How to find an Intership

Student Group

First Name	Surname	Matrikel Nr.

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How to find an Intership

Be aware, that - depending on the economical situation - it might take up to 200 outreaches to find a suitable internship.
So, it is good to make a structured list (e.g. in EXCEL), to track how far the outreach proceed.

Possible Templates for Communication

Email template for a unsolicited application (Initiativbewerbung)

```
Betreff: Pflichtpraktikum / Praxissemester – Embedded/Elektronik – ab
<Monat Jahr> (12–20 Wochen)

Guten Tag Herr/Frau <Name>,

ich studiere <Studiengang> an der <Hochschule> und suche ein
<Pflichtpraktikum/Praxissemester> ab <Datum>.
Ich kann Ihr Team konkret unterstützen bei:
- <1> (z.B. Embedded C / STM32 / RTOS / CAN)
- <2> (z.B. Prüfaufbauten / Python Testautomation / HIL)
- <3> (z.B. PCB-Layout / Altium / Inbetriebnahme)

Kurzprofil: <1 Satz – was du schon gebaut/getestet hast>.
Anbei: CV + Notenübersicht + 1 Seite Projektportfolio.

<optional>
Ich bin auf Ihr Unternehmen aufmerksam geworden, weil <1 kurzer Bezug:
Produkt/Technologiefeld/Branche>.
Falls es grundsätzlich denkbar ist, Praktika in Ihrem Bereich zu
betreuen:
Könnten Sie mir ggf. sagen, ob es bei Ihnen eine passende
Ansprechperson gibt (fachlich/technisch)
oder ob Sie mir empfehlen würden, mich über einen bestimmten Weg zu
bewerben?

Viele Grüße
<Name>
<Tel> | <LinkedIn/GitHub> | <E-Mail>
```

Why this template is likely to work:

1. Recruiters skim extremely fast.
    - In an eye-tracking study, the average initial resume screen was ~7.4 seconds, see TheLadders Eye-Tracking Study (PDF)
    - “Good” resumes shared: clear section/title headers, job titles that pop, and bullet-style accomplishment lists (F-/E-pattern scanning). Cluttered, long-sentence layouts performed

worse.
2. German application guidance explicitly recommends short, value-first openings, see StepStone: Einleitungssatz Bewerbung
   - opening should be max 2–3 sentences
   - avoid generic phrases
   - explicitly “Mehrwert betonen”.
3. For Germany, email+PDF routing/forwarding is the normal “plumbing” for SMEs too, see Absolventa: Bewerbung per E-Mail.
   - for email applications (incl. Initiativbewerbungen), combine the whole application into one digital file (PDF), because it can be forwarded internally quickly to the right person.
   - The email subject should clearly state what you apply for so it can be assigned correctly.

Phone script (30 seconds)

> ```
> Hallo, mein Name ist <Name>, ich studiere <Studiengang> an der
> <Hochschule>.
> Ich habe Ihnen eine kurze Initiativbewerbung für ein Praxissemester
> geschickt (Embedded/Elektronik).
> Ist das bei Ihnen angekommen – und wer wäre die richtige technische
> Ansprechperson?
> ```

via Job Portals

In the following some relevant search engines are shown.
Be aware that the following links are already partially filtered by:

- vicinity to Heilbronn
- Praktikum

You might also look for keywords like

- `Elektrotechnik`, `Elektronik`, `Electronics`
- `Embedded`, `Microcontroller`
- `ECAD`,
- `EMC`, `EMV`

The following list covers relevant job search sites:

1. Stepstone - strong in Germany; good filters by city/region
2. Xing Jobs - Germany-heavy.
   Refine the search by the “hamburger menu” with
   1. Search radius: as you wish
   2. Employment type: Student
   3. Career level: Student/Intern
3. LinkedIn Jobs - best for “embedded/firmware” and direct networking
4. Jobware
5. GlassDoor

6. XING – Praktikum Jobs
7. Absolventa
8. Bundesagentur für Arbeit – Jobsuche (Praktika) - often overlooked, but does not have as much results
   Refine the search by clicking onto “Arbeit” below “Was suchen Sie?” and change it to “Praktikum/Trainee/Werkstudent”

“Indirect” directories (great for SMEs)

The following websites are good spots to find small and medium enterprises (“**SME**'s”) which might look for engineers.

