

BOSAQ I Water Experts – All-round Technician



We are looking for someone who shows up, rolls up their sleeves, gets the job done right, and quietly earns the trust of the people around.

At BOSAQ, we build water treatment systems that end up in Suriname, Rwanda, Moldova, the UK, and beyond. Our production floor is where those systems come to life. It is hands-on, technical, and demanding, and the team working there deserves a colleague who understands both electrical and mechanical assembly.

What you will do

Assembly & production

- Build and assemble water treatment systems, including frames, pumps, valves, piping, fittings, electrical cabinets, field wiring and basic functional checks (pressure & I/O testing)
- Read and work from technical 3D drawings, piping and instrumentation diagrams (P&IDs), electrical schemes, bills of materials (BOMs), work instructions, and assembly documentation
- Prepare assembly workstations and ensure materials are ready before production starts
- Contribute to continuous improvement of assembly sequences, workstation setup, technical documentation, and work instructions

Production readiness & material flow

- Assist in order picking and receiving of components and materials
- Flag stock discrepancies and help maintain material accuracy
- Think ahead: anticipate what the team will need tomorrow, not just today

Quality & process

- Apply and follow quality standards during assembly and testing
- Work safely with tools, electrical components, lifting equipment and stop or flag unsafe situations instead of working around them
- Spot inefficiencies and bring potential improvement ideas to the assembly and engineering team
- Document work clearly: test results, deviations, time registration and non-conformities

Reporting & coordination

- Keep production progress visible through short, factual updates on progress, blockers, missing materials, unclear drawings, open technical questions, quality issues, and planning risks
- Make sure open technical questions, unclear drawings, missing information, and assembly issues are raised with engineering early enough to avoid delays on the production floor
- Support onboarding and day-to-day guidance of other technicians, not by telling them what to do, but by showing them

Who you are

The skills below matter, but your mindset matters more. We can train technical gaps. We cannot train attitude.

Must-haves

- You have a solid base in electrical and mechanical work, and genuine curiosity about all disciplines
- You can read and understand technical 3D drawings, piping and instrumentation diagrams (P&IDs), electrical schemes, bills of materials (BOMs) and work instructions
- You take ownership without being asked. If something is wrong, you fix it or flag it, you do not walk past it
- You communicate clearly, both upward to engineering and sideways to colleagues
- You lead by example. You would never ask a colleague to do something you would not do yourself
- You are calm under pressure and consistent
- You have an eye for structure: a clean workbench, correct labelling, a tidy cable run,.... These things matter to you
- You can communicate clearly in Dutch and English in a production environment

Strong advantages

- Experience in a production, workshop, machine-building, panel-building, piping, skid assembly, industrial maintenance, or project environment
- Experience guiding, onboarding, or supporting other technicians in day-to-day work
- Experience with testing, commissioning, troubleshooting, quality checks, or documenting technical deviations
- Forklift, lifting, safety, warehouse, or material-handling experience
- Bulgarian language skills are a strong advantage, as they help improve communication with our production colleagues in Bulgaria.

What we offer

- A permanent position in a growing international company with real impact
- Work on systems deployed globally
- Close collaboration with our engineering team, so you understand why things are designed the way they are
- A salary and package in line with your experience
- A team that respects craft and values people who take their work seriously

You will feel like a fish in our water if...

- You like honest, straightforward, and to-the-point communication in **Dutch or English** (open feedback make us all better)
- Integrity is one of your key values
- A '**work hard-play hard**' culture in a pleasant and dynamic start-up drives you
- You are **socially engaged** and you believe in the power of 'business as a force for good'
- You don't take yourself too seriously

You'll love us for

- **Changing the world** for the better and giving you the chance to be a part of it
- **Investing** in you: we believe talent like yours needs to be fostered and watered regularly for it to grow

- Providing you with opportunities: our company is growing and so will you
- An **attractive and creative remuneration package** for a job with impact
- Giving you **access to ESOPs as part of your growth in the company**, as you deliver on preset goals
- A flexible schedule in place and time: you **schedule your work as it fits you**, to be at your best

<https://bosaq.com/>