

# How to find an Internship

## Student Group

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# How to find an Internship

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

### 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.

| Company size | Company name                                       | Short description                                                                                           |
|--------------|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| Big          | <a href="#">ABB</a>                                | Power & automation company with industrial drives, robotics and embedded control engineering.               |
| Big          | <a href="#">Agilent Technologies</a>               | Analytical instruments and lab automation with embedded electronics and control/software roles in BW sites. |
| Big          | <a href="#">ALSTOM</a>                             | Rail systems (signalling, rolling stock) with safety-critical electronics and embedded software roles.      |
| Big          | <a href="#">AMETEK</a>                             | Diversified instrumentation group with electronics, sensing and embedded-adjacent engineering roles.        |
| Big          | <a href="#">Airbus</a>                             | Aerospace and defence systems with avionics, embedded SW/HW and systems engineering.                        |
| Big          | <a href="#">Audi</a>                               | Automotive OEM with ECU/vehicle electronics, infotainment and embedded software development.                |
| Big          | <a href="#">B. Braun (Aesculap)</a>                | MedTech devices and production systems with embedded electronics and safety/regulatory engineering.         |
| Big          | <a href="#">Bosch Rexroth</a>                      | Factory automation and hydraulics with motion control electronics and embedded software.                    |
| Big          | <a href="#">Bosch</a>                              | Large R&D footprint in sensors, ECUs, industrial automation, and embedded SW/HW development.                |
| Big          | <a href="#">BSH Home Appliances</a>                | Connected appliances with electronics, control firmware and IoT product development.                        |
| Big          | <a href="#">BorgWarner</a>                         | Automotive e-mobility and power electronics with embedded control and validation roles.                     |
| Big          | <a href="#">Continental</a>                        | Automotive and industrial technology with embedded software, sensors and electronics development.           |
| Big          | <a href="#">Daimler Truck</a>                      | Commercial vehicles with powertrain, electrification, ECUs and embedded systems engineering.                |
| Big          | <a href="#">Diehl Group (incl. Diehl Aviation)</a> | Aviation/defence products with embedded electronics, systems and certification topics.                      |
| Big          | <a href="#">Eaton</a>                              | Power management (e-mobility, power electronics, industrial) with engineering and embedded-adjacent roles.  |

| Company size | Company name                      | Short description                                                                                   |
|--------------|-----------------------------------|-----------------------------------------------------------------------------------------------------|
| Big          | <a href="#">ebm-papst</a>         | Electric motors and fans with embedded control, power electronics and validation roles.             |
| Big          | <a href="#">Endress+Hauser</a>    | Process instrumentation with sensors, measurement electronics and embedded firmware.                |
| Big          | <a href="#">Festo</a>             | Pneumatics/automation with mechatronics, sensors, embedded control and industrial IoT.              |
| Big          | <a href="#">FORVIA (Faurecia)</a> | Automotive interiors and electronics with embedded and electronics roles (incl. BW sites).          |
| Big          | <a href="#">FORVIA HELLA</a>      | Automotive lighting/electronics with ECUs, sensors and embedded software development.               |
| Big          | <a href="#">Getinge</a>           | Medical technology (incl. OR systems) with electronics, software and verification work.             |
| Big          | <a href="#">HARMAN</a>            | Automotive audio/infotainment with embedded Linux, DSP and electronics development.                 |
| Big          | <a href="#">Herrenknecht</a>      | Tunnel boring machines with heavy-duty automation, drives and embedded control engineering.         |
| Big          | <a href="#">HENSOLDT</a>          | Sensors and defence electronics with radar, optronics and embedded SW/HW engineering.               |
| Big          | <a href="#">IBM</a>               | Software and engineering roles incl. embedded-adjacent systems, security and edge/IoT projects.     |
| Big          | <a href="#">ifm</a>               | Industrial sensors and automation with embedded firmware, electronics and edge/IIoT development.    |
| Big          | <a href="#">John Deere</a>        | Off-highway machinery with embedded control, sensors, autonomy and electrification topics.          |
| Big          | <a href="#">Kärcher</a>           | Mechatronic cleaning systems with electronics, motor control and embedded software roles.           |
| Big          | <a href="#">Knorr-Bremse</a>      | Braking systems for rail/commercial vehicles with functional safety and embedded electronics.       |
| Big          | <a href="#">Liebherr</a>          | Industrial machinery and appliances with embedded control, drives and electronics design.           |
| Big          | <a href="#">MAHLE</a>             | Powertrain and thermal systems with electronics, e-mobility components and embedded control.        |
| Big          | <a href="#">Magna</a>             | Automotive supplier with electronics, mechatronics and embedded software across many product lines. |
| Big          | <a href="#">MANN+HUMMEL</a>       | Filtration and industrial solutions with electronics, sensors and product/embedded roles.           |
| Big          | <a href="#">Marquardt</a>         | Mechatronic systems supplier with electronics, embedded software and product cybersecurity roles.   |
| Big          | <a href="#">Mercedes-Benz</a>     | Automotive R&D with vehicle electronics, embedded platforms and software-defined vehicle roles.     |
| Big          | <a href="#">Pepperl+Fuchs</a>     | Industrial sensing and explosion protection with embedded firmware and electronics development.     |
| Big          | <a href="#">Parker Hannifin</a>   | Motion and control technologies with electronics, sensors and embedded/control engineering.         |
| Big          | <a href="#">Porsche</a>           | Sports cars and e-mobility with ECUs, embedded software and vehicle electronics engineering.        |
| Big          | <a href="#">Rheinmetall</a>       | Defence and automotive tech with embedded electronics, systems engineering and testing.             |

