

# How to find an Internship

## Student Group

| First Name | Surname | Matrikel Nr. |
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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.

| ID | Company size | Company name                         | Short description                                                                                      | Tags                                                                                                                                                                                                                                                       | State (Bundesland)       |
|----|--------------|--------------------------------------|--------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 1  | Big          | <a href="#">ABB</a>                  | 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          | <a href="#">Agilent Technologies</a> | Test/measurement 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/IIoT Devices; V&V; Testing/Test Automation                                                                              | Baden-Württemberg + more |
| 3  | Big          | <a href="#">ALSTOM</a>               | Rail engineering with safety-critical embedded software, signalling and traction systems.              | 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 |

| ID | Company size | Company name                        | Short description                                                                              | Tags                                                                                                                                                                                                                               | State (Bundesland)                 |
|----|--------------|-------------------------------------|------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|
| 4  | Big          | <a href="#">AMETEK</a>              | 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                                                                              | Nordrhein-Westfalen, Hessen + more |
| 5  | Big          | <a href="#">Airbus</a>              | Aerospace/defence 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   |
| 6  | Big          | <a href="#">Audi</a>                | 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 | Baden-Württemberg, Bayern + more   |
| 7  | Big          | <a href="#">B. Braun (Aesculap)</a> | 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          | <a href="#">Bosch Rexroth</a>       | Automation and motion 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, Baden-Württemberg + more   |

| ID | Company size | Company name                        | Short description                                                                        | Tags                                                                                                                                                                                                                                                                | State (Bundesland)                      |
|----|--------------|-------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| 9  | Big          | <a href="#">Bosch</a>               | 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          | <a href="#">BSH Home Appliances</a> | Connected appliances with electronics, firmware, EMC and IoT product development.        | Connectivity/IoT Devices; Embedded Software; Firmware; Embedded Linux; Electronics Design (Schematic/PCB); EMC/EMI; Testing/Test Automation; V&V; Cybersecurity (Embedded)                                                                                          | Bayern, Baden-Württemberg + more        |
| 11 | Big          | <a href="#">BorgWarner</a>          | E-mobility and power 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          | <a href="#">Continental</a>         | 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          | <a href="#">Daimler Truck</a>       | 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                |

| ID | Company size | Company name                   | Short description                                                                           | Tags                                                                                                                                                                                                             | State (Bundesland)         |
|----|--------------|--------------------------------|---------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| 14 | Big          | <a href="#">Diehl Group</a>    | Aerospace/defence electronics with embedded systems, certification and security 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          | <a href="#">Eaton</a>          | 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          | <a href="#">ebm-papst</a>      | Motors and fans with embedded motor control, power electronics and connected devices.       | Drives & Motion Control; Motor Control; Power Electronics; Inverters/Converters; Closed-Loop Control; Embedded Software; Firmware; Mechatronic Systems; Connectivity/IoT Devices; EMC/EMI                        | Baden-Württemberg + more   |
| 17 | Big          | <a href="#">Endress+Hauser</a> | 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          | <a href="#">Festo</a>          | 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; Industrial Networking/IIoT; Industrial Ethernet; OPC UA | Baden-Württemberg + more   |
| 19 | Big          | <a href="#">FORVIA</a>         | 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   |

| ID | Company size | Company name                 | Short description                                                                           | Tags                                                                                                                                                                                                               | State (Bundesland)                            |
|----|--------------|------------------------------|---------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
| 20 | Big          | <a href="#">FORVIA HELLA</a> | Automotive electronics (lighting/sensing) with embedded SW/HW and safety processes.         | 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          | <a href="#">Getinge</a>      | 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          | <a href="#">HARMAN</a>       | 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          | <a href="#">Herrenknecht</a> | Heavy machinery with automation, motion control and embedded/controls 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          | <a href="#">HENSOLDT</a>     | Sensor systems (radar/optronics) 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          | <a href="#">IBM</a>          | Edge/AI, systems and security work with strong engineering practices and tooling.           | AI; Edge AI; Other AI Usage; Industrial Networking/IIoT; Connectivity/IoT Devices; Cybersecurity (Embedded); Systems Engineering; CI/CD (Embedded)                                                                 | Baden-Württemberg + more                      |

| ID | Company size | Company name                 | Short description                                                                              | Tags                                                                                                                                                                                                     | State (Bundesland)               |
|----|--------------|------------------------------|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| 26 | Big          | <a href="#">ifm</a>          | Industrial sensors and IIoT with firmware, IO-Link/industrial ethernet and device electronics. | Sensors/Industrial Sensing; Industrial Networking/IIoT; IO-Link; Industrial Ethernet; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Measurement Technology; Connectivity/IIoT Devices | Baden-Württemberg + more         |
| 27 | Big          | <a href="#">John Deere</a>   | 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          | <a href="#">Kärcher</a>      | Mechatronic devices with motor control, electronics, connectivity and firmware development.    | Mechatronic Systems; Motor Control; Power Electronics; Connectivity/IIoT Devices; Embedded Software; Firmware; Embedded C/Cpp; EMC/EMI; Testing/Test Automation; V&V                                     | Baden-Württemberg + more         |
| 29 | Big          | <a href="#">Knorr-Bremse</a> | 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          | <a href="#">Liebherr</a>     | 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          | <a href="#">MAHLE</a>        | 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         |

| ID | Company size | Company name                    | Short description                                                                              | Tags                                                                                                                                                                                                                  | State (Bundesland)               |
|----|--------------|---------------------------------|------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| 32 | Big          | <a href="#">Magna</a>           | Tier-1 supplier with mechatronics/electronics and embedded SW across many product lines.       | Automotive/Mobility; Tier-1 Supplier; Mechatronic 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          | <a href="#">MANN+HUMMEL</a>     | Industrial/automotive solutions with sensing/monitoring and embedded-enabled 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          | <a href="#">Marquardt</a>       | 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          | <a href="#">Mercedes-Benz</a>   | Vehicle electronics/software with embedded platforms, integration, diagnostics and validation. | Automotive/Mobility; Embedded Software; Embedded Linux; RTOS; Embedded C/Cpp; CAN/LIN; Diagnostics/Calibration; HIL/SIL; Testing/Test Automation; V&V; Functional Safety; ISO 26262; Cybersecurity (Embedded)         | Baden-Württemberg + more         |
| 36 | Big          | <a href="#">Parker Hannifin</a> | Motion/control technologies with embedded control, sensors and power electronics.              | Industrial Automation; Drives & Motion Control; Power Electronics; Motor Control; Closed-Loop Control; Sensors/Industrial Sensing; Embedded Software; Firmware; Systems Engineering                                   | Baden-Württemberg + more         |
| 37 | Big          | <a href="#">Pepperl+Fuchs</a>   | Industrial sensing and hazardous-area tech with embedded firmware and industrial networking.   | Sensors/Industrial Sensing; Process Instrumentation; Industrial Networking/IIoT; Industrial Ethernet; IO-Link; Embedded Software; Firmware; Electronics Design (Schematic/PCB); IEC 61508; Functional Safety; EMC/EMI | Baden-Württemberg + more         |