An unsolicited application to them would a a good idea. 🙂

1. get in Engineering job search
2. Fachverband microtec-suedwest
3. Clusterportal BW
4. Korporative Mitglieder des VDE Württemberg

Also via the B2B supplier directory one can find EMS/automation integrators fast:

1. wlw.de: Elektronik-Fertigung (Heilbronn)
2. wlw.de: Elektronik-Fertigung (Stuttgart)
3. wlw.de: Elektronik-Fertigung (Karlsruhe)

Additionally, exhibitors are companies which are actively selling & building new products. They often hiring quietly.
also companies from there are suitable for an internship

- embedded world exhibitors
- SPS (automation) exhibitors
- Control (quality/testing) exhibitors
- Motek (production/automation) exhibitor directory
- All About Automation
- Expo for Electronics Manufacturing

Google operators

Keywords

Suitable keywords for electronics topics:

- `Entwicklungsingenieur`, `Elektronikentwicklung`, `Hardwareentwicklung`, `Automatisierung`,
- `Prüftechnik`, `Prüfstand`, `Testautomatisierung`, `Hardware-in-the-Loop`
- `Mikrocontroller`, `Embedded Software`, `firmware`
- `EMV`, `EMC`, `EMS`, `Pre-Compliance`
- `Leistungselektronik`, `power electronics`, `DC/DC`, `Inverter`, `Motorsteuerung`, `BMS`, `Batterie Management`, `SiC`, `GaN`, `power electronics`, `Schaltnetzteil`
- `PCB Layout`, `Leiterplattenlayout`, `Altium`, `kiCAD`, `ECAD`, `Leiterplattenbestückung`,

Suitable keywords for roles:

- (“Internship” OR “Working student” OR “Bachelorarbeit” OR “Masterarbeit” OR “Abschlussarbeit” OR “Pflichtpraktikum” OR “Werkstudent” OR “Praxissemester” OR “Praktikum”)

Add the region smartly

Append one of these blocks:

- (Heilbronn OR Neckarsulm OR “Region Stuttgart” OR Ludwigsburg OR Böblingen OR Sindelfingen OR Esslingen)
- (Karlsruhe OR Ettlingen OR Bruchsal OR Pforzheim OR “Technologieregion Karlsruhe”)
- (Mannheim OR Heidelberg OR Ludwigshafen OR “Rhein-Neckar”)

filter urls

Often the URLs of the companies have “job-relevant” keywords, like:

- inurl:karriere
- inurl:jobs
- inurl:stellen

Examples search strings

Search **career pages** directly:

- (“Praktikum” OR “Praxissemester” OR “Werkstudent”) (Embedded OR Elektronik OR Prüftechnik) (Heilbronn OR Stuttgart OR Karlsruhe OR Mannheim) inurl:karriere
- (Praxissemester OR Abschlussarbeit) Elektronik inurl:jobs
- (Prüftechnik OR EMV OR EMC) Praktikum inurl:stellen

Exclude giants (reduce noise):

- (“Praktikum Embedded” Stuttgart) -Bosch -Porsche -Mercedes -Daimler -SAP -ZF -Continental

General search for suitable companies

- (“Leiterplattenbestückung” OR EMS OR “Elektronikfertigung”) (Heilbronn OR Karlsruhe OR Mannheim)

Search LinkedIn via Google

- site:linkedin.com/jobs (“Werkstudent” AND Embedded AND Stuttgart)
- site:linkedin.com/company (“Elektronik” AND “Karriere”) Stuttgart

Examples for SME Jobs

Examples for possible jobs beyond the big players (from 16.12.25):

1. ATS Automation - Praktikum in Engineering & Design
2. Schulz Group - Praktikant / Werkstudent (m/w/d) Produktentwicklung – Konstruktion & Elektronik

3. Carrybots - Installation und Deployment Mobile Roboter, Softwareentwicklung Robotik ROS
4. VEGA Grieshaber - Abschlussarbeit/Praktikum/Werkstudententätigkeit: Hardware oder Software im Bereich Embedded Systems

Job Fairs

Important: dates shift slightly each year - start checking **Aug/Sep** and bookmark the "event calendar" pages.

A quick list of the job fairs that regularly deliver SMEs and "hidden gems"

- **MeetING (HHN, Heilbronn)** – engineering-focused, very regional (Oct)
- **CareerContacts (HKA, Karlsruhe)** – multiple days, includes engineering faculties (Oct)
- **IT-Mittelstandstag (HS Esslingen)** – explicitly SME-focused (Nov)
- **StepIn (Uni Stuttgart)** – all engineering, annual (Nov)
- **bonding Firmenkontaktmesse Karlsruhe** – big student fair; many suppliers/SMEs participate (late Nov)

Calendar (between 01.10 – 31.12, recurring / usually each year)