| Company size | Company name                                        | Short description                                                                                      |
|--------------|-----------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| Big          | <a href="#">Roche Diagnostics</a>                   | Diagnostic instruments with embedded control, electronics, software and verification/QA.               |
| Big          | <a href="#">Rohde &amp; Schwarz</a>                 | Test & measurement and secure comms with RF electronics and embedded/software roles.                   |
| Big          | <a href="#">Rolls-Royce Power Systems</a>           | Large engines and energy systems with ECU/controls, power electronics and embedded SW.                 |
| Big          | <a href="#">SAP</a>                                 | Industry software and IoT/edge solutions; good entry point for embedded-adjacent software roles.       |
| Big          | <a href="#">Schaeffler</a>                          | Automotive/industrial supplier with e-mobility, mechatronics and embedded systems roles.               |
| Big          | <a href="#">SICK</a>                                | Sensor technology (machine vision, LiDAR) with embedded firmware, electronics and systems.             |
| Big          | <a href="#">Siemens</a>                             | Industrial digitalization and automation with embedded, controls and electronics engineering.          |
| Big          | <a href="#">STIHL</a>                               | Power tools and e-drives with motor control, battery systems and embedded firmware.                    |
| Big          | <a href="#">Stryker (incl. Freiburg/Tuttlingen)</a> | MedTech products and manufacturing with electronics, embedded and engineering internships.             |
| Big          | <a href="#">Syntegon</a>                            | Packaging/processing machinery with industrial automation, controls and embedded software.             |
| Big          | <a href="#">TRUMPF</a>                              | Laser and machine tools with industrial electronics, controls and embedded software.                   |
| Big          | <a href="#">Valeo</a>                               | Automotive technology supplier with sensors, electronics and embedded systems development.             |
| Big          | <a href="#">Voith</a>                               | Drive technology and automation with embedded control, electrics and industrial software.              |
| Big          | <a href="#">ZEISS</a>                               | Optics and medical/industrial systems with electronics, embedded SW and automation roles.              |
| Big          | <a href="#">ZF Friedrichshafen</a>                  | Automotive/industrial systems with e-drives, ECUs, sensors and embedded software.                      |
| Big          | <a href="#">ZIEHL-ABEGG</a>                         | Fans/motors and drive/control tech with electronics and embedded system development.                   |
| Medium       | <a href="#">AMETEK CTS</a>                          | EMC testing and instrumentation with electronics, measurement and embedded-adjacent engineering roles. |
| Medium       | <a href="#">Balluff</a>                             | Industrial sensors and IO/communication hardware with embedded firmware and electronics design.        |
| Medium       | <a href="#">Baumer</a>                              | Sensor and encoder solutions with embedded firmware, electronics and application engineering.          |
| Medium       | <a href="#">Bertrandt</a>                           | Engineering services for automotive/industry, often hands-on with embedded SW/HW projects.             |
| Medium       | <a href="#">Bizerba</a>                             | Weighing/inspection systems with embedded electronics, software and automation topics.                 |
| Medium       | <a href="#">Bosch Engineering</a>                   | Engineering services for mobility/industry with embedded platforms, calibration and electronics.       |
| Medium       | <a href="#">Bosch Sensortec</a>                     | MEMS sensors and embedded solutions; internships/theses often via the Bosch job portal.                |
| Medium       | <a href="#">Bürkert</a>                             | Measurement/control for fluids with sensors, electronics and embedded control firmware.                |

