

BOSAQ I Water Experts – Digital Application & Integration Engineer

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About BOSAQ

BOSAQ designs, builds, installs and maintains advanced water treatment systems for drinking water production, water reuse and industrial process water applications. Our mission is to combine robust water technology with digital innovation to maximize reliability, efficiency and sustainability.

As we continue to scale internationally, digitalization is becoming a critical part of our business. We are developing our own software applications, integrating business systems across the organization and creating a digital ecosystem that supports engineering, operations, maintenance and customer service.

To support this growth, we are looking for an experienced Digital Application & Integration Engineer who will take ownership of our IT and application landscape, both in the initial greenfield development and in the phase of further finetuning, and help shape the digital backbone of BOSAQ.

Your role

You will be responsible for the development, maintenance and integration of software applications that support BOSAQ's operations, services and installations and help build a scalable software architecture that supports future growth.

You will collaborate closely with the Operations Team, Service Team, Automation Engineers, Data Engineers and external software developers.

You will strengthen cybersecurity practices and compliance within the IT and application domain and will take ownership of our internal IT environment.

Key Responsibilities

Application Development

- Develop and maintain internal software applications.
- Extend and improve existing platforms and future digital solutions.
- Design user-friendly interfaces that support engineering, service and operations workflows.
- Develop APIs and middleware solutions connecting different systems.
- Implement user management, permissions and audit logging.

ERP & Business System Integration

- Lead the integration between ERP, asset management, field service and digital platforms.
- Design and maintain data synchronization between systems.
- Automate operational workflows and reduce manual administration.
- Collaborate with ERP implementation partners and software vendors.

- Ensure data consistency across the organization.

Industrial Digitalization

- Integrate operational data from water treatment installations into business applications.
- Support fleet-wide monitoring and operational visibility.
- Develop tools that improve service efficiency and customer support.
- Collaborate with the automation team and our fleet data platform on data exchange and infrastructure.
- Support cloud, edge and container-based deployments.

Cyber security & IT

- Support the team and an external partner in the implementation of NIS2 and ISO27001 practices
- Translate security requirements for monitoring and reporting into automated practical controls and workflows
- Improve and automate IT standardisation, documentation and lifecycle management
- Manage together with an external managed service provider the day-to-day IT: devices, users, access rights and support

Desired Profile

Education

Bachelor's or Master's degree in:

- Computer Science
- Software Engineering
- Industrial Engineering (ICT)
- Applied Computer Science
- Information Technology

or equivalent through relevant experience.

Experience

- Several years of experience in software development and system integration.
- Experience with enterprise applications and business process digitalization.
- Experience working in an industrial or technical environment is an advantage.

Technical Skills

Strong knowledge of:

- Python
- JavaScript / TypeScript
- SQL databases
- REST APIs
- Git
- Docker

Experience with several of the following is a strong asset:

- PostgreSQL
- Cloud platforms and managed services (Vercel, Supabase, Azure)
- ERP integrations
- CI/CD pipelines
- Workflow automation
- Identity & device management (Microsoft Entra / Intune or similar)

Nice to haves

- Field service/ Asset management systems
- MQTT+ IoT platform
- Security frameworks (ISO 27001, NIS2) exposure

Personal Competencies

- Analytical thinker
- Hands-on problem solver
- Strong communication skills
- Structured and organized
- Able to translate business needs into software solutions
- Curious about industrial technology and digital innovation

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

- You like fast growth, high responsibility, and direct impact
- You enjoy connecting operational and strategic work
- You are comfortable working closely with senior leadership
- You like honest, straightforward, and to-the-point communication (open feedback makes 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'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/>