When (usually)	Event	Where	Why it's useful for electronics/embedded internships	Link
October (early/mid)	**MeetING (Firmenkontaktmesse für Ingenieur-Studierende)**	Hochschule Heilbronn (TechCampus)	Regional employers, suppliers, engineering services; easy to ask for Praxissemester/Praktikum	MeetING (HHN)
October (20–23-ish)	**CareerContacts**	Hochschule Karlsruhe (HKA)	Multi-day career fair; includes engineering & IT; good for "quiet hiring"	CareerContacts (HKA)
October (mid/late)	**Karrieretag Karlsruhe** (open fair)	Karlsruhe (e.g., Schwarzwaldhalle)	General fair, but often many regional SMEs + direct CV checks	Karrieretag Karlsruhe (Stadt-Kalender)
October (mid/late)	**CareerSprint Mittelstand**	TH Mannheim	Campus-based "Mittelstand" format; good for internships/theses	CareerSprint Mittelstand (TH Mannheim)
October (mid/late)	**Aalener Industriemesse (AIM for students)**	Hochschule Aalen	Classic engineering student fair; many tech companies from BW	AIM for students (Aalen)
Oct–Dec (lecture series)	**Hohenheimer CareerDays**	Universität Hohenheim (Stuttgart)	Company talks + networking; some industrial/tech companies show up	Hohenheimer CareerDays
November (early)	**MeetIT**	Hochschule Heilbronn (TechCampus)	Great for embedded/IoT/software-near-hardware internships	MeetIT (HHN)
November (early, Wed)	**IT-Mittelstandstag**	Hochschule Esslingen	SME-heavy by design; ideal for "hidden gems"	IT-Mittelstandstag (HS Esslingen)
November (mid)	**Informatik-Kontaktmesse**	Universität Stuttgart (Informatikgebäude)	Not only IT: many embedded/automation employers recruit here too	Informatik-Kontaktmesse (Uni Stuttgart)
November (mid/late)	**StepIn – Firmenkontaktmesse**	Universität Stuttgart (Campus Vaihingen)	Annual engineering fair; practical for Praktikum/Bachelor/Master topics	StepIn (Uni Stuttgart/TRACES)
Late November	**bonding Firmenkontaktmesse Karlsruhe**	Karlsruhe	Very big student fair; many SMEs, suppliers, engineering services	bonding Karlsruhe
December (early)	**Firmenkontaktmesse (e.g., SimTech / Uni Stuttgart)**	Universität Stuttgart (Campus Vaihingen)	Often niche/tech-specific companies; good for R&D internships	SimTech Firmenkontaktmesse (example page)
December (support events)	**Career Service workshops** (CV checks etc.)	Uni Stuttgart / online	Not a fair, but boosts application quality fast (useful for internationals)	TRACES event calendar
December (networking)	**VDE After Work Stuttgart**	Stuttgart	Short networking evening; good for informal contacts + hidden roles	VDE After Work Stuttgart

How to use these fairs to find “hidden gem” internships (fast playbook)

1. **2-3 weeks before**
   1. Download exhibitor lists; pick **20 target SMEs** (suppliers, test houses, automation integrators, EMS/PCB, energy/storage).
   2. Prepare a **30-second pitch** + 1-page CV (German-style).
   3. Book time slots if the fair uses a matching platform.
2. **At the fair**
   1. Ask **directly**: “Do you supervise Praxissemester/Praktikum projects even if nothing is advertised?”
   2. Ask for **the technical hiring person** (team lead / lab engineer), not only HR.
3. **Within 24-48 hours**
   1. Send follow-up email: “Nice meeting you + 2 internship project ideas I can execute in 12 weeks.”

The big List

In recent years, the “big players” have been more cautious about hiring employees and posting job openings, even for internships.
So you can look around there—but don't feel sorry for yourself if you get rejected.