| ID | Company size | Company name                              | Short description                                                                         | Tags                                                                                                                                                                                                | State (Bundesland)                            |
|----|--------------|-------------------------------------------|-------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
| 38 | Big          | <a href="#">Porsche</a>                   | Automotive development with embedded ECUs, safety, validation and integration roles.      | Automotive/Mobility; Embedded Software; RTOS; Embedded Linux; Embedded C/Cpp; CAN/LIN; Functional Safety; ISO 26262; Diagnostics/Calibration; HiL/SiL; Testing/Test Automation; Systems Engineering | Baden-Württemberg + more                      |
| 39 | Big          | <a href="#">Rheinmetall</a>               | Defence and technology group with embedded electronics, systems engineering and testing.  | Defence/Security; Sensors/Industrial Sensing; Embedded Software; RTOS; Embedded C/Cpp; Systems Engineering; Requirements; V&V; Testing/Test Automation; Cybersecurity (Embedded); Signal Processing | Nordrhein-Westfalen, Baden-Württemberg + more |
| 40 | Big          | <a href="#">Roche Diagnostics</a>         | Diagnostic instruments with embedded control, electronics and regulated V&V/QA.           | Medical Devices/MedTech; Sensors/Industrial Sensing; Embedded Software; Embedded Linux; Electronics Design (Schematic/PCB); V&V; Testing/Test Automation; Requirements; Cybersecurity (Embedded)    | Baden-Württemberg + more                      |
| 41 | Big          | <a href="#">Rohde &amp; Schwarz</a>       | RF test & measurement with embedded systems, FPGA/signal processing and cybersecurity.    | Test & Measurement; Measurement Technology; Embedded Software; Embedded Linux; Firmware; Electronics Design (Schematic/PCB); EMC/EMI; FPGA; Signal Processing; Cybersecurity (Embedded); V&V        | Bayern, Baden-Württemberg + more              |
| 42 | Big          | <a href="#">Rolls-Royce Power Systems</a> | High-power engines/energy systems with ECU controls, diagnostics and embedded SW.         | Drives & Motion Control; Power Electronics; Motor Control; Closed-Loop Control; Embedded Software; Firmware; Diagnostics/Calibration; Testing/Test Automation; V&V                                  | Baden-Württemberg + more                      |
| 43 | Big          | <a href="#">SAP</a>                       | Industrial and IoT software/edge solutions; strong for software-heavy theses and tooling. | Industrial Networking/IIoT; Connectivity/IoT Devices; AI; Edge AI; Other AI Usage; Systems Engineering; CI/CD (Embedded); Cybersecurity (Embedded)                                                  | Baden-Württemberg + more                      |

| ID | Company size | Company name               | Short description                                                                              | Tags                                                                                                                                                                                                                   | State (Bundesland)               |
|----|--------------|----------------------------|------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| 44 | Big          | <a href="#">Schaeffler</a> | Mechatronic components with sensing/actuation and embedded control across mobility/industry.   | Automotive/Mobility; Tier-1 Supplier; Mechatronic Systems; Sensors/Industrial Sensing; Battery/BMS/E-Mobility; Embedded Software; Functional Safety; ISO 26262; Testing/Test Automation                                | Bayern, Baden-Württemberg + more |
| 45 | Big          | <a href="#">SICK</a>       | Industrial sensors/vision with embedded firmware, signal processing and field connectivity.    | Sensors/Industrial Sensing; Computer Vision/Embedded Vision; Industrial Networking/IIoT; Industrial Ethernet; Embedded Software; Firmware; Signal Processing; Measurement Technology; V&V                              | Baden-Württemberg + more         |
| 46 | Big          | <a href="#">Siemens</a>    | Industrial automation/digitalization with embedded systems, networking and security.           | Industrial Automation; Industrial Networking/IIoT; Industrial Ethernet; PROFINET; OPC UA; Drives & Motion Control; Embedded Software; Firmware; Systems Engineering; Cybersecurity (Embedded); Testing/Test Automation | Bayern, Baden-Württemberg + more |
| 47 | Big          | <a href="#">STIHL</a>      | Power tools with motor control, batteries, power electronics and embedded firmware.            | Mechatronic Systems; Motor Control; Power Electronics; Battery/BMS/E-Mobility; Embedded Software; Firmware; EMC/EMI; Connectivity/IoT Devices; Testing/Test Automation                                                 | Baden-Württemberg + more         |
| 48 | Big          | <a href="#">Stryker</a>    | MedTech products and manufacturing with electronics/embedded roles and strong quality systems. | Medical Devices/MedTech; Embedded Software; Electronics Design (Schematic/PCB); V&V; Testing/Test Automation; Requirements; Cybersecurity (Embedded); Systems Engineering                                              | Baden-Württemberg + more         |
| 49 | Big          | <a href="#">Syntegon</a>   | Packaging/processing machines with automation, industrial comms and embedded controls.         | 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         |

| ID | Company size | Company name       | Short description                                                                             | Tags                                                                                                                                                                                                                       | State (Bundesland)               |
|----|--------------|--------------------|-----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| 50 | Big          | TRUMPF             | Laser/machine tools with real-time control, industrial electronics and automation stacks.     | Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Power Electronics; Motor Control; Closed-Loop Control; Industrial Networking/IIoT; Embedded Software; Firmware; Testing/Test Automation; V&V | Baden-Württemberg + more         |
| 51 | Big          | Valeo              | Automotive supplier (sensors/electronics) with embedded SW, safety and V&V.                   | Automotive/Mobility; Tier-1 Supplier; Sensors/Industrial Sensing; Embedded Software; Embedded C/Cpp; RTOS; CAN/LIN; Functional Safety; ISO 26262; Sensor Fusion; V&V; Testing/Test Automation                              | Baden-Württemberg + more         |
| 52 | Big          | Voith              | Drive and automation systems with embedded control, power electronics and system engineering. | Drives & Motion Control; Industrial Automation; Factory Automation/Machinery; Power Electronics; Embedded Software; Firmware; Systems Engineering; V&V; Testing/Test Automation                                            | Baden-Württemberg + more         |
| 53 | Big          | ZEISS              | Optics/imaging/metrology with embedded systems, vision and precision mechatronics.            | Optics/Imaging/Metrology; Sensors/Industrial Sensing; Computer Vision/Embedded Vision; Embedded Software; Signal Processing; Electronics Design (Schematic/PCB); Systems Engineering; V&V; AI; Edge AI                     | Baden-Württemberg + more         |
| 54 | Big          | ZF Friedrichshafen | Mobility systems with ECUs, e-drives and safety-critical embedded platforms.                  | Automotive/Mobility; Commercial Vehicles; Tier-1 Supplier; Battery/BMS/E-Mobility; Power Electronics; Embedded Software; RTOS; CAN/LIN; Functional Safety; ISO 26262; HIL/SIL; V&V; Testing/Test Automation                | Baden-Württemberg, Bayern + more |
| 55 | Big          | ZIEHL-ABEGG        | Fans/motors and control tech with embedded motor control and power electronics.               | Drives & Motion Control; Motor Control; Power Electronics; Closed-Loop Control; Embedded Software; Firmware; Mechatronic Systems; Industrial Networking/IIoT; Connectivity/IoT Devices; EMC/EMI                            | Baden-Württemberg + more         |

