. Also smaller customers are definitely orienting their choices on integrated solutions, like saw centers with automated magazines and NC Nesting cells. Ligna was also the occasion to unveil the latest technological innovations, like for example the new Viet Opera R, a complete new concept in the sanding solutions employing a robotic arm to obtain perfect finishing on complex panels.

We proved that with our software and automation we are really supporting our customers' competitiveness for the era of the 4th Industrial Revolution.

Viet Focus on Opera R

The new **Opera R** is only one of the Viet innovative automated sanding machine on show at Ligna. Discover more watching the video from Biesse's booth at Ligna!



Watch the video

Hall 25 and more...

Biesse Tecnosystem

It is the fruit of the union and synergy between big names in the global industrial industry: Biesse and Tecno Logica, specialising in special and custom-built plants.

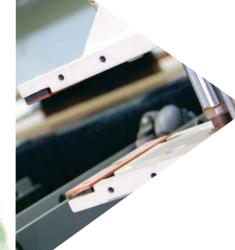


Batch-one Focus on **NextStep**

Latest frontier in flexible cutting on display at Ligna 2015. Watch the video to discover how the new flexible beam saw with double router guarantees the perfect squaring of the component.



Watch the vide



Selco range Focus on **X-Feeder**

See how X-Feeder automatic loading and labeling system has renewed with automation single cutting lines machines.



Watch the video

More than wood

Products manufactured by Biesse machines for advanced materials, with the new Plast range.

Robotation Academy

A space focusing on automation technology, like an electrospindle by the Mecathronic division of Biesse Group. This is one of our solution for the industry 4.0.



Mastersaw 625 Double table

Creativity and know-how are combined together in the new cutting centre signed by Intermac

Mastersaw 625 doubletable:

Is able to transform slabs of marble / granite in the finished product, combining into a single fully automated solution the cutting process with the

Does not require any supervision by the operator and has a user friendly software that can handle all phases of production.

Provides a wide range of optionals to satisfy the production needs of even the most demanding customers.

MasterSaw doubletable 625 is patended

intermac.com



Helix System

Revolutionary drilling

The Helix System was born of the desire of both Diamut and Intermac to develop a revolutionary drilling system which, to date, has not been present on market - a system able to perform drilling operations with integrated upper and lower countersinking on glass sheets of up to 19mm thick, using a single tool on CNC machines.

Today's technology forces operators to use two tools, as well as imposing some limits; it does not integrate coun-tersinking of the lower part, thus requiring the use of different drill bits for bores of different diameters.

Our collaboration with Intermac and the development of a specialist software means that the tool no longer descends vertically, but in a helical motion; it is the radiused part of the tool which enters the glass sheet, and instead of a drilling motion, the glass is ground to create the bore. Once the drilling operation is complete, lateral grinding takes place, which enlarges the bore to the nominal dimensions. Once this phase is complete, the lower and upper countersinking takes place, and all defects are eliminated.

Helix System is available across the whole Master range, manufactured from 2005 onwards and requires a

diamut.com



Double digit growth for Biesse Group

«We are happy to report an extremely positive first quarter, both in terms of growth and profitability» stated Stefano Porcellini, Group General Manager, following the Board Meeting. «The order intake in these first few months of the year support estimates of a very positive 2015, in line with or more probably greater than the challenging targets set in the three year plan. All of the Company's Divisions are showing double digit growth with a particularly significant performance by the Glass/Stone Division which is showing growth of +35% compared to the same quarter of 2014. All markets are seeing increasing demand, including Italy, the only exceptions being Brazil and Russia, which are still suffering».

«On the financial front - Porcellini continued - Net Debt has fallen to Euro 12.7 million compared to Euro 33.1 million at the same point in the previous period of 2014, which is a comforting indication of a further dramatic improvement expected for the full year to end-2015, despite a doubling in the dividend distributed, which goes ex-dividend on 18 May (0.36 Euro cents per share)».

Values in Euro million	31.3.15	31.3.14
Consolidated revenues	112,8	91,6
Gross Operating Profit (EBITDA)	11,6	7,4
Operating Profit (EBIT)	7,6	3,9
Net Profit	3,9	1,6
Net Debt	12,7	33,1

Compared to the same period of 2014:

- Strong Increase in Group consolidated revenues (+23.1%) and machines Order Inflow (+25.7%)
- Net profit more than doubled (+142.9%)
- Net debt of Euro 12.7 million (-61.6%)

Advanced materials

With the new Plast range, the cutting-edge technology of Biesse, a business that can boast a 46-year-long presence on the market, meets the operating needs of plastic and composite material processors.