ID	Company size	Company name	Short description	Tags	State (Bundesland)
1	Big	ABB	Industrial automation, drives and robotics with lots of embedded control and connectivity work.	Industrial Automation; Factory Automation/Machinery; Drives & Motion Control; Robotics; Industrial Networking/IIoT; Embedded Software; Firmware; Embedded C/Cpp; RTOS; Industrial Ethernet; PROFINET; OPC UA; Testing/Test Automation; Systems Engineering	Baden-Württemberg + more
2	Big	Agilent Technologies	Testmeasurement and lab instruments with embedded electronics and firmware-heavy product development.	Test & Measurement; Measurement Technology; Embedded Software; Firmware; Electronics Design (Schematic/PCB); EMC/EMI; Connectivity/IoT Devices; V&V; Testing/Test Automation	Baden-Württemberg + more
3	Big	ALSTOM	Rail/Signalling; EN 50128/50129; Functional Safety; Systems Engineering; Requirements; Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; V&V; Testing/Test Automation		Baden-Württemberg + more
4	Big	AMETEK	Instrumentation group spanning sensing, electronics and embedded-adjacent engineering roles.	Test & Measurement; Measurement Technology; Sensors/Industrial Sensing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); EMC/EMI; V&V	Northrhein-Westfalen, Hessen + more
5	Big	Airbus	Aerospace/defense systems with avionics, embedded SW/HW and certification-heavy engineering.	Aerospace/Avionics; Defence/Security; DO-178C/DO-254; Systems Engineering; Requirements; Embedded Software; Embedded C/Cpp; RTOS; FPGA; Signal Processing; Cybersecurity (Embedded)	Bayern, Bad-Württemberg + more
6	Big	Audi	Automotive OEM with ECU/vehicle electronics, embedded software and validation roles.	Automotive/Mobility; Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; CAN/LIN; Diagnostics/Calibration; HIL/SIL; Testing/Test Automation; V&V; Functional Safety; ISO 26262; Systems Engineering; Connectivity/IoT Devices	Bayern, Bad-Württemberg + more
7	Big	B. Braun (Aesculap)	Medical devices with embedded electronics, firmware and regulated V&V work.	Medical Devices/MedTech; Embedded Software; Firmware; Electronics Design (Schematic/PCB); V&V; Testing/Test Automation; Requirements; Systems Engineering; Cybersecurity (Embedded); Connectivity/IoT Devices	Hessen, Baden-Württemberg + more
8	Big	Bosch Rexroth	Automation and control (drives, hydraulics) with embedded control and industrial comms.	Industrial Automation; Factory Automation/Machinery; Drives & Motion Control; Power Electronics; Motor Control; Closed-Loop Control; Industrial Ethernet; EtherCAT; PROFINET; OPC UA; Embedded Software; Firmware	Bayern, Bad-Württemberg + more
9	Big	Bosch	Major hub for sensors, ECUs, IoT devices and embedded SW/HW across many domains.	Automotive/Mobility; Industrial Automation; Sensors/Industrial Sensing; Connectivity/IoT Devices; Embedded Software; Firmware; Embedded C/Cpp; RTOS; Embedded Linux; Electronics Design (Schematic/PCB); V&V; Testing/Test Automation; Functional Safety; ISO 26262	Baden-Württemberg + more
10	Big	BSH Home Appliances	Connected appliances with electronics, firmware, EMC and IoT product development.	Consumer Electronics; Embedded Software; Firmware; Embedded Linux; Electronics Design (Schematic/PCB); EMC/EMI; Testing/Test Automation; V&V; Cybersecurity (Embedded)	Bayern, Bad-Württemberg + more
11	Big	BorgWarner	Powertrain and vehicle electronics supplier with embedded control and validation.	Automotive/Mobility; Tier-1 Supplier; Power Electronics; Battery/BMS/E-mobility; Inverters/Converters; Motor Control; Embedded Software; Firmware; Functional Safety; ISO 26262; Testing/Test Automation; V&V	Baden-Württemberg + more
12	Big	Continental	Automotive electronics and embedded platforms ADAS/connectivity) with safety and V&V.	Automotive/Mobility; Tier-1 Supplier; Sensors/Industrial Sensing; Sensor Fusion; Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; CAN/LIN; Functional Safety; ISO 26262; V&V; HIL/SIL; Cybersecurity (Embedded)	Niedersachsen, Baden-Württemberg + more
13	Big	Daimler Truck	Commercial-vehicle systems with embedded software, ECUs, validation and E/E integration.	Commercial Vehicles; Automotive/Mobility; Embedded Software; Embedded C/Cpp; RTOS; CAN/LIN; Diagnostics/Calibration; HIL/SIL; Testing/Test Automation; V&V; Functional Safety; ISO 26262; Systems Engineering; Connectivity/IoT Devices	Baden-Württemberg + more
14	Big	Diehl Group	Aerospace/defence electronics with embedded systems, certification and supply topics.	Aerospace/Avionics; Defence/Security; Electronics Design (Schematic/PCB); Embedded Software; RTOS; DO-178C/DO-254; Requirements; Systems Engineering; V&V; Cybersecurity (Embedded)	Bayern + more
15	Big	Eaton	Power management with power electronics and embedded control across industry and mobility.	Power Electronics; Inverters/Converters; Industrial Automation; Battery/BMS/E-Mobility; Embedded Software; Firmware; EMC/EMI; Testing/Test Automation; V&V	Nordrhein-Westfalen + more
16	Big	ebm-papst	Drives & Motion Control; Motor Control; Power Electronics; Inverters/Converters; Closed-Loop Control; Embedded Software; Firmware; Mechatronics Systems; Connectivity/IoT Devices; EMC/EMI		Baden-Württemberg + more
17	Big	Endress+Hauser	Process instrumentation with sensors, embedded firmware and industrial field communication.	Process Instrumentation; Sensors/Industrial Sensing; Measurement Technology; Embedded Software; Firmware; Industrial Ethernet; IO-Link; Fieldbus; OPC UA; Electronics Design (Schematic/PCB); EMC/EMI	Baden-Württemberg + more
