HUBER+SUHNER

# PFE BOOK

2025-2026

HUBER+SUHNER

# TABLE OF CONTENT

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# WHO WE ARE

**HUBER+SUHNER is all about connections.**

Connections between people, places, and networks. We support our customers in creating strong and reliable links by enabling the efficient transport of data and power across their systems. This ensures that people can stay connected with others, remain mobile, feel safe, and contribute to a more sustainable world.

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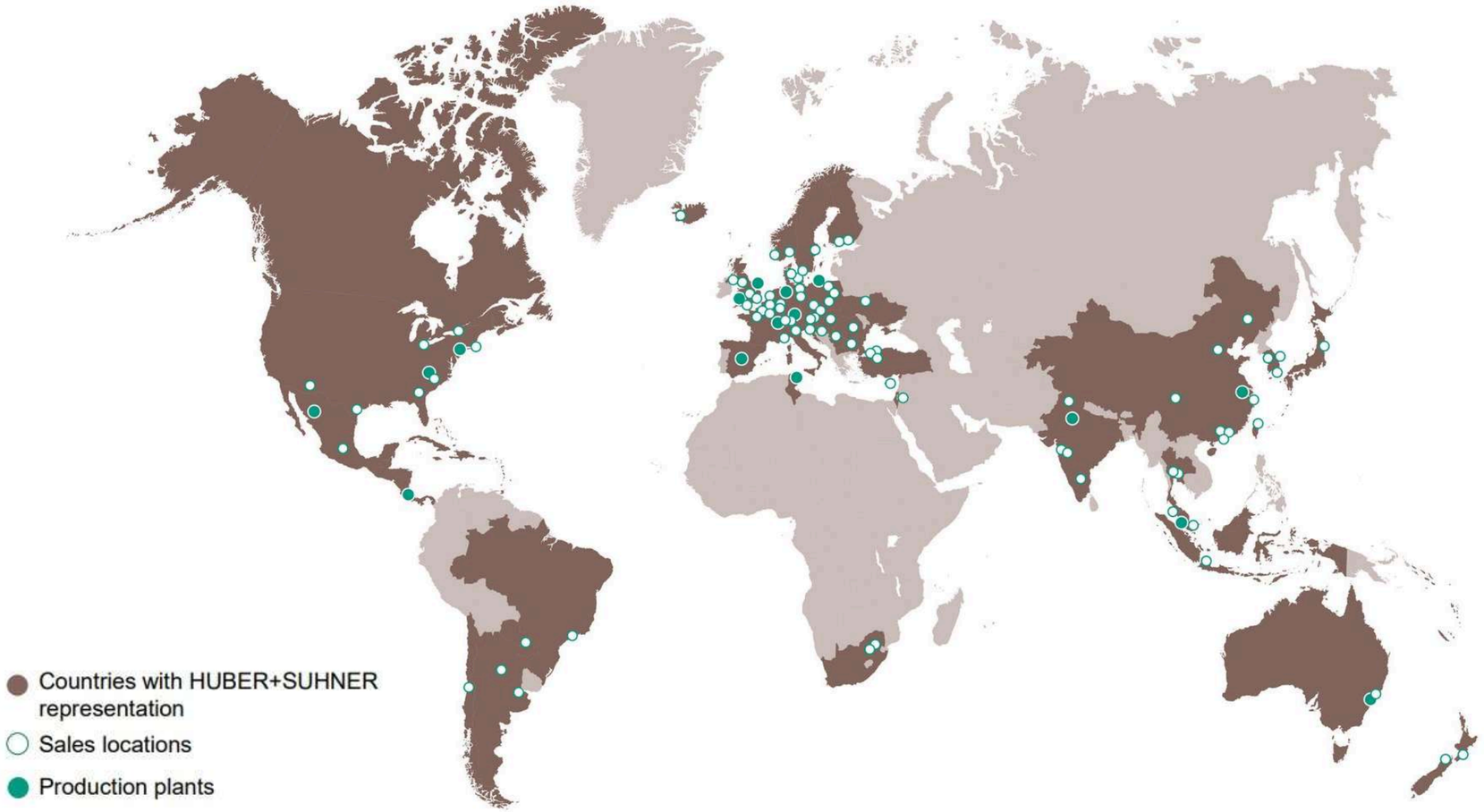
# Global network




A global production network, combined with subsidiaries and sales partners in over 80 countries, put HUBER+SUHNER close to its customers – to ensure high-performance products, quality, reliability and a long service life.