| ID | Company size | Company name                      | Short description                                                                               | Tags                                                                                                                                                                                    | State (Bundesland)                         |
|----|--------------|-----------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| 56 | Medium       | <a href="#">AMETEK CTS</a>        | EMC compliance test systems and instrumentation—good for HW, EMC and test engineering.          | EMC/EMI; Test & Measurement; Measurement Technology; Electronics Design (Schematic/PCB); V&V; Testing/Test Automation                                                                   | Nordrhein-Westfalen + more                 |
| 57 | Medium       | <a href="#">Balluff</a>           | Industrial sensors/IO-Link with firmware, industrial ethernet and device electronics.           | Sensors/Industrial Sensing; IO-Link; Industrial Ethernet; Industrial Networking/IIoT; Embedded Software; Firmware; Electronics Design (Schematic/PCB); OPC UA; Connectivity/IoT Devices | Baden-Württemberg                          |
| 58 | Medium       | <a href="#">Baumer</a>            | Sensors and encoders with embedded firmware, industrial interfaces and electronics development. | Sensors/Industrial Sensing; Measurement Technology; Embedded Software; Firmware; Industrial Ethernet; IO-Link; Electronics Design (Schematic/PCB)                                       | Hessen, Nordrhein-Westfalen, Berlin + more |
| 59 | Medium       | <a href="#">Bertrandt</a>         | 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 26262                                                               | Baden-Württemberg + more                   |
| 60 | Medium       | <a href="#">Bizerba</a>           | 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); Connectivity/IoT Devices; V&V        | Baden-Württemberg + more                   |
| 61 | Medium       | <a href="#">Bosch Engineering</a> | Embedded SW/HW and vehicle systems engineering services incl. HIL/SIL and calibration.          | Automotive/Mobility; Embedded Software; Firmware; Testing/Test Automation; V&V; HIL/SIL; Diagnostics/Calibration; Functional Safety; ISO 26262; Systems Engineering                     | Baden-Württemberg                          |
| 62 | Medium       | <a href="#">Bosch Sensortec</a>   | 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       | <a href="#">Bürkert</a>           | Fluid control with embedded controllers, sensors and industrial field communication.            | Process Instrumentation; Sensors/Industrial Sensing; Embedded Software; Firmware; Industrial Ethernet; Fieldbus; IO-Link; Closed-Loop Control; Electronics Design (Schematic/PCB)       | Baden-Württemberg + more                   |

| ID | Company size | Company name                         | Short description                                                                              | Tags                                                                                                                                                                 | State (Bundesland)                            |
|----|--------------|--------------------------------------|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
| 64 | Medium       | <a href="#">BDT Media Automation</a> | Automation systems with controls, mechatronics and embedded/software integration.              | Factory Automation/Machinery; Industrial Automation; Robotics; Embedded Software; Firmware; Testing/Test Automation; Systems Engineering; Industrial Networking/IIoT | Baden-Württemberg + more                      |
| 65 | Medium       | <a href="#">Delta Energy Systems</a> | 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       | <a href="#">dSPACE</a>               | HIL/SIL and toolchain leader—excellent for embedded testing, MBD and automation.               | HIL/SIL; Testing/Test Automation; V&V; MBD; Requirements; Systems Engineering; Automotive/Mobility; Embedded Software                                                | Nordrhein-Westfalen, Baden-Württemberg + more |
| 67 | Medium       | <a href="#">Dürr Group</a>           | Factory automation/robotics with controls, IIoT connectivity and embedded components.          | Factory Automation/Machinery; Industrial Automation; Robotics; Industrial Networking/IIoT; OPC UA; Embedded Software; Testing/Test Automation; Systems Engineering   | Baden-Württemberg + more                      |
| 68 | Medium       | <a href="#">Eberspächer</a>          | Automotive systems with ECU development, embedded software and functional safety processes.    | Automotive/Mobility; Tier-1 Supplier; Embedded Software; CAN/LIN; Diagnostics/Calibration; Functional Safety; ISO 26262; Testing/Test Automation; V&V                | Baden-Württemberg + more                      |
| 69 | Medium       | <a href="#">E.G.O.</a>               | Appliance controls and components with embedded firmware, EMC and validation topics.           | Connectivity/IoT Devices; Embedded Software; Firmware; Electronics Design (Schematic/PCB); EMC/EMI; Testing/Test Automation; V&V; Mechatronic Systems                | Baden-Württemberg + more                      |
| 70 | Medium       | <a href="#">ElringKlinger</a>        | E-mobility/system integration with testing, validation and electronics touchpoints.            | Automotive/Mobility; Battery/BMS/E-Mobility; Power Electronics; Testing/Test Automation; V&V; Systems Engineering; Embedded Software                                 | Baden-Württemberg + more                      |
| 71 | Medium       | <a href="#">ETAS</a>                 | Embedded tooling/middleware and calibration/diagnostics with strong CI/CD and security themes. | Embedded Software; Diagnostics/Calibration; Testing/Test Automation; CI/CD (Embedded); Automotive/Mobility; Systems Engineering; Cybersecurity (Embedded)            | Baden-Württemberg + more                      |

| ID | Company size | Company name                                                 | Short description                                                                        | Tags                                                                                                                                                                                                          | State (Bundesland)       |
|----|--------------|--------------------------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 72 | Medium       | <a href="#">Freudenberg Sealing Technologies</a>             | High-tech components and test engineering with sensing/mechatronics intersections.       | Mechatronic Systems; Sensors/Industrial Sensing; Testing/Test Automation; V&V; Systems Engineering; Automotive/Mobility                                                                                       | Baden-Württemberg + more |
| 73 | Medium       | <a href="#">Hansgrohe</a>                                    | Smart water products with embedded connectivity, firmware and device security themes.    | Connectivity/IoT Devices; Embedded Software; Firmware; Bluetooth/Wi-Fi; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V; Cybersecurity (Embedded)                                            | Baden-Württemberg + more |
| 74 | Medium       | <a href="#">Hekatron</a>                                     | Fire detection/safety systems with embedded electronics, networking and verification.    | Sensors/Industrial Sensing; Embedded Software; Firmware; Connectivity/IoT Devices; Industrial Networking/IIoT; Functional Safety; IEC 61508; Testing/Test Automation; V&V; Electronics Design (Schematic/PCB) | Baden-Württemberg        |
| 75 | Medium       | <a href="#">Heidelberger Druckmaschinen</a>                  | Complex mechatronic machines with drives, control electronics and industrial networking. | Factory Automation/Machinery; Drives & Motion Control; Industrial Automation; Embedded Software; Firmware; Industrial Networking/IIoT; Industrial Ethernet; Testing/Test Automation; V&V                      | Baden-Württemberg + more |
| 76 | Medium       | <a href="#">HIMA</a>                                         | Safety automation with IEC 61508 focus, embedded systems and industrial cybersecurity.   | Functional Safety; IEC 61508; Industrial Automation; Embedded Software; Requirements; Systems Engineering; V&V; Cybersecurity (Embedded); IEC 62443                                                           | Baden-Württemberg + more |
| 77 | Medium       | <a href="#">Hirschmann Automation &amp; Control (Belden)</a> | Industrial networking devices with embedded Linux, protocols and cybersecurity.          | Industrial Networking/IIoT; Industrial Ethernet; PROFINET; EtherCAT; OPC UA; Embedded Linux; Embedded Software; Firmware; Cybersecurity (Embedded); IEC 62443                                                 | Baden-Württemberg + more |
| 78 | Medium       | <a href="#">IMS CHIPS</a>                                    | ASIC/sensor systems and mixed-signal electronics—very HW-near and thesis-friendly.       | Semiconductors/IC Design; ASIC/Mixed-Signal; Sensors/Industrial Sensing; Electronics Design (Schematic/PCB); FPGA; Embedded Software; Signal Processing; V&V                                                  | Baden-Württemberg        |
| 79 | Medium       | <a href="#">IPG Automotive</a>                               | Simulation and test systems—strong fit for HIL/SIL, automation and V&V.                  | Testing/Test Automation; HIL/SIL; V&V; Automotive/Mobility; Systems Engineering; Requirements; Embedded Software                                                                                              | Baden-Württemberg + more |