18	Big	Festo	Factory automation with embedded motion/control, robotics and industrial connectivity.	Industrial Automation; Factory Automation/Machinery; Robotics; Drives & Motion Control; Motor Control; Closed-Loop Control; Embedded Software; Firmware; Mechatronics Systems; Connectivity/IoT Devices; EMC/EMI	Baden-Württemberg + more
19	Big	FORVIA	Automotive supplier with embedded electronics/software across multiple product domains.	Automotive/Mobility; Tier-1 Supplier; Embedded Software; Embedded Linux; CAN/LIN; Connectivity/IoT Devices; Testing/Test Automation; V&V; Functional Safety; ISO 26262	Baden-Württemberg + more
20	Big	FORVIA HELLA	Automotive electronics (lighting/sensing) with embedded software and validation.	Automotive/Mobility; Tier-1 Supplier; Sensors/Industrial Sensing; Embedded Software; Embedded C/Cpp; RTOS; CAN/LIN; Electronics Design (Schematic/PCB); Functional Safety; ISO 26262; V&V; Testing/Test Automation	Nordrhein-Westfalen, Baden-Württemberg + more
21	Big	Gettinge	MedTech systems with electronics, embedded software and regulated verification/validation.	Medical Devices/MedTech; Embedded Software; Firmware; Electronics Design (Schematic/PCB); V&V; Testing/Test Automation; Requirements; Systems Engineering; Cybersecurity (Embedded)	Baden-Württemberg + more
22	Big	HARMAN	Infotainment/connected systems with embedded Linux audio/DSP and device connectivity.	Automotive/Mobility; Embedded Linux; Embedded Software; Connectivity/IoT Devices; Bluetooth/Wi-Fi; Cybersecurity (Embedded); Testing/Test Automation; V&V; Systems Engineering	Bayern + more
23	Big	Henneckentech	Heavy machinery automation, motion control and embedded/controller engineering.	Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Power Electronics; Motor Control; Closed-Loop Control; Embedded Software; Firmware; Systems Engineering; V&V	Baden-Württemberg
24	Big	HENGSTLER	Sensor systems (rotary/position) with embedded real-time processing and system engineering.	Defence/Security; Sensors/Industrial Sensing; Signal Processing; Sensor Fusion; Embedded Software; Embedded C/Cpp; RTOS; FPGA; Systems Engineering; Requirements; Cybersecurity (Embedded)	Baden-Württemberg, Bayern + more
25	Big	IBM	AI, Edge AI, Other AI Usage; Industrial Networking/IIoT; Connectivity/IoT Devices; Cybersecurity (Embedded); Cloud/Backend; Systems Engineering; SW; Embedded AI		Baden-Württemberg + more
26	Big	ifm	Sensors/Industrial Sensing; Industrial Networking/IIoT; IO-Link; Industrial Ethernet; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Measurement Technology; Connectivity/IoT Devices		Baden-Württemberg + more
27	Big	John Deere	Mobile machines with embedded control, sensing and automation (incl. electrification).	Automotive/Mobility; Battery/BMS/E-Mobility; Motor Control; Embedded Software; Embedded C/Cpp; RTOS; CAN/LIN; Sensors/Industrial Sensing; Systems Engineering; HIL/SIL; Testing/Test Automation	Baden-Württemberg + more
28	Big	Kärcher	Consumer/professional cleaning equipment with embedded control, electronics, connectivity and firmware development.	Mechatronics Systems; Motor Control; Power Electronics; Connectivity/IoT Devices; Embedded Software; Firmware; Embedded C/Cpp; EMC/EMI; Testing/Test Automation; V&V	Baden-Württemberg + more
29	Big	Knorr-Bremse	Rail and CV braking systems with embedded safety/control and rigorous V&V.	Rail/Signalling; Commercial Vehicles; Functional Safety; ISO 26262; EN 50128/50129; Embedded Software; RTOS; Embedded C/Cpp; Systems Engineering; V&V; Testing/Test Automation	Bayern, Baden-Württemberg + more
30	Big	Liebherr	Machinery and equipment with embedded control, drives and power electronics.	Factory Automation/Machinery; Drives & Motion Control; Motor Control; Power Electronics; Embedded Software; Firmware; Mechatronic Systems; Systems Engineering; V&V	Baden-Württemberg, Bayern + more
31	Big	MAHLE	Automotive supplier with e-mobility electronics and embedded control development.	Automotive/Mobility; Tier-1 Supplier; Battery/BMS/E-Mobility; Power Electronics; Inverters/Converters; Motor Control; Embedded Software; ISO 26262; Testing/Test Automation; V&V	Baden-Württemberg + more
32	Big	Magna	Tier-1 supplier with mechatronics/electronics and embedded SW across many product lines.	Automotive/Mobility; Tier-1 Supplier; Mechatronics Systems; Sensors/Industrial Sensing; Embedded Software; Embedded C/Cpp; RTOS; CAN/LIN; Electronics Design (Schematic/PCB); ISO 26262; V&V; Testing/Test Automation	Baden-Württemberg, Bayern + more
33	Big	MANN+HUMMEL	Industrial/automotive solutions with sensing/monitoring and embedded-related products.	Sensors/Industrial Sensing; Connectivity/IoT Devices; Embedded Software; Firmware; Industrial Networking/IIoT; Measurement Technology; Testing/Test Automation; Systems Engineering	Baden-Württemberg + more
34	Big	Marquardt	Mechatronic systems and electronics with embedded SW/HW, security and safety processes.	Automotive/Mobility; Tier-1 Supplier; Mechatronic Systems; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Functional Safety; ISO 26262; Cybersecurity (Embedded); Connectivity/IoT Devices	Baden-Württemberg + more