# Huber+Suhner Tunisia

**2010 - Huber+Suhner Tunisia Establishment**

In 2010, HUBER+SUHNER opened an assembly plant in Sousse, Tunisia, to meet the rising demand for advanced connectivity solutions in North Africa, strengthening its position in the region.


**2019 - Second Facility in Tunisia**

In 2019, Huber+Suhner expanded its operations with a second site in Sousse, Tunisia, boosting production capacity and enhancing its ability to serve both local and international markets.

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# Our Values

## Trust

We give
and expect
trust

## Accountability

We take
ownership and
deliver what
we promise

## Care

We take
responsibility
towards
employees,
society and the
environment

# Our values

## Transparency

We collaborate
openly
and honestly

## Passion

We strive
beyond
the expected

# Our promise as an employer

We focus on
continuous innovation.

We offer good career
development opportunities.

We care about people.

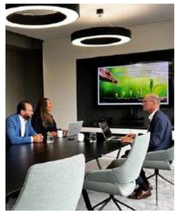
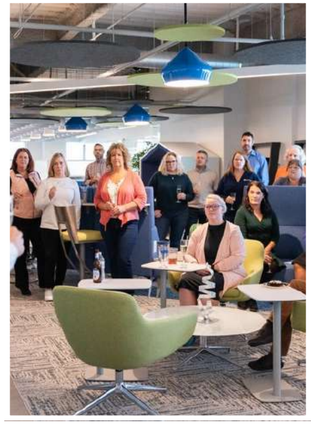
We are a strong global
network.

We are entrepreneurs.







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# PFE TOPIC

## Project 01

**Energy footprint analysis and Improvement**

Department: QHSE

## Description

Energy Audit (Electrical and Thermal) with Performance Optimization

Supporting the company in implementing projects to optimize its energy footprint

## Why interesting?

Environmental Impact Prevention:

Renewable energy integration, optimization process.

## Expected results

Optimized energy balance

Technical and Financial Validation of the projects to be implemented

## Profile

Energy Engineer

## Duration

6 months

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# PFE TOPIC

## Project 02

**JMP Software implementation for HPC line statistical process control**

Department: QHSE

## Description

Analysis of needed and existing infrastructure, software configuration and training of relevant employees on the use of this software.

## Why interesting?

Better reactiveness to process deviations and prevention of non-quality costs.

## Expected results

Monitoring the stability and performance of the stripping and crimping processes.

## Profile

Industrial Student Engineer or equivalent

## Duration

4 months

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# PFE TOPIC

## Project 03

**Development of an Automated Polarity Testing Equipment for FO Assemblies**

Department: Engineering

## Description

Design and build a device capable of verifying the correct polarity/channel allocation of fiber optic assemblies. The equipment will automatically detect and validate whether the polarity configuration is correct.

## Why interesting?

Fully functional prototype of a polarity test device.
Automated pass/fail criteria based on channel allocation.
User interface for operators.

## Expected results

Improves quality and reliability, eliminates human judgement errors, increases testing speed by 50% and supports future automation initiatives.

## Profile

Electronics Engineer /Technician
Electrical Engineer/Technician

## Duration

4-6 months

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# PFE TOPIC

## Project 04

**Standardized Work & Ergonomic Redesign for LISA Assembly (FO)**

Department: Engineering

## Description

Workstation balancing (time study / VSM / cycle time)
Non-ergonomic workstations
Inadequate material and tool supports
Non-standardized workstation
Reduced efficiency
Reduced operator fatigue
Increased productivity and efficiency
5S improvements

## Why interesting?

Non-ergonomic setups, and a lack of standardization. Material and tool handling is not optimized, leading to wasted time and operator fatigue.

