



Compac Sorting Equipment is a world leader in sorting and packing technology and equipment for fruit and vegetables.

Winner of the 2010 NZ Hi-Tech Exporter of the Year Award, Compac is wholly NZ owned with its head office and a staff of 160 in Auckland. Compac is a global company with equipment operating in over 20 countries and over 250 staff in NZ, Australia, USA, Europe, South America and Asia.

A successful growing international company that offers unlimited career potential to our employees and is acutely aware of the need for a healthy work / life balance. We promote a flexible and friendly working environment, with collaborative efforts resulting in a fun and rewarding career.

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Compac is a great place to work,  
but don't take our word for it!

#### 2009/10 SSIP Student Feedback

*"Absolutely would recommend Compac, plenty of scope i.e. production – design work, electronics, mechanical, helped to choose and find out what type of work I want to do"*

*"Hands on learning – learning technical side and way things are put together, advanced technology continuing to develop"*

*"Definitely would recommend Compac, great place for students to start, great experience"*

## 2010/11 Summer Student Internship Programme

Following on the success of our 2009/10 Summer Student Internship Programme (SSIP) we are thrilled to extend the SSIP programme to 2010/11.

So you've been studying hard, and continuously achieving great marks and would now benefit from sub professional or practical experience with a leading hi-tech company. Well, look no further!

Vacancies we offer for our 2010/11 SSIP programme are;

- **Mechanical Design Engineer** (*sub professional*)
- **Software Design Engineer** (*sub professional*)
- **Software Developer** (*sub professional*)
- **Prototype Engineer** (*practical*)
- **Mechanical Assembler** (*practical*)
- **Electronics / Electrical Assembler** (*practical*)

Compac offers successful candidates the opportunity for real hands-on work. We'll teach you, challenge you and watch you grow during the SSIP programme.

For more information on our vacancies go to [www.compacsort.com/Employment/2010-11](http://www.compacsort.com/Employment/2010-11) Summer Student Internship Programme.

#### How to apply

- **Applications open Wednesday 1 September** and close **Friday 17 September** (please do not send your application in prior to this date)
- Your application will include;
  - A cover letter detailing why YOU should be picked for our SSIP programme
  - Curriculum Vitae
  - Details of your grades
  - Compac SSIP Application form
- Shortlisted candidates will be contacted to attend assessment centres 27 September — 8 October
- Successful students will be notified Friday 15 October

# Careers at Compac



**Jamie Kydd** ~ Software Developer

I have been working at Compac for over two years as a software developer on the InVision team, developing software and algorithms for analyzing the colour and defects of produce. When I graduated from a Fine Arts degree in 2001 this was not where I expected to be in 2010! After my first graduation I spent a few years after working odd jobs to support my art habit before deciding that I needed to embrace my inner nerd and study something more rigorous.

I studied Computer Science and Mathematics, and finished with a BSc with honours in Applied Mathematics. When I was searching for a job the descriptions of Compac stood out because they offered a chance to work on a mixture of software development and real algorithms in an unexpected and quirky product domain, which appealed to my sense of humour.

The best aspect of working at Compac is the variety of experiences it gives you, from sitting at your workstation nutting out a new algorithm to working at a new Argentinean lemon pack-house when the somewhat excitable owners first drive the machine up to 110% of the recommended speed and start hi-fiving and screaming "más rápido!"



**Isaac Anstis** ~ Research and Development Technician

I did a Bachelor of Engineering, majoring in Mechatronics through Canterbury University, and Graduated in 2007. At the end of my second year, I approached Compac, and got a summer job working for the Design department.

During this time, I was helping make and test changes to the fruit carriers, overcoming some of the early design issues, and improving the weighing. At the time, the implications as to what I was doing weren't overly obvious, but it was interesting, and I learnt a lot during this time. Looking back now, I can see how important some of these tests were, and 6 years later, we are still referring to the data I collected. It really sinks in when you visit a customer's site, and see a machine, 10 rows wide, 60m long, which has 15,000 carriers on it, all of which have been influenced and improved by your work. And that's just one of hundreds of machines.

After finishing my degree, I was looking at various companies across New Zealand and had job offers from several of them. At this stage I still was 20-30 days short of my practical work experience to graduate, and Compac was flexible enough that I could count the first month as additional work experience. Through this flexibility I met my requirements and graduated in the following April. Starting in Compac (for the second time) I was involved in setting up the newly created "test centre". By this stage it was just a warehouse with a bunch of machines in various states of completeness. Over the next year, the test centre was gradually sorted out, tool cupboards were created, prototypes were built and tested, existing design were tested to destruction (destruction testing is always entertaining). While doing this, I was working with other mechanical designers and given more opportunities to take control of the design. This demonstrated to me how I enjoyed the product design aspect of engineering, and Compac worked with me to diverge into that role. Almost four years later, I am now working fully on Mechanical Design along with systems improvements. I have had several large design projects under my belt and countless smaller projects, all of which are out in the wild being used (and abused) in pack houses. It's always a thrill to travel to a pack house later on and being there while fruit is being run over your creations, talking to the packers using it and getting positive feedback about your design, and being able to call these "your" designs.

Compac is a great company to work for because of its flexibility. If there's an area that you want to move into, they will see how they can accommodate you and start steering you towards it. If it is easier for you to start and finish work earlier in order to miss the traffic when crossing the bridge, they are open to considering it. The founder of the company (Hamish Kennedy) is still involved in many of the new designs. It is always interesting working alongside him, then heading out for an afternoon wakeboarding in the Auckland harbour.



**David Williamson** ~ Embedded Electronics Engineer

Following postgraduate study in Wellington, I set out in search of exciting electronics design opportunities in the Auckland region. During my search I was introduced to Compac by a friend who used to work for one of Compac's cable suppliers.

Following several leads I settled with Compac, attracted by numerous opportunities associated with an upcoming overhaul of their high-speed control solution. During the last 3 years I have learnt a lot about Compac's legacy products, revised some of them, and am now applying the knowledge gained in developing an advanced control platform for Compac's current and upcoming products.

I have also gained a lot of experience in industrial product design, process design and outsourcing product manufacture.

Compac has shown commitment to my personal development by sending me on CAD and regulatory compliance training courses. Moving forward I look forward to Compac's current growth bringing further benefits and opportunities. Away from my desk I have made a number of friends amongst my colleagues and regularly enjoy the company and social club events.