35	Big	Mercedes-Benz Group (formerly Daimler AG)	vehicle electronics/software with embedded platforms, integration, diagnostics and validation roles.	Automotive/Mobility; Embedded Software; Embedded Linux; Vehicle Networks/Protocols; Diagnostics/Calibration; HIL/SIL; Testing/Test Automation; V&V; Functional Safety; ISO 26262; Cybersecurity (Embedded); Connectivity/IoT Devices; Systems Engineering; Requirements; Electronics Design (Schematic/PCB); Sensors/Industrial Sensing; Sensor Fusion; Computer Vision/Embedded Vision; Signal Processing; Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; Electronics Design (Schematic/PCB); Testing/Test Automation; Baden-Württemberg + more | 1 | Big | Accenture | Automotive/mobility/energy/public sector consulting; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; Baden-Württemberg + more | 2 | Big | Actemium | Industrial automation and control systems; Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Industrial Networking/IIoT; OPC UA; Embedded Software; Firmware; V&V; Testing/Test Automation; Systems Engineering | Baden-Württemberg + more | 3 | Big | Actemium Controls | Industrial automation and control systems; Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Industrial Networking/IIoT; OPC UA; Embedded Software; Firmware; V&V; Testing/Test Automation; Systems Engineering | Baden-Württemberg + more | 4 | Big | Actemium Nederland | Industrial automation and control systems; Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Industrial Networking/IIoT; OPC UA; Embedded Software; Firmware; V&V; Testing/Test Automation; Systems Engineering | Baden-Württemberg + more | 5 | Big | Actemium Österreich | Industrial automation and control systems; Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Industrial Networking/IIoT; OPC UA; Embedded Software; Firmware; V&V; Testing/Test Automation; Systems Engineering | Baden-Württemberg + more | 6 | Big | Actemium Schweiz | Industrial automation and control systems; Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Industrial Networking/IIoT; OPC UA; Embedded Software; Firmware; V&V; Testing/Test Automation; Systems Engineering | Baden-Württemberg + more | 7 | Big | Actemium Transportation Technologies | Industrial automation and control systems; Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Industrial Networking/IIoT; OPC UA; Embedded Software; Firmware; V&V; Testing/Test Automation; Systems Engineering | Baden-Württemberg + more | 8 | Big | Actemium Wessels | Industrial automation and control systems; Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Industrial Networking/IIoT; OPC UA; Embedded Software; Firmware; V&V; Testing/Test Automation; Systems Engineering | Baden-Württemberg + more | 9 | Big | Adtran | Networking equipment; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Baden-Württemberg + more | 10 | Big | Advantest | Semiconductor test equipment; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Baden-Württemberg + more | 11 | Big | Aerospace Corporation | Aerospace/space systems; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Los Angeles, California + more | 12 | Big | Aerotec | Aerospace manufacturing; Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Industrial Networking/IIoT; OPC UA; Embedded Software; Firmware; V&V; Testing/Test Automation; Systems Engineering | Baden-Württemberg + more | 13 | Big | Aerotec Aviation | Aerospace manufacturing; Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Industrial Networking/IIoT; OPC UA; Embedded Software; Firmware; V&V; Testing/Test Automation; Systems Engineering | Baden-Württemberg + more | 14 | Big | Agilent Technologies | Test & measurement and lab instruments with embedded systems, firmware and product development. | Test & Measurement; Measurement Technology; Embedded Software; Firmware; Electronics Design (Schematic/PCB); EMC/EMI; Connectivity/IoT Devices; V&V; Testing/Test Automation | Baden-Württemberg + more | 15 | Big | Airbus | Aerospace/defense systems with avionics, embedded SW/HW and certification-heavy engineering. | Aerospace/Avionics; Defence/Security; DO-178C/DO-254; Systems Engineering; Requirements; Embedded Software; Embedded C/Cpp; RTOS; FPGA; Signal Processing; Cybersecurity (Embedded) | Bayern, Baden-Württemberg + more | 16 | Big | Airbus Defence and Space | Defence/space systems with embedded SW, safety-critical software and validation. | Aerospace/Avionics; Defence/Security; DO-178C/DO-254; Systems Engineering; Requirements; Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; V&V; Testing/Test Automation; Cybersecurity (Embedded) | Bayern, Baden-Württemberg + more | 17 | Big | Airbus Helicopters | Aerospace/defense systems with avionics, embedded SW and certification-heavy engineering. | Aerospace/Avionics; Defence/Security; DO-178C/DO-254; Systems Engineering; Requirements; Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; V&V; Testing/Test Automation; Cybersecurity (Embedded) | Bayern, Baden-Württemberg + more | 18 | Big | Airbus Operations | Aerospace/defense systems with avionics, embedded SW and certification-heavy engineering. | Aerospace/Avionics; Defence/Security; DO-178C/DO-254; Systems Engineering; Requirements; Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; V&V; Testing/Test Automation; Cybersecurity (Embedded) | Bayern, Baden-Württemberg + more | 19 | Big | Airbus Space and Defence | Space/defence systems with embedded SW, safety-critical software and validation. | Aerospace/Avionics; Defence/Security; DO-178C/DO-254; Systems