## Expected results

Ergonomic workstations
Balanced line (time and work sequence)
Optimized production flow
Increase efficiency by 10%.

## Profile

Industrial engineering

## Duration

4-6 months

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# PFE TOPIC

## Project 05

**Global Optimization of the NACS Production Line: Ergonomics, Standardization, and Workstation Balancing**

Department: Engineering

## Description

Workstation balancing (time study / VSM / cycle time)
Non-ergonomic workstations
Inadequate material and tool supports
Non-standardized workstation
Reduced efficiency
Reduced operator fatigue
Increased productivity and efficiency
5S improvements

## Why interesting?

We are facing inefficiencies caused by unbalanced workstations, non-ergonomic setups, and a lack of standardization. Material and tool handling is not optimized, leading to wasted time and operator fatigue.

## Expected results

Ergonomic workstations
Balanced line (time and work sequence)
Optimized production flow
Increase efficiency by 20%.

## Profile

Industrial Engineer

## Duration

4-6 months

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# PFE TOPIC

## Project 06

**Digitalization of HPC Work Instructions and Production Forms for Shopfloor Operations**

Department: Engineering

## Description

Design, develop, and implement a pilot digital workflow for a critical internal paper-based process . The project includes process mapping, selection of appropriate digital tools, testing, and creating training materials for Operator

## Why interesting?

Combines industrial engineering with real Industry 4.0 digitalization.

Involves hands-on work with operators and process teams.

Direct impact on quality, FPY, documentation accuracy, and productivity.

## Expected results

Standardized digital Work Instructions

Digital forms for quality checks, traceability, and production reporting

Tool selection report + justification

Training documents for operators

## Profile

IT Engineer

## Duration

4-6 months

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# PFE TOPIC

## Project 07

**E-Procure: Digitalization of the Purchase Requisition Process**

Department: IT Engeneering

## Description

We will build a custom purchase-request app with Power Apps, where employees can submit requests easily online.
Power Automate will handle the approval workflow automatically — routing requests to the correct approvers, sending notifications, and tracking status in real time.
Once approved, the system will generate purchase orders and log all data centrally for transparency and auditability.
Power BI dashboards will provide management with real-time reports on requests, approvals, spend per department, and supplier performance.
This digitalization will greatly reduce manual work, eliminate errors, speed up procurement cycles, and improve traceability and decision-making.

## Why interesting?

Reduced waiting times
Reduced paper usage
Shortened processing lead time

## Expected results

Complete application specification and architecture.
M365 Power Platform prototype.

## Profile

IT Engineering Student

## Duration

4-6 months

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# PFE TOPIC

## Project 08

**Cable Spools Management System "SmartReel"**

Department: Lean Champion

## Description

Develop an application that optimizes reel assignment and consumption.

- App extracts data from SAP.
- Simulates the best scenario for assigning reels to each purchase order (PO).
- Design the process Management System.

## Why interesting?

Reduction of scrap rate (remaining reels).
Cost savings.
IOT solution to detect actual cable length.

## Expected results

A full written book of requirements with UI and UX
Most Viable Product version.
Web application.

## Profile

IT / IOT Engineering Student

## Duration

4-6 months

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# PFE TOPIC

## Project 09

**Digitalization of the Onboarding Program and Exit Clearance**

Department: HR

## Description

Create and implement a digital onboarding process for new employees.
Use a platform to automate administrative tasks and improve new hire engagement

## Why interesting?

Enhances the onboarding experience for new hires.
Reduces manual administrative tasks and speeds up employee integration.
Contributes to talent retention and overall team efficiency.

## Expected results

Fully integrated digital onboarding platform.
Automated exit clearance process and induction schedules.
Feedback mechanisms to assess the new hire experience.
Report on efficiency improvements post-implementation.

## Profile

Background in Human Resources,
Digital Transformation, or Information Systems.
Skills in project management, UX/UI design, or software development.