| ID | Company size | Company name                               | Short description                                                                           | Tags                                                                                                                                                                                            | State (Bundesland)               |
|----|--------------|--------------------------------------------|---------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| 80 | Medium       | <a href="#">Jetter (Bucher Automation)</a> | Automation controllers/HMI with embedded software and industrial field interfaces.          | Industrial Automation; Factory Automation/Machinery; Drives & Motion Control; Embedded Software; Firmware; Industrial Ethernet; Fieldbus; OPC UA; Closed-Loop Control                           | Baden-Württemberg                |
| 81 | Medium       | <a href="#">KARL STORZ</a>                 | Med devices with optics, electronics and embedded software plus regulated validation.       | Medical Devices/MedTech; Optics/Imaging/Metrology; Embedded Software; Firmware; Electronics Design (Schematic/PCB); V&V; Testing/Test Automation; Cybersecurity (Embedded); Systems Engineering | Baden-Württemberg + more         |
| 82 | Medium       | <a href="#">Kurtz Ersä</a>                 | Electronics production equipment and automation with embedded control and test topics.      | Factory Automation/Machinery; Electronics Design (Schematic/PCB); Testing/Test Automation; Industrial Automation; Embedded Software; EMC/EMI                                                    | Bayern, Baden-Württemberg + more |
| 83 | Medium       | <a href="#">Leuze</a>                      | Industrial sensors/safety components with firmware, IO-Link and industrial ethernet work.   | Sensors/Industrial Sensing; Industrial Networking/IIoT; IO-Link; Industrial Ethernet; Embedded Software; Firmware; Functional Safety; IEC 61508; Electronics Design (Schematic/PCB)             | Baden-Württemberg + more         |
| 84 | Medium       | <a href="#">LEIBINGER</a>                  | Industrial inkjet systems with embedded control, electronics and connectivity.              | Factory Automation/Machinery; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Industrial Networking/IIoT; Connectivity/IoT Devices; Testing/Test Automation; V&V               | Baden-Württemberg                |
| 85 | Medium       | <a href="#">LAPP</a>                       | Connectivity for industry—strong for industrial ethernet ecosystems and system engineering. | Industrial Networking/IIoT; Industrial Ethernet; PROFINET; EtherCAT; Connectivity/IoT Devices; Systems Engineering                                                                              | Baden-Württemberg + more         |
| 86 | Medium       | <a href="#">Murrelektronik</a>             | I/O and connectivity for automation with embedded firmware and industrial networks.         | Industrial Networking/IIoT; Industrial Ethernet; IO-Link; Fieldbus; OPC UA; Connectivity/IoT Devices; Embedded Software; Firmware; Electronics Design (Schematic/PCB)                           | Baden-Württemberg + more         |

| ID | Company size | Company name                            | Short description                                                                               | Tags                                                                                                                                                                                                                                     | State (Bundesland)       |
|----|--------------|-----------------------------------------|-------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 87 | Medium       | <a href="#">Pilz</a>                    | Safety automation with embedded controllers, industrial networks and security (IEC 62443).      | Functional Safety; IEC 61508; Industrial Automation; Robotics; Industrial Ethernet; PROFINET; EtherCAT; Embedded Software; Systems Engineering; V&V; IEC 62443; Cybersecurity (Embedded)                                                 | Baden-Württemberg + more |
| 88 | Medium       | <a href="#">Physik Instrumente (PI)</a> | Precision motion systems with closed-loop control, sensors and embedded controllers.            | Drives & Motion Control; Closed-Loop Control; Motor Control; Mechatronic Systems; Sensors/Industrial Sensing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Measurement Technology                                    | Baden-Württemberg + more |
| 89 | Medium       | <a href="#">R. STAHL</a>                | Explosion protection and industrial systems with embedded electronics and cybersecurity topics. | Process Instrumentation; Sensors/Industrial Sensing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Industrial Networking/IIoT; Industrial Ethernet; Functional Safety; IEC 61508; IEC 62443; Cybersecurity (Embedded) | Baden-Württemberg + more |
| 90 | Medium       | <a href="#">SCHUNK</a>                  | Gripping/clamping/automation tech with mechatronics, actuators and embedded control.            | Robotics; Industrial Automation; Mechatronic Systems; Actuators; Sensors/Industrial Sensing; Embedded Software; Closed-Loop Control; Drives & Motion Control                                                                             | Baden-Württemberg + more |
| 91 | Medium       | <a href="#">TDK-Micronas</a>            | Automotive sensor ICs with mixed-signal design, firmware and functional safety context.         | Semiconductors/IC Design; ASIC/Mixed-Signal; Sensors/Industrial Sensing; Signal Processing; Firmware; Embedded C/Cpp; Functional Safety; ISO 26262                                                                                       | Baden-Württemberg + more |
| 92 | Medium       | <a href="#">Testo</a>                   | Measurement devices with sensor electronics, firmware and connected instrumentation.            | Measurement Technology; Sensors/Industrial Sensing; Embedded Software; Firmware; Connectivity/IoT Devices; Bluetooth/Wi-Fi; Embedded Linux; Electronics Design (Schematic/PCB); Testing/Test Automation                                  | Baden-Württemberg + more |

| ID | Company size | Company name                      | Short description                                                                                | Tags                                                                                                                                                                                                                       | State (Bundesland)       |
|----|--------------|-----------------------------------|--------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 93 | Medium       | <a href="#">VEGA</a>              | Process sensors (e.g., radar) with embedded firmware, industrial networks and electronics.       | Process Instrumentation; Sensors/Industrial Sensing; Measurement Technology; Embedded Software; Firmware; Industrial Ethernet; Fieldbus; OPC UA; Electronics Design (Schematic/PCB)                                        | Baden-Württemberg + more |
| 94 | Medium       | <a href="#">Vector Informatik</a> | Automotive embedded tooling and software engineering (AUTOSAR, networks, testing, CI/CD).        | Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; CAN/LIN; Diagnostics/Calibration; CI/CD (Embedded); Testing/Test Automation; HIL/SIL; Functional Safety; ISO 26262; Cybersecurity (Embedded); Systems Engineering | Baden-Württemberg + more |
| 95 | Medium       | <a href="#">WITTENSTEIN</a>       | Mechatronic drive systems with motion control, embedded controllers and system integration.      | Drives & Motion Control; Motor Control; Closed-Loop Control; Mechatronic Systems; Sensors/Industrial Sensing; Embedded Software; Firmware; Power Electronics; Electronics Design (Schematic/PCB)                           | Baden-Württemberg + more |
| 96 | Medium       | <a href="#">Würth Elektronik</a>  | Electronics components/PCBs and modules—great for hardware, EMC and embedded product work.       | Electronics Design (Schematic/PCB); EMC/EMI; Power Electronics; Connectivity/IoT Devices; Industrial Ethernet; Testing/Test Automation; Embedded Software; Firmware; Measurement Technology                                | Baden-Württemberg + more |
| 97 | SME          | <a href="#">ALTEN</a>             | Engineering services with many entry roles in embedded, test automation and systems engineering. | Systems Engineering; Requirements; Embedded Software; Testing/Test Automation; V&V; HIL/SIL; Functional Safety; ISO 26262                                                                                                  | Baden-Württemberg + more |
| 98 | SME          | <a href="#">Akkodis</a>           | Engineering/IT services with embedded software, testing and systems engineering tracks.          | Systems Engineering; Requirements; Embedded Software; Testing/Test Automation; V&V; HIL/SIL; Functional Safety; ISO 26262                                                                                                  | Baden-Württemberg + more |
| 99 | SME          | <a href="#">Bucher Automation</a> | Automation solutions with embedded controllers, industrial connectivity and commissioning work.  | Industrial Automation; Factory Automation/Machinery; Embedded Software; Firmware; Industrial Ethernet; OPC UA; Testing/Test Automation                                                                                     | Baden-Württemberg + more |