Engineering; Requirements; Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; V&V; Testing/Test Automation; Cybersecurity (Embedded) | Bayern, Baden-Württemberg + more | 20 | Big | Airbus Space Systems | Space/defence systems with embedded SW, safety-critical software and validation. | Aerospace/Avionics; Defence/Security; DO-178C/DO-254; Systems Engineering; Requirements; Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; V&V; Testing/Test Automation; Cybersecurity (Embedded) | Bayern, Baden-Württemberg + more | 21 | Big | Aixtron | Semiconductor equipment; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Herzogenrath + more | 22 | Big | Alcon | Medical devices with embedded electronics, firmware and regulated V&V work. | Medical Devices/MedTech; Embedded Software; Firmware; Electronics Design (Schematic/PCB); V&V; Testing/Test Automation; Requirements; Systems Engineering; Cybersecurity (Embedded); Connectivity/IoT Devices | Hessen, Baden-Württemberg + more | 23 | Big | Alstom | Rail/transportation systems with embedded SW, safety-critical software and validation. | Rail/Signalling; Commercial Vehicles; Functional Safety; ISO 26262; EN 50128/50129; Embedded Software; RTOS; Embedded C/Cpp; Systems Engineering; V&V; Testing/Test Automation | Baden-Württemberg + more | 24 | Big | Amazon | Cloud/backend, IoT, robotics and large-scale software engineering. | Cloud/Backend; Connectivity/IoT Devices; Embedded Software; Embedded Linux; Cybersecurity (Embedded); Robotics; Systems Engineering; SW | Baden-Württemberg + more | 25 | Big | Amphenol | Connectors and interconnect systems with embedded electronics and cybersecurity topics. | Process Instrumentation; Sensors/Industrial Sensing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; Cybersecurity (Embedded) | Baden-Württemberg + more | 26 | Big | Analog Devices | Analog/mixed-signal semiconductors; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Baden-Württemberg + more | 27 | Big | Andritz | Industrial automation and control systems; Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Industrial Networking/IIoT; OPC UA; Embedded Software; Firmware; V&V; Testing/Test Automation; Systems Engineering | Baden-Württemberg + more | 28 | Big | Apex.AI | Software engineering company with projects in Embedded/IoT products (often good for internships and theses). | Embedded Software; Embedded Linux; Connectivity/IoT Devices; CI/CD (Embedded); Testing/Test Automation | Baden-Württemberg + more | 29 | Big | Apple | Hardware, software and services; many engineering roles across silicon, devices and platforms. | Embedded Software; Firmware; Embedded Linux; Connectivity/IoT Devices; Bluetooth/Wi-Fi; Embedded Linux; Electronics Design (Schematic/PCB); Testing/Test Automation; Baden-Württemberg + more | 30 | Big | Applied Materials | Semiconductor equipment; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Baden-Württemberg + more | 31 | Big | Arburg | Plastics processing machinery; Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Motor Control; Closed-Loop Control; Embedded Software; Firmware; Mechatronic Systems; Industrial Networking/IIoT; Connectivity/IoT Devices | Baden-Württemberg + more | 32 | Big | Arcelik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 33 | Big | Arcelik Global | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 34 | Big | Arcelik Research | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 35 | Big | Arçelik Teknoloji | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 36 | Big | Arçelik Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 37 | Big | Arçelik-LG | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 38 | Big | Arçelik-Siemens | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 39 | Big | Arçelik-Whirlpool | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 40 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 41 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 42 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 43 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 44 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 45 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 46 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 47 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 48 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 49 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 50 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 51 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 52 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 53 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 54 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 55 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 56 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 57 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 58 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 59 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 60 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 61 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 62 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 63 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 64 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 65 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 66 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 67 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 