Biesse Group, multinational company, leader in the wood, glass, stone and metal processing technology sector, consolidates its presence on the market of technological materials processing machines with dedicated solutions designed for a growing sector.

A team of sector experts, capable of interpreting and anticipating business needs, designs and develops high-tech machinery for the manufacturing of products for the packaging, visual communication (signs, prints, etc.), building (indoor and outdoor flooring, acoustic insulation, etc.) and industry (filters, gaskets, etc.) sectors, which process expanded and compact plastic materials, composite materials, cardboard, etc.

A full and integrated range of machining centres and beam saws for all machining operations of technological materials.



biesse.com/advancedmaterials





Compact power

Brema vertical boring machines can carry out all boring, milling and glue and dowel insertion operations, as well as boasting the ability to manage additional hardware inserts. The structure of these machines has been designed to achieve optimal loading and unloading ergonomics, with a small footprint which saves 50% of space, in addition to of-

The vertical position of the panel and the technical characteristics of these vertical boring machines allow for the processing of more delicate surfaces. A perfect



Biesse Group (a) Milan Design Week

biessegroup.com/designweek

Design and technology in the era of digital production

Design & Digital Manufacturing

Location: Gothic Cloister at the church of San Maurizio al Monastero Maggiore.

In Milan on Friday 17 April, the "Design & Digital Manufacturing" fringe event took place, attracting the attention of a varied international audience, and gaining interest from small and large companies, architects and designers, students, journalists and passers-by. The evening was a showcase of the many facets of creativity - the ability to produce without being constrained by limits thanks to technological innovations, to create new design objects, driven by the desire to play and experiment with new concepts, and to seek out new training partnerships, with a view to fostering the talent of tomorrow.

Against the backdrop of Milan Design Week, Biesse Group, FIAM Italia and Enaip organised a round table to examine excellent examples of creativity, technology, craftsmanship and training. Raphaël Prati (Marketing and Communications Director for Biesse Group) introduced Daniel Libeskind, an architect of international acclaim, who stressed the beneficial role of technology in creativity, hailing it as an essential element in creating without limits and manufacturing any object dreamt up by a designer's fertile mind, on a large scale.

Digital Lithic Design & Energy For Creativity

Location: Università degli studi di Milano

It's a collection of marble works made with machinery of the latest generation. Its creator, in collaboration with Marmomacc, is the designer Raffaello Galiotto, maker of Bicefalo, produced with Intermac CNC Master 850 and with Diamut tools. A demonstration of how technology, oriented by creativity and applied to marble, generates unusual expressive and constructive possibilities.

Self-Assembly Furniture

Location: Ventura Lambrate Through a collaboration between MIT's Self-Assembly Lab and Wood-Skin

ports the machining of different thickness and size formats within a reduced footprint. It is the ideal solution for "just in time" manufacturing for artisans, small companies and special components within large

companies.

S.r.l, the **Programmable Table** brings into the game an entirely new category of furniture that actively transforms itself, from shipping to full-functionality. This prototype, unveiled at the 2015 Fuori Salone in Milan in collaboration with Biesse, demonstrates the first highly-active and reconfigurable furniture that mediates between various conditions: shipping, storage and a variety of uses.



Daniel Libeskind

An international figure in architecture and urban design, the architect Daniel Libeskind is re-

nowned for his ability to evoke cultural memory in buildings of equi-

librium-defying contemporaneity

Informed by a deep commitment to music, philosophy, and literatu-

re, Mr. Libeskind aims to create ar-

chitecture that is resonant, original,

Programmable Table

Maton and Biesse make music together

With more than 1,200 guitar models made for thousands of professional musicians, **Maton Guitars** confirms its worldwide presence, becoming a truly great Australian success story.

«The best guitar is the one that the market demands» says **Patrick Evans**, Head of product development at Maton. Continually evolving production techniques and the choice of the most efficient software prompts Maton to hunt for new solutions that can better respond to the latest market needs.

In 2008, after considering the pros and cons of various manufacturers, Maton chose Biesse. Maton's production combines technological requirements and artisan skills, that have to be perfectly balanced to achieve the highest levels of quality and performance; a great guitar is both a work of art and an excellent musical instrument. To obtain these results, the right tools are crucial - both for heavy machining operations and delicate processes, to create 3D shapes and work with minimal tolerances.

Biesse has provided Maton with a range of advanced machining process solutions, not only adding quality to the products, but also providing the skilled craftsmen with more time to devote to manual finishes, ensuring that every product is unique. The company installed its first CNC machine back in 1995. It now has two nesting centres in tandem.