| ID  | Company size | Company name                               | Short description                                                                                 | Tags                                                                                                                                                                                                    | State (Bundesland)                      |
|-----|--------------|--------------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| 100 | SME          | <a href="#">Capgemini Engineering</a>      | Large engineering services org with embedded, V&V, CI/CD and cybersecurity projects.              | Systems Engineering; Requirements; Embedded Software; V&V; Testing/Test Automation; CI/CD (Embedded); Cybersecurity (Embedded); Automotive/Mobility; Industrial Automation                              | Baden-Württemberg + more                |
| 101 | SME          | <a href="#">Cinemo</a>                     | Embedded/automotive software (Cpp/Linux) for infotainment and multimedia stacks.                  | Automotive/Mobility; Embedded Linux; Embedded Software; Embedded C/Cpp; CI/CD (Embedded); Testing/Test Automation; Connectivity/IoT Devices                                                             | Baden-Württemberg + more                |
| 102 | SME          | <a href="#">EDAG</a>                       | Engineering services across E/E, embedded and validation with strong automotive focus.            | Automotive/Mobility; Systems Engineering; Requirements; Embedded Software; Electronics Design (Schematic/PCB); Testing/Test Automation; Functional Safety; ISO 26262                                    | Hessen, Baden-Württemberg + more        |
| 103 | SME          | <a href="#">embeX</a>                      | Embedded engineering (often safety-critical) with firmware, RTOS and structured V&V.              | Embedded Software; Firmware; Embedded C/Cpp; RTOS; Functional Safety; ISO 26262; IEC 61508; V&V; Testing/Test Automation; Requirements; Systems Engineering; Cybersecurity (Embedded)                   | Baden-Württemberg                       |
| 104 | SME          | <a href="#">emtrion</a>                    | Embedded HW/SW development (boards, firmware, Linux/RTOS) with low-level work.                    | Embedded Linux; RTOS; Embedded Software; Firmware; Embedded C/Cpp; Electronics Design (Schematic/PCB); Device Drivers/Low-Level; Industrial Ethernet; Connectivity/IoT Devices; Testing/Test Automation | Baden-Württemberg                       |
| 105 | SME          | <a href="#">Exxeta</a>                     | Digital engineering with IIoT/edge and data-driven projects relevant for embedded-adjacent roles. | Industrial Networking/IIoT; Connectivity/IoT Devices; AI; Other AI Usage; Systems Engineering; CI/CD (Embedded)                                                                                         | Baden-Württemberg + more                |
| 106 | SME          | <a href="#">FERCHAU</a>                    | Engineering services with many entry positions in embedded software, test and validation.         | Systems Engineering; Requirements; Embedded Software; Testing/Test Automation; V&V; HIL/SIL; Functional Safety; ISO 26262                                                                               | Niedersachsen, Baden-Württemberg + more |
| 107 | SME          | <a href="#">Fraunhofer (BW institutes)</a> | Applied research with many internships/theses in sensors, robotics, embedded and AI.              | Sensors/Industrial Sensing; Industrial Automation; Robotics; Embedded Software; AI; Edge AI; Testing/Test Automation; Systems Engineering; Computer Vision/Embedded Vision; Signal Processing           | Baden-Württemberg + more                |

| ID  | Company size | Company name                        | Short description                                                                        | Tags                                                                                                                                                                                                   | State (Bundesland)               |
|-----|--------------|-------------------------------------|------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| 108 | SME          | <a href="#">FZI</a>                 | Applied research in robotics/AI/embedded systems with strong industry project exposure.  | Robotics; Sensors/Industrial Sensing; Embedded Software; AI; Edge AI; Computer Vision/Embedded Vision; Industrial Networking/IIoT; Systems Engineering                                                 | Baden-Württemberg                |
| 109 | SME          | <a href="#">Hahn-Schickard</a>      | R&D for microsystems with embedded HW/SW, sensors and MedTech-oriented projects.         | Medical Devices/MedTech; Sensors/Industrial Sensing; Semiconductors/IC Design; Electronics Design (Schematic/PCB); Embedded Software; Firmware; Testing/Test Automation; V&V; Connectivity/IoT Devices | Baden-Württemberg + more         |
| 110 | SME          | <a href="#">HEINZMANN</a>           | Drive/control technology with embedded motor control, power electronics and diagnostics. | Drives & Motion Control; Motor Control; Closed-Loop Control; Power Electronics; Inverters/Converters; Embedded Software; Firmware; Diagnostics/Calibration; Testing/Test Automation                    | Baden-Württemberg + more         |
| 111 | SME          | <a href="#">HighTec EDV-Systeme</a> | Embedded toolchains/compiler and low-level software engineering for microcontrollers.    | Embedded C/Cpp; Device Drivers/Low-Level; RTOS; Embedded Software; CI/CD (Embedded); Automotive/Mobility                                                                                               | Baden-Württemberg + more         |
| 112 | SME          | <a href="#">IAV</a>                 | Automotive engineering with ECU development, calibration, embedded SW and validation.    | Automotive/Mobility; Embedded Software; Diagnostics/Calibration; Testing/Test Automation; HIL/SIL; Systems Engineering; Requirements; Functional Safety; ISO 26262; CAN/LIN                            | Berlin, Baden-Württemberg + more |
| 113 | SME          | <a href="#">NewTec</a>              | Safety-critical embedded systems across rail/aerospace/industry with strong V&V culture. | Embedded Software; RTOS; Firmware; Functional Safety; IEC 61508; EN 50128/50129; DO-178C/DO-254; V&V; Testing/Test Automation; Requirements; Systems Engineering; Cybersecurity (Embedded)             | Baden-Württemberg + more         |
| 114 | SME          | <a href="#">P3 Group</a>            | Engineering/consulting with embedded, battery/e-mobility and safety-focused projects.    | Automotive/Mobility; Battery/BMS/E-Mobility; Systems Engineering; Requirements; Testing/Test Automation; HIL/SIL; Functional Safety; ISO 26262; Cybersecurity (Embedded)                               | Baden-Württemberg + more         |

| ID  | Company size | Company name                        | Short description                                                                                                    | Tags                                                                                                                                                                                                                                            | State (Bundesland)       |
|-----|--------------|-------------------------------------|----------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 115 | SME          | <a href="#">Porsche Engineering</a> | Engineering services for embedded systems, E/E architecture, e-mobility and V&V.                                     | Automotive/Mobility; Embedded Software; Systems Engineering; Requirements; Testing/Test Automation; HiL/SiL; Functional Safety; ISO 26262; Battery/BMS/E-Mobility                                                                               | Baden-Württemberg + more |
| 116 | SME          | <a href="#">SensoPart</a>           | Vision/sensors for automation with embedded firmware, signal processing and interfaces.                              | Sensors/Industrial Sensing; Computer Vision/Embedded Vision; Embedded Software; Firmware; Signal Processing; Industrial Ethernet; IO-Link; Testing/Test Automation                                                                              | Baden-Württemberg        |
| 117 | SME          | <a href="#">Synapticon</a>          | Motion-control electronics for robotics with embedded control, power electronics and EtherCAT.                       | Drives & Motion Control; Motor Control; Power Electronics; Inverters/Converters; Closed-Loop Control; Embedded Software; Firmware; RTOS; Industrial Ethernet; EtherCAT; Robotics                                                                | Baden-Württemberg        |
| 118 | SME          | <a href="#">Wibu-Systems</a>        | Embedded/IIoT security (protection/crypto) for devices and industrial environments.                                  | Cybersecurity (Embedded); IEC 62443; Embedded Software; Embedded Linux; Device Drivers/Low-Level; Connectivity/IIoT Devices; Systems Engineering                                                                                                | Baden-Württemberg        |
| ID  | Company size | Company name                        | Short description                                                                                                    | Tags                                                                                                                                                                                                                                            | State (Bundesland)       |
| 119 | Big          | <a href="#">SEW-EURODRIVE</a>       | Drive technology (garmotors, inverters) with lots of embedded motor control, power electronics and industrial comms. | Drives & Motion Control; Motor Control; Power Electronics; Inverters/Converters; Closed-Loop Control; Industrial Automation; Embedded Software; Firmware; Industrial Ethernet; PROFINET; EtherCAT; Testing/Test Automation; Systems Engineering | Baden-Württemberg + more |
| 120 | Big          | <a href="#">FANUC</a>               | Industrial robotics and CNC/automation systems with embedded control, motion and field integration.                  | Robotics; Industrial Automation; Factory Automation/Machinery; Drives & Motion Control; Motor Control; Closed-Loop Control; Embedded Software; Firmware; Industrial Networking/IIoT; Industrial Ethernet; PROFINET; Testing/Test Automation     | Baden-Württemberg + more |

