



- CHANGE YOUR MINDSET - WHY HIRING CONTROLS ENGINEERS REQUIRES A NEW WAY OF THINKING

Many firms are in transition. They've built their operations on decades-old equipment, and now want the modern controls, data connectivity, and system visibility that drive Industry 4.0.

1 INTEGRATION IS NO LONGER STRAIGHTFORWARD

Modernizing controls is never plug-and-play. Integrating new PLCs, HMIs, and motion systems with legacy infrastructure is **complex and risky**. You need engineers who can troubleshoot on the fly, interpret old schematics, and still code in today's languages.

Mindset Shift: Don't just hire by title, hire for adaptability. Look for engineers who've successfully bridged old and new systems, not just implemented from scratch.

2 CONNECTIVITY INCREASES CYBER RISK

As controls connect to plant and enterprise networks, **cybersecurity becomes everyone's job**. A controls engineer who understands both automation and secure networking can save you millions in downtime or a breach.

Mindset Shift: Prioritize candidates who know OT and IT. If your controls talent doesn't understand secure, networked systems, you'll lose the hire and expose your plant.

3 TIME PRESSURE DEMANDS EXPERIENCE AND AGILITY

When your line is down, every minute costs. That's why many hiring managers say they need someone who can **"hit the ground running."** But there's a catch: older engineers often feel stretched mentoring others, while younger engineers feel the lack of mentorship.

Mindset Shift: Build teams that pair deep experience with emerging talent. A balanced approach drives uptime, transfer of knowledge, and retention.

4 BOTTOM LINE

Modern controls aren't just about technology; they're about people who can think across systems, generations, and risks. Firms that change their mindset about what great controls talent looks like are the ones winning the transition.

READY TO CHANGE YOUR MINDSET?

At **PEG Staffing & Recruiting**, we help manufacturers and integrators find Controls Engineers who bridge the gap between legacy and modern automation.



For a FREE Consultation, contact us today Sales@pegstaff.com