The **Rover C** is the ideal machine for high-precision nesting operations, but also for creating complex shapes such as the body of Maton's unique guitars. The machine's newly-designed cabin provides excellent visibility of all the working units. «In creative hands», comments Patrick Evans, «Biesse becomes the instrument of a true craftsman. The key is to identify the right machine for the

job, and we've found that with a Biesse machine we can accomplish much more than we thought».

Maton also uses its two Biesse machines to create new product prototypes, the most complex shapes, and almost every individual part that makes up a Maton guitar. Patrick confirms that Maton uses the Biesse CNC machines at high speeds even on the most complex parts, such as the famous fingerboard: «We need enough flexibility to be able to switch from one model to another very quickly, and Biesse allows us to do that very effectively. Biesse gives users the creative freedom to produce virtually any concept, both quickly and efficiently».

Using Biesse machines has allowed Maton to devote more time to the quality of the finish, wasting less time on processing individual pieces. Each Maton guitar is hand-finished by a dedicated and qualified team of luthiers.

Maton has demonstrated that it is possible, in Australia, to produce a guitar with the highest world-renowned quality, using Australian timber and ground-breaking technologies. Maton knows exactly how to design and build a unique product, a well-made guitar. And with Biesse as its valued partner, the best guitars in the world are brought to life.





Davide

After gaining a diploma with top marks and graduating cum laude in electrical engineering, he is now part of the team that develops the artificial intelligence that controls our machines.

Why Biesse?

«Because I want to grow and gain experience in an industrial company that is one of the largest in its sector».

Valerio

26-year old, after graduating in mechanical engineering, is now part of the team that coordinates projects between Pesaro and Bangalore, Biesse's Indian production site.

Why Biesse?

«Because I was looking for a large company that could give me the opportunity to travel and get to know international realities».

Federica

Has a degree in mechanical engineering and is passionate about research and development and joined the team working on advanced materials solutions. Why Biesse?

«Because I have the chance of seeing my ideas and my drawings being concretely applied in the factory».

Alessandr

A a graduate in computer science who also works as a volunteer teaching children the principles of automation through Lego, who is now part of the software development team.

Why Biesse?

«Because I want to learn and here I have the opportunity to do so whilst working at a high level».



Biesse Group invests in people, through its new recruitment plan

The pursuit of excellence through machinery, the distilled essence of technology, and through people, both those with extensive experience and young people with great potential, to translate tomorrow's ideas into today's innovations - this is the new challenge to be tackled by Biesse Group. In the second half of 2014, the group launched a major recruitment programme to support development in Italy and across the world, with a view to strengthening the main business areas, from design to manufacturing, relying on the experience of senior professionals and the enthusiasm of those who aspire to one day take their place.

In 2015, this programme evolved into a plan targeting recruitment and inclusion in Italy and abroad, where Biesse Group today employs nearly 50% of its staff. «This operation is designed to build the company's future» explains **Fabio La Cava**, the Group's Human Resources Director. «In light of the cyclical nature of the industry, within 4-5 years, people we recruit today will become the reference points of tomorrow, pushing Biesse Group ever forwards towards the ambitious targets we have set ourselves».

The recovery in production volumes has allowed for new employment opportunities to be generated in the factory, which has always been a pillar of excellence in terms both of methodologies and working conditions. «The machines incorporate increasingly advanced technologies, and operators in the factory are a precious resource - they combine technical expertise and reliable engineering skills» continues Fabio La Cava. These operators are required to have a good technical education, as well as the ability to read mechanical drawings, or specific

experience in mechanics. In addition, organisational flexibility is a must, as well as a passion for working in an environment which is focused on ensuring the absolute quality and reliability of high-tech products. «For us, reliability is a great strength, and we foster it as part of our corporate culture» concludes the Director of Human Resources.

The new positions represent a fantastic opportunity, above all for young people from the surrounding areas, who have probably already taken part in a tour of the company. However, working with Biesse is also a powerful draw for all those who are willing to invest seriously on their own professional development, and who are interested an international career.

Who is the ideal candidate for the world of Biesse? «Young people with talent and energy, who are precise and committed when it comes down to practical methods, and who are ready to seize every opportunity for professional growth that they are offered, with enthusiasm and the spirit of adventure» explains Fabio La Cava. Key targets are new engineering graduates (whether in the mechanical, electronic, computer science or management area).

People are the true capital of the company, and founder **Giancarlo Selci** is the most ardent believer of this: «We push people towards self-improvement, encouraging them to make suggestions, to make decisions, but also to be creative and innovative and to work in team. We help them to develop their leadership and skills, guiding them with passion and leading by example».