| ID  | Company size | Company name                                    | Short description                                                                                                       | Tags                                                                                                                                                                                                                                              | State (Bundesland)       |
|-----|--------------|-------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 121 | Medium       | <a href="#">Bihl+Wiedemann</a>                  | AS-Interface automation & safety solutions—great fit for embedded devices, industrial networking and safety topics.     | Industrial Automation; Factory Automation/Machinery; Industrial Networking/IIoT; Fieldbus; Industrial Ethernet; PROFINET; Embedded Software; Firmware; Functional Safety; IEC 61508; IEC 62443; Cybersecurity (Embedded); Testing/Test Automation | Baden-Württemberg + more |
| 122 | Medium       | <a href="#">IDS Imaging Development Systems</a> | Machine-vision cameras and embedded vision products with firmware, drivers and imaging pipelines.                       | Computer Vision/Embedded Vision; Sensors/Industrial Sensing; Optics/Imaging/Metrology; Embedded Software; Firmware; Embedded Linux; Device Drivers/Low-Level; Signal Processing; Connectivity/IIoT Devices; Testing/Test Automation               | Baden-Württemberg + more |
| 123 | Medium       | <a href="#">Vision Components</a>               | Embedded camera modules and vision systems (MIPI/SoM) with Linux-based development and low-level integration.           | Computer Vision/Embedded Vision; Sensors/Industrial Sensing; Embedded Linux; Embedded Software; Firmware; Device Drivers/Low-Level; Signal Processing; Connectivity/IIoT Devices; Electronics Design (Schematic/PCB); Testing/Test Automation     | Baden-Württemberg        |
| 124 | SME          | <a href="#">Chromasens</a>                      | 3D/multispectral line-scan imaging solutions—embedded vision, electronics and real-time processing close to the sensor. | Optics/Imaging/Metrology; Computer Vision/Embedded Vision; Sensors/Industrial Sensing; Signal Processing; Embedded Software; Firmware; Embedded Linux; Electronics Design (Schematic/PCB); Testing/Test Automation                                | Baden-Württemberg        |
| 125 | Medium       | <a href="#">wenglor sensoric group</a>          | Industrial sensors, safety and machine-vision products with device firmware and industrial interfaces.                  | Sensors/Industrial Sensing; Computer Vision/Embedded Vision; Industrial Networking/IIoT; IO-Link; Industrial Ethernet; Embedded Software; Firmware; Signal Processing; Connectivity/IIoT Devices; Testing/Test Automation                         | Baden-Württemberg + more |

| ID  | Company size | Company name                       | Short description                                                                                                                  | Tags                                                                                                                                                                                                                                   | State (Bundesland)       |
|-----|--------------|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 126 | Medium       | <a href="#">TR-Electronic</a>      | Encoders and industrial sensing with embedded interfaces (fieldbus/ethernet) and electronics development.                          | Sensors/Industrial Sensing; Measurement Technology; Industrial Networking/IIoT; Industrial Ethernet; Fieldbus; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation                                | Baden-Württemberg        |
| 127 | Medium       | <a href="#">J. Schmalz</a>         | Vacuum automation for handling/robotics with mechatronics, controllers and connected devices.                                      | Industrial Automation; Factory Automation/Machinery; Robotics; Mechatronic Systems; Actuators; Embedded Software; Firmware; Connectivity/IIoT Devices; Testing/Test Automation                                                         | Baden-Württemberg + more |
| 128 | Medium       | <a href="#">Polytec</a>            | Optical measurement systems (vibrometry/surface metrology) blending precision sensing, signal processing and embedded electronics. | Optics/Imaging/Metrology; Measurement Technology; Sensors/Industrial Sensing; Signal Processing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V                                         | Baden-Württemberg + more |
| 129 | Medium       | <a href="#">EUCHNER</a>            | Safety switches and automation components—embedded electronics, networking and functional safety workflows.                        | Functional Safety; IEC 61508; Industrial Automation; Factory Automation/Machinery; Sensors/Industrial Sensing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Industrial Ethernet; PROFINET; Testing/Test Automation | Baden-Württemberg + more |
| 130 | Medium       | <a href="#">Berghof Automation</a> | Control systems and test technology with embedded software, industrial connectivity and validation-heavy projects.                 | Industrial Automation; Factory Automation/Machinery; Testing/Test Automation; V&V; Embedded Software; Firmware; Industrial Networking/IIoT; Industrial Ethernet; OPC UA; Systems Engineering; Requirements                             | Baden-Württemberg + more |
| 131 | Medium       | <a href="#">Friedrich Lütze</a>    | Automation connectivity and electronics (incl. Linux platform roles) spanning industrial networking and device development.        | Industrial Networking/IIoT; Industrial Ethernet; PROFINET; EtherCAT; Connectivity/IIoT Devices; Embedded Linux; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation                               | Baden-Württemberg + more |

| ID  | Company size | Company name                    | Short description                                                                                                    | Tags                                                                                                                                                                                                                        | State (Bundesland)       |
|-----|--------------|---------------------------------|----------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 132 | Medium       | <a href="#">KACO new energy</a> | PV/storage inverters with power electronics, embedded Linux/firmware, control and EMC/validation topics.             | Power Electronics; Inverters/Converters; Battery/BMS/E-Mobility; Embedded Linux; Embedded Software; Firmware; EMC/EMI; Closed-Loop Control; Testing/Test Automation; V&V                                                    | Baden-Württemberg + more |
| 133 | Medium       | <a href="#">Dunkermotoren</a>   | Drives and mechatronic actuators with embedded motor control, electronics and product validation.                    | Drives & Motion Control; Motor Control; Closed-Loop Control; Power Electronics; Embedded Software; Firmware; Mechatronic Systems; EMC/EMI; Testing/Test Automation; V&V                                                     | Baden-Württemberg + more |
| 134 | Medium       | <a href="#">MRS Electronic</a>  | Embedded controllers and electronics for mobile machines/vehicles—good for firmware, validation and E/E integration. | Automotive/Mobility; Commercial Vehicles; Embedded Software; Firmware; Embedded C/Cpp; CAN/LIN; Diagnostics/Calibration; Testing/Test Automation; V&V; Systems Engineering                                                  | Baden-Württemberg + more |
| 135 | SME          | <a href="#">BWO Electronic</a>  | CNC control systems for machine tools—embedded real-time control, motion and industrial integration.                 | Factory Automation/Machinery; Drives & Motion Control; Motor Control; Closed-Loop Control; Embedded Software; Firmware; Embedded C/Cpp; Industrial Ethernet; Fieldbus; Testing/Test Automation                              | Baden-Württemberg        |
| 136 | SME          | <a href="#">NEURA Robotics</a>  | Robotics company with strong overlap of embedded systems, perception, edge AI and mechatronics.                      | Robotics; AI; Edge AI; embedded AI; Computer Vision/Embedded Vision; Sensors/Industrial Sensing; Sensor Fusion; Signal Processing; Embedded Software; Embedded Linux; RTOS; Systems Engineering                             | Baden-Württemberg + more |
| 137 | Medium       | <a href="#">SMR Automotive</a>  | Automotive camera/mirror systems with SoC-level embedded SW, drivers and vision-related processing.                  | Automotive/Mobility; Tier-1 Supplier; Computer Vision/Embedded Vision; Signal Processing; Embedded Software; Embedded Linux; Device Drivers/Low-Level; Firmware; Testing/Test Automation; V&V; Functional Safety; ISO 26262 | Baden-Württemberg + more |