| <b>Company size</b> | <b>Company name</b>                                          | <b>Short description</b>                                                                                 |
|---------------------|--------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| Medium              | <a href="#">BDT Media Automation</a>                         | Automation systems and mechatronics with electronics, testing and embedded software opportunities.       |
| Medium              | <a href="#">Delta Energy Systems</a>                         | Power electronics (AC/DC, DC/DC, charging) with embedded control and hardware engineering roles.         |
| Medium              | <a href="#">dSPACE</a>                                       | Tooling for HIL/SIL and control development; great for embedded validation and simulation.               |
| Medium              | <a href="#">Dürr Group</a>                                   | Automation and production systems with industrial controls, sensors and embedded/software roles.         |
| Medium              | <a href="#">Eberspächer</a>                                  | Automotive thermal and exhaust tech with ECU development, electronics and embedded software.             |
| Medium              | <a href="#">E.G.O.</a>                                       | Appliance controls and components with embedded software, electronics and testing topics.                |
| Medium              | <a href="#">ElringKlinger</a>                                | Automotive components and e-mobility systems with electronics integration and testing roles.             |
| Medium              | <a href="#">ETAS</a>                                         | Automotive software tools and middleware with embedded, AUTOSAR and diagnostics topics.                  |
| Medium              | <a href="#">Freudenberg Sealing Technologies</a>             | High-tech sealing solutions; mechatronics and testing roles around sensors and materials.                |
| Medium              | <a href="#">Hansgrohe</a>                                    | Smart sanitary products with electronics, connectivity and embedded development roles.                   |
| Medium              | <a href="#">Hekatron</a>                                     | Fire detection and safety systems with embedded electronics, connectivity and testing.                   |
| Medium              | <a href="#">Heidelberger Druckmaschinen</a>                  | High-end printing systems with motion control, industrial electronics and automation.                    |
| Medium              | <a href="#">HIMA</a>                                         | Safety automation (process/rail) with embedded, safety PLCs and functional safety engineering.           |
| Medium              | <a href="#">Hirschmann Automation &amp; Control (Belden)</a> | Industrial networking with embedded Linux, switching, protocols and hardware design.                     |
| Medium              | <a href="#">IMS CHIPS</a>                                    | Custom microelectronic systems (ASIC/sensors) with mixed-signal design and embedded work.                |
| Medium              | <a href="#">IPG Automotive</a>                               | Vehicle simulation and test systems with HW/SW development and automation in test benches.               |
| Medium              | <a href="#">Jetter (Bucher Automation)</a>                   | Industrial and mobile automation controllers with embedded firmware and electronics.                     |
| Medium              | <a href="#">KARL STORZ</a>                                   | Medical devices and imaging systems with electronics, embedded software and verification.                |
| Medium              | <a href="#">Kurtz Ersä</a>                                   | Electronics manufacturing and automation equipment with control electronics and embedded software roles. |
| Medium              | <a href="#">Leuze</a>                                        | Optical sensors and safety components with embedded firmware and electronics roles.                      |
| Medium              | <a href="#">LEIBINGER</a>                                    | Industrial inkjet/printing systems with embedded software, electronics and automation roles.             |
| Medium              | <a href="#">LAPP</a>                                         | Connectivity solutions (cables/connectors) with electronics, testing and industrial product roles.       |
| Medium              | <a href="#">Murrelektronik</a>                               | Industrial connectivity and automation components with electronics and embedded development.             |
| Medium              | <a href="#">Pilz</a>                                         | Automation and safety systems with embedded control, industrial networks and validation.                 |