68 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 69 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 70 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 71 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 72 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 73 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 74 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 75 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 76 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 77 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 78 | Big | Arçelik-Whirlpool Yazılım ve Elektronik | Consumer electronics and home appliances; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Istanbul + more | 79 | Medium | Bucher | Sensors and modules with embedded electronics and firmware; Industrial Networking/IIoT; Embedded Software; Firmware; Industrial Ethernet; IO-Link; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Hessen, Switzerland, Berlin + more | 59 | Medium | Bernardi | Engineering services with lots of embedded projects, requirements and test/validation work. | Systems Engineering; Requirements; Embedded Software; Testing/Test Automation; V&V; HIL/SIL; Functional Safety; ISO 24262 | Baden-Württemberg + more | 60 | Medium | Beurtia | Weighing/inspection systems with embedded control, measurement electronics and connectivity. | Factory Automation/Machinery; Sensors/Industrial Sensing; Measurement Technology; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V; HIL/SIL; Diagnostics/Calibration; Functional Safety; ISO 24262; Systems Engineering | Baden-Württemberg | 62 | Medium | Bosch Semotec | MEMS sensors with firmware/algorithms, sensor fusion and low-power embedded development. | Sensors/Industrial Sensing; Semiconductors/IC Design; ASIC/Mixed-Signal; Embedded Software; Firmware; Signal Processing; Sensor Fusion; V&V | Baden-Württemberg + more | 63 | Medium | Bürkert | Fluid control with embedded controllers, sensors and industrial field communication. | Process Instrumentation; Sensors/Industrial Sensing; Embedded Software; Firmware; Industrial Ethernet; Fieldbus; OPC UA; Low-Code/No-Code; Connectivity/IoT Devices; Testing/Test Automation; V&V | Baden-Württemberg + more | 64 | Medium | BDT Media Automation | Automation systems with controls, electronics/software integration. | Factory Automation/Machinery; Industrial Automation; Robotics; Embedded Software; Firmware; Systems Engineering; Industrial Networking/IIoT | Baden-Württemberg + more | 65 | Medium | Data Energy Systems | Power electronics for charging/industrial supply with embedded control and EMC topics. | Power Electronics; Inverters/Converters; Battery/BMS/E-Mobility; Embedded Software; Firmware; EMC/EMI; Testing/Test Automation; V&V; Motor Control | Baden-Württemberg | 66 | Medium | dSPACE | HIL/SIL and toolchain leader—excellent for embedded testing, R&D and automotive. | Automotive/Mobility; Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; CAN/LIN; Diagnostics/Calibration; HIL/SIL; Testing/Test Automation; V&V; Functional Safety; ISO 26262; Systems Engineering | Baden-Württemberg + more | 67 | Medium | Elektroglas | Automated wafer and functional safety probe systems; embedded software and electronics. | Semiconductors/IC Design; ASIC/Mixed-Signal; Embedded Software; Firmware; Electronics Design (Schematic/PCB); EMC/EMI; Testing/Test Automation; V&V; Functional Safety; ISO 26262; Systems Engineering | Baden-Württemberg + more | 68 | Medium | Elektrogas & Automation | Test systems for EV charging/batteries with automation, testing and validation focus (great for theses). | Test & Measurement; Testing/Test Automation; Embedded Software; Firmware; Electronics Design (Schematic/PCB); EMC/EMI; Industrial Networking/IIoT; Connectivity/IoT Devices; V&V | Baden-Württemberg | 69 | Medium | Emerson | Industrial automation and control systems; Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Motor Control; Closed-Loop Control; Embedded Software; Firmware; Mechatronic Systems; Industrial Networking/IIoT; Connectivity/IoT Devices | Baden-Württemberg + more | 70 | Medium | Endress+Hauser | Process instrumentation with sensors, embedded firmware and industrial field communication. | Process Instrumentation; Sensors/Industrial Sensing; Measurement Technology; Embedded Software; Firmware; Industrial Ethernet; IO-Link; Fieldbus; OPC UA; Electron

ID	Company size	Company name	Short description	Tags	State (Bundesland)
200	Medium	groninger	Machinery for pharma/cosmetics—automation, controls and industrial engineering roles around high-end equipment.	Factory Automation/Machinery; Industrial Automation; Robotics; Industrial Networking/IIoT; Embedded Software; Systems Engineering; Testing/Test Automation; V&V	Baden-Württemberg, Bayern + more
201	Big	IMS Gear	Drive&actuator systems for mobility/industry—strong mechatronics and motion-control ecosystem.	Drives & Motion Control; Mechatronic Systems; Actuators; Automotive/Mobility; Systems Engineering; Testing/Test Automation	Baden-Württemberg + more
202	Medium	Thoben	Building/smart-energy electronics with embedded firmware, electronics development and test lab topics.	Connectivity/IoT Devices; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; Cybersecurity (Embedded)	Baden-Württemberg + more

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