| ID  | Company size | Company name                          | Short description                                                                                            | Tags                                                                                                                                                                                                   | State (Bundesland)       |
|-----|--------------|---------------------------------------|--------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 138 | Medium       | <a href="#">Hectronic</a>             | Parking, payment and e-mobility solutions with connected devices and embedded/IoT-heavy product work.        | Battery/BMS/E-Mobility; Connectivity/IoT Devices; Embedded Software; Embedded Linux; Firmware; Electronics Design (Schematic/PCB); Cybersecurity (Embedded); Testing/Test Automation; V&V              | Baden-Württemberg + more |
| 139 | Medium       | <a href="#">Fritz Kübler</a>          | Encoders and counting/measurement electronics with embedded interfaces and device-level development.         | Sensors/Industrial Sensing; Measurement Technology; Industrial Networking/IIoT; Industrial Ethernet; IO-Link; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation | Baden-Württemberg + more |
| 140 | Medium       | <a href="#">Securiton Deutschland</a> | Security and fire/alarm systems with embedded devices, connectivity and verification-heavy engineering.      | Defence/Security; Sensors/Industrial Sensing; Connectivity/IoT Devices; Embedded Software; Firmware; Cybersecurity (Embedded); IEC 62443; Testing/Test Automation; V&V                                 | Baden-Württemberg + more |
| 141 | Medium       | <a href="#">FAULHABER</a>             | Precision drive systems (micromotors/encoders) with embedded motor control and electronics development.      | Drives & Motion Control; Motor Control; Closed-Loop Control; Mechatronic Systems; Embedded Software; Firmware; Electronics Design (Schematic/PCB)                                                      | Baden-Württemberg + more |
| 142 | Medium       | <a href="#">Kistler Group</a>         | Industrial sensing and measurement technology with embedded firmware, signal processing and HW development.  | Sensors/Industrial Sensing; Measurement Technology; Test & Measurement; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Signal Processing; Testing/Test Automation; V&V               | Baden-Württemberg + more |
| 143 | Medium       | <a href="#">HMS Networks</a>          | Industrial networking/IIoT products (gateways, connectivity) with embedded software and protocol work.       | Industrial Networking/IIoT; Industrial Ethernet; Fieldbus; OPC UA; MQTT; Connectivity/IoT Devices; Embedded Software; Embedded Linux                                                                   | Baden-Württemberg + more |
| 144 | Medium       | <a href="#">Lorch Schweißtechnik</a>  | Welding power sources/systems with power electronics, embedded control and industrial automation interfaces. | Factory Automation/Machinery; Industrial Automation; Power Electronics; Embedded Software; Firmware; Electronics Design (Schematic/PCB); EMC/EMI; Testing/Test Automation                              | Baden-Württemberg + more |
| 145 | Medium       | <a href="#">VARTA</a>                 | Battery technology with BMS-related engineering, power electronics touchpoints and product validation.       | Battery/BMS/E-Mobility; Power Electronics; Embedded Software; Firmware; Testing/Test Automation; V&V                                                                                                   | Baden-Württemberg + more |

| ID  | Company size | Company name                            | Short description                                                                                              | Tags                                                                                                                                                                                   | State (Bundesland)               |
|-----|--------------|-----------------------------------------|----------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| 146 | SME          | <a href="#">MESCO Engineering</a>       | Embedded engineering services (HW/SW) incl. low-level development, testing and safety-oriented projects.       | Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; Device Drivers/Low-Level; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V; Systems Engineering; Requirements | Baden-Württemberg + more         |
| 147 | Medium       | <a href="#">csi entwicklungstechnik</a> | Engineering services for embedded/electronics with strong automotive validation, tooling and integration work. | Automotive/Mobility; Embedded Software; Embedded C/Cpp; Embedded Linux; Testing/Test Automation; HIL/SIL; Systems Engineering; Requirements; Functional Safety; ISO 26262              | Baden-Württemberg, Bayern + more |
| 148 | SME          | <a href="#">ViGEM</a>                   | Engineering consultancy for embedded/ECU topics, testing and systems engineering across mobility/industry.     | Automotive/Mobility; Embedded Software; Embedded C/Cpp; Embedded Linux; Testing/Test Automation; V&V; HIL/SIL; Systems Engineering; Requirements; CI/CD (Embedded)                     | Baden-Württemberg, Bayern + more |
| 149 | Medium       | <a href="#">AIM Infrarot-Module</a>     | IR sensor modules for demanding applications with embedded electronics, imaging and signal processing.         | Sensors/Industrial Sensing; Optics/Imaging/Metrology; Computer Vision/Embedded Vision; Signal Processing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); V&V         | Baden-Württemberg + more         |
| 150 | SME          | <a href="#">burster</a>                 | Precision measurement components/instruments with electronics design and embedded-capable products.            | Sensors/Industrial Sensing; Measurement Technology; Test & Measurement; Electronics Design (Schematic/PCB); Embedded Software; Firmware; EMC/EMI                                       | Baden-Württemberg + more         |
| 151 | SME          | <a href="#">Volocopter</a>              | eVTOL developer with avionics-adjacent embedded work, electrification and system validation topics.            | Aerospace/Avionics; Battery/BMS/E-Mobility; Embedded Software; Embedded C/Cpp; RTOS; Systems Engineering; Testing/Test Automation; V&V                                                 | Baden-Württemberg + more         |
| 152 | Medium       | <a href="#">Berthold Technologies</a>   | Process/radiation instrumentation with embedded electronics, sensing and regulated testing needs.              | Process Instrumentation; Sensors/Industrial Sensing; Measurement Technology; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V             | Baden-Württemberg + more         |

| ID  | Company size | Company name                             | Short description                                                                                              | Tags                                                                                                                                                                                                      | State (Bundesland)               |
|-----|--------------|------------------------------------------|----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| 153 | Medium       | <a href="#">METZ CONNECT</a>             | Industrial connectivity components/systems with strong IIoT/industrial ethernet ecosystem relevance.           | Industrial Networking/IIoT; Industrial Ethernet; Connectivity/IIoT Devices; Electronics Design (Schematic/PCB)                                                                                            | Baden-Württemberg + more         |
| 154 | Medium       | <a href="#">elobau</a>                   | Sensors and control elements for machinery/vehicles with embedded electronics and mechatronics.                | Sensors/Industrial Sensing; Mechatronic Systems; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Automotive/Mobility; Commercial Vehicles                                                | Baden-Württemberg + more         |
| 155 | Medium       | <a href="#">J. Wagner / WAGNER Group</a> | Surface-finishing equipment with automation, controls and embedded/IIoT connectivity topics.                   | Factory Automation/Machinery; Industrial Automation; Robotics; Embedded Software; Firmware; Industrial Networking/IIoT; Testing/Test Automation                                                           | Baden-Württemberg + more         |
| 156 | SME          | <a href="#">Apex.AI</a>                  | Safety-oriented software stack for mobility/robotics with embedded Linux/RTOS and CI/CD-heavy work.            | Automotive/Mobility; Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; Functional Safety; ISO 26262; CI/CD (Embedded); Systems Engineering; Requirements                                           | Baden-Württemberg, Bayern + more |
| 157 | Medium       | <a href="#">Hirschmann Automotive</a>    | Automotive connectivity/mechatronics with electronics development, validation and production-near engineering. | Automotive/Mobility; Tier-1 Supplier; Connectivity/IIoT Devices; CAN/LIN; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V                                   | Baden-Württemberg + more         |
| 158 | Medium       | <a href="#">TESAT-Spacecom</a>           | Space communication payloads with embedded systems, FPGA/signal processing and systems engineering.            | Aerospace/Avionics; Optics/Imaging/Metrology; Signal Processing; FPGA; Embedded Software; Embedded C/Cpp; RTOS; Systems Engineering; Requirements; V&V; Testing/Test Automation; Cybersecurity (Embedded) | Baden-Württemberg + more         |
| 159 | Medium       | <a href="#">ZwickRoell</a>               | Test and measurement machines with embedded control, automation and mechatronics-heavy development.            | Test & Measurement; Measurement Technology; Factory Automation/Machinery; Industrial Automation; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V            | Baden-Württemberg + more         |