| Company size | Company name                                                   | Short description                                                                                       |
|--------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| Medium       | <a href="#">Physik Instrumente (PI)</a>                        | Precision motion systems with controllers, embedded control and electronics engineering.                |
| Medium       | <a href="#">R. STAHL</a>                                       | Explosion protection systems with electronics development and industrial product engineering.           |
| Medium       | <a href="#">SCHUNK</a>                                         | Automation and gripping systems with mechatronics, sensors and embedded control topics.                 |
| Medium       | <a href="#">TDK-Micronas</a>                                   | Hall sensors and automotive ICs with mixed-signal design and embedded applications.                     |
| Medium       | <a href="#">Testo</a>                                          | Measurement technology with sensors, embedded firmware and connected instrumentation.                   |
| Medium       | <a href="#">VEGA Grieshaber</a>                                | Process sensors (level/pressure) with embedded systems, radar tech and electronics.                     |
| Medium       | <a href="#">Vector Informatik</a>                              | Automotive software and tools (AUTOSAR, networking) with embedded and systems focus.                    |
| Medium       | <a href="#">WITTENSTEIN</a>                                    | Mechatronic drive systems with motion control, embedded control and system integration.                 |
| Medium       | <a href="#">Würth Elektronik</a>                               | Electronic components and EMS with hardware design, power electronics and embedded topics.              |
| SME          | <a href="#">ALTEN</a>                                          | Engineering services with embedded software, electronics and validation projects in the region.         |
| SME          | <a href="#">Akkodis</a>                                        | Engineering and IT services with embedded, automotive software and testing roles in BW.                 |
| SME          | <a href="#">Bucher Automation</a>                              | Industrial/mobile automation solutions with electronics, embedded and DHBW thesis options.              |
| SME          | <a href="#">Capgemini Engineering</a>                          | Engineering services with embedded software, electronics and systems engineering tracks.                |
| SME          | <a href="#">Cinemo</a>                                         | Embedded and infotainment software products (automotive/consumer) with C++ and Linux focus.             |
| SME          | <a href="#">EDAG</a>                                           | Engineering services for vehicle/industry development incl. embedded, electronics and testing.          |
| SME          | <a href="#">embeX</a>                                          | Embedded engineering services (SW/HW) with internships and thesis topics in BW projects.                |
| SME          | <a href="#">emtrion</a>                                        | Embedded systems and electronics engineering services (automotive/industry) with thesis-friendly roles. |
| SME          | <a href="#">Exxeta</a>                                         | Digital engineering; some IoT/edge roles relevant for embedded-adjacent starts in BW.                   |
| SME          | <a href="#">FERCHAU</a>                                        | Engineering services; many entry roles in embedded SW/HW, test and automation in BW.                    |
| SME          | <a href="#">Fraunhofer-Gesellschaft (BW institutes)</a>        | Applied research network with many internships and theses in sensors, automation and embedded systems.  |
| SME          | <a href="#">FZI Research Center for Information Technology</a> | Applied research (robotics/AI/embedded/IoT) with many student projects and theses.                      |
| SME          | <a href="#">Hahn-Schickard</a>                                 | Applied microsystems and medical/industrial electronics R&D with embedded and sensor focus.             |
| SME          | <a href="#">HEINZMANN</a>                                      | Control and drive technology with embedded firmware, motor control and electronics engineering roles.   |
| SME          | <a href="#">HighTec EDV-Systeme</a>                            | Embedded toolchain and compiler tech (AUTOSAR/MCUs) with low-level software engineering.                |

| Company size | Company name                               | Short description                                                                                        |
|--------------|--------------------------------------------|----------------------------------------------------------------------------------------------------------|
| SME          | <a href="#">Fraunhofer IOSB</a>            | Applied R&D in security, sensor systems and embedded/edge software (often thesis-friendly).              |
| SME          | <a href="#">Fraunhofer IPA</a>             | Applied manufacturing/automation R&D with robotics, sensors and embedded/control topics.                 |
| SME          | <a href="#">IAV</a>                        | Automotive engineering with ECU development, calibration, embedded SW and validation.                    |
| SME          | <a href="#">Porsche Engineering</a>        | Engineering services with embedded SW/HW, E/E architecture and e-mobility development.                   |
| SME          | <a href="#">P3 Group</a>                   | Consulting/engineering with embedded systems, functional safety and electronics projects.                |
| SME          | <a href="#">NewTec</a>                     | Safety-critical embedded systems (aerospace/rail/industry) with verification and embedded SW.            |
| SME          | <a href="#">AVL</a>                        | Powertrain and e-mobility engineering with control, embedded SW and test systems.                        |
| SME          | <a href="#">SensoPart</a>                  | Industrial sensor and vision-sensor manufacturer with electronics and embedded firmware roles.           |
| SME          | <a href="#">Synapticon</a>                 | Motion-control electronics for robotics with embedded control, power electronics and testing.            |
| SME          | <a href="#">Wibu-Systems</a>               | Embedded/industrial cybersecurity and licensing with roles around secure software and device protection. |
| SME          | <a href="#">Vector Consulting Services</a> | Engineering & consulting around automotive software toolchains and embedded processes.                   |

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