## Duration

4-6 months

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# PFE TOPIC

## Project 10

**HR Scorecard Development**

Department: HR

## Description

Develop an HR Scorecard to track key performance indicators (KPIs) such as employee satisfaction, retention, recruitment efficiency, and training impact.
A tool for tracking HR performance and supporting decision-making.

## Why interesting?

Helps track HR strategies and align them with company goals.
Supports data-driven decision-making to improve talent management.

## Expected results

A functional HR Scorecard with defined KPIs.
A dashboard tool for real-time data tracking.

## Profile

Background in Human Resources, Business Analytics, or Data Science.
Skills in data analysis, reporting tools, and KPI tracking.

## Duration

4-6 months

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# PFE TOPIC

## Project 11

**Standardisation & optimization of the production planning process**

Department: Supply chain

## Description

Analyze planners' KPIs (DP1.1, DP2, adherence to plan), identify sources of disruption, and propose improvements to the scheduling logic.

## Why interesting?

Direct impact on customers and manufacturing flow.

## Expected results

New standardized and optimized production planning process, with effective implementation and rollout across all production units.

## Profile

Industrial engineering / Supply chain

## Duration

4 months

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# PFE TOPIC

## Project 12

**Optimization of Warehouse Picking Performance & Space use**

Department: Supply chain

## Description

Analyze the current picking processes for both components and finished goods, identify sources of waste, measure key performance indicators, propose layout improvements, and test strategies for fast-moving items. Additionally, review the existing storage organization, conduct a space audit, classify materials, and implement optimized slotting based on an ABC analysis.

## Why interesting?

Direct impact on delivery performance and workload balancing. Improves efficiency and reduces picking errors.

## Expected results

Flow mapping (Value Stream Map)
Optimization plan
Improved picking routes
KPI dashboard

## Profile

Industrial engineering / logistics

## Duration

4-6 months

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# WHY APPLY TO HUBER+SUHNER

At Huber+Suhner, choosing to join us means more than gaining practical experience, it means growing in a culture shaped by strong leadership values.
Our leadership principles guide how we collaborate, learn, and support each other every day, creating an environment where interns and employees can truly develop and make an impact.





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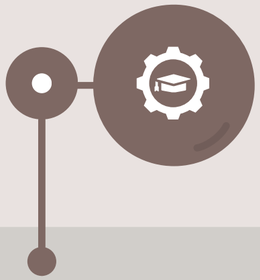
# HOW TO JOIN US

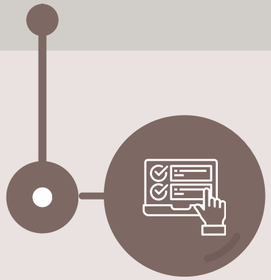
### 1.Choose Your Project

Start by selecting the PFE topic that best fits your interests and skills from the available projects.



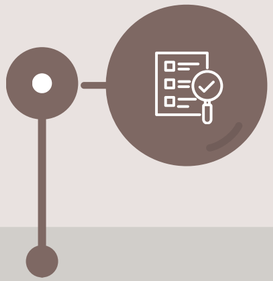
### 2. Complete Your Online Application

Send your resume and motivation letter to our recruitment email address at **Hrtn@hubersuhner.com** for consideration.



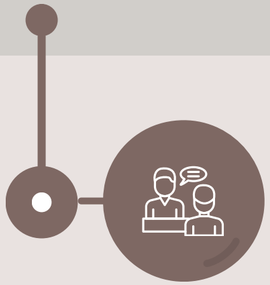
### 3.Resume Review and Pre-selection

Our team will carefully review your resume to ensure your qualifications match the project requirements.



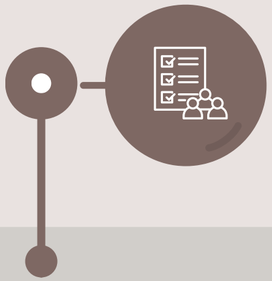
### 4. Prequalification Interview

If you meet the criteria, you'll have a short interview to discuss your motivations and experiences.



### 5. Assessment Day

Participate in an assessment day, where you will showcase your skills and solve practical challenges.




Connecting – today and beyond