| ID  | Company size | Company name                                        | Short description                                                                                                                | Tags                                                                                                                                                                                              | State (Bundesland)                                                             |
|-----|--------------|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| 160 | Medium       | <a href="#">RAFI</a>                                | HMI/control components and electronics with embedded firmware and industrial device development roles.                           | Industrial Automation; Connectivity/IoT Devices; Embedded Software; Firmware; Electronics Design (Schematic/PCB); EMC/EMI; Testing/Test Automation; V&V                                           | Baden-Württemberg + more                                                       |
| 161 | Medium       | <a href="#">Kontron Electronics</a>                 | Embedded electronics development/production with low-level SW and hardware design for industry/medical/security.                 | Embedded Software; Embedded Linux; Device Drivers/Low-Level; Firmware; Electronics Design (Schematic/PCB); EMC/EMI; Testing/Test Automation; V&V                                                  | Baden-Württemberg + more                                                       |
| 162 | Medium       | <a href="#">ACONEXT</a>                             | Engineering services offering many entry roles in embedded, E/E, testing and systems engineering.                                | Systems Engineering; Requirements; Embedded Software; Testing/Test Automation; V&V; HIL/SIL; Functional Safety; ISO 26262; Electronics Design (Schematic/PCB)                                     | Baden-Württemberg + more                                                       |
| 163 | SME          | <a href="#">STÖRK-TRONIC</a>                        | Embedded electronics and measurement/control technology with HW-near embedded development (incl. MedTech projects).              | Medical Devices/MedTech; Measurement Technology; Embedded Software; Firmware; Embedded C/Cpp; Electronics Design (Schematic/PCB); EMC/EMI; Testing/Test Automation; V&V                           | Baden-Württemberg                                                              |
| 164 | SME          | <a href="#">NeuroCheck</a>                          | Machine-vision software/sensor solutions with embedded-vision, algorithms and integration-focused engineering.                   | Computer Vision/Embedded Vision; Sensors/Industrial Sensing; Signal Processing; Embedded Software; Embedded C/Cpp; Embedded Linux; CI/CD (Embedded); Testing/Test Automation; Systems Engineering | Baden-Württemberg                                                              |
| 165 | SME          | <a href="#">Vision Components</a>                   | Embedded-vision cameras/modules (ARM/Linux/edge vision) with firmware and imaging-heavy development.                             | Computer Vision/Embedded Vision; Sensors/Industrial Sensing; Embedded Software; Embedded Linux; Firmware; Signal Processing; Electronics Design (Schematic/PCB); Connectivity/IoT Devices         | Baden-Württemberg + more                                                       |
| 166 | Big          | <a href="#">DLR (Institute of Vehicle Concepts)</a> | Public research institute with strong thesis/internship options in vehicle electrification, sensing and embedded/control topics. | Automotive/Mobility; Battery/BMS/E-Mobility; Sensors/Industrial Sensing; Embedded Software; Systems Engineering; Testing/Test Automation; AI; Edge AI                                             | Baden-Württemberg, Bayern, Berlin, Bremen, Hamburg, Nordrhein-Westfalen + more |

| ID  | Company size | Company name                                       | Short description                                                                                                    | Tags                                                                                                                                                                                                                                               | State (Bundesland)                                                             |
|-----|--------------|----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| 167 | Big          | <a href="#">SEG Automotive</a>                     | E-machine and 48V/EV powertrain supplier with embedded control, power electronics and validation roles.              | Automotive/Mobility; Tier-1 Supplier; Battery/BMS/E-Mobility; Power Electronics; Inverters/Converters; Motor Control; Embedded Software; Firmware; Functional Safety; ISO 26262; HIL/SIL; Testing/Test Automation; V&V                             | Baden-Württemberg + more                                                       |
| 168 | Big          | <a href="#">Thales Deutschland</a>                 | Defence/avionics/rail systems with security- and safety-critical embedded SW and systems engineering.                | Defence/Security; Aerospace/Avionics; Rail/Signalling; DO-178C/DO-254; EN 50128/50129; Cybersecurity (Embedded); Embedded Software; Embedded C/Cpp; RTOS; FPGA; Signal Processing; Systems Engineering; Requirements; V&V; Testing/Test Automation | Baden-Württemberg, Bayern, Berlin, Hamburg, Hessen, Nordrhein-Westfalen + more |
| 169 | Big          | <a href="#">VIAVI Solutions (JDSU Deutschland)</a> | Network/optical test & measurement solutions with embedded electronics/FPGA and signal-processing-heavy engineering. | Test & Measurement; Optics/Imaging/Metrology; Measurement Technology; Embedded Software; Firmware; FPGA; Signal Processing; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V                                                       | Baden-Württemberg + more                                                       |
| 170 | Medium       | <a href="#">A123 Systems</a>                       | Battery technology (cells/modules) with engineering roles around packs/BMS interfaces, test and industrialization.   | Battery/BMS/E-Mobility; Power Electronics; Testing/Test Automation; V&V; Systems Engineering                                                                                                                                                       | Baden-Württemberg + more                                                       |
| 171 | Medium       | <a href="#">ADS-TEC Energy</a>                     | Fast-charging and battery storage systems with power electronics, embedded control and connectivity.                 | Battery/BMS/E-Mobility; Power Electronics; Inverters/Converters; Embedded Software; Firmware; Embedded Linux; Connectivity/IoT Devices; Industrial Networking/IIoT; Cybersecurity (Embedded); EMC/EMI; Testing/Test Automation                     | Baden-Württemberg + more                                                       |
| 172 | Medium       | <a href="#">ADS-TEC Industrial IT</a>              | Industrial edge computers/IIoT platforms—good for embedded Linux, device integration and industrial connectivity.    | Industrial Networking/IIoT; Connectivity/IoT Devices; Embedded Linux; Device Drivers/Low-Level; Industrial Ethernet; OPC UA; MQTT; Cybersecurity (Embedded); IEC 62443; CI/CD (Embedded)                                                           | Baden-Württemberg + more                                                       |

| ID  | Company size | Company name                           | Short description                                                                                                 | Tags                                                                                                                                                                                                                                                                       | State (Bundesland)       |
|-----|--------------|----------------------------------------|-------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 173 | Medium       | <a href="#">AMKmotion</a>              | Servo drives and motion controllers for machinery with real-time control and power-electronics-heavy development. | Drives & Motion Control; Motor Control; Closed-Loop Control; Power Electronics; Inverters/Converters; Industrial Automation; Factory Automation/Machinery; Embedded Software; Firmware; RTOS; Mechatronic Systems                                                          | Baden-Württemberg + more |
| 174 | Medium       | <a href="#">BARTEC</a>                 | Explosion-protection and hazardous-area products with embedded electronics, safety and industrial comms.          | Process Instrumentation; Sensors/Industrial Sensing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Functional Safety; IEC 61508; Cybersecurity (Embedded); IEC 62443; Industrial Networking/IIoT; Industrial Ethernet; Testing/Test Automation; EMC/EMI | Baden-Württemberg + more |
| 175 | Medium       | <a href="#">ELECTROSTAR</a>            | Motor-driven cleaning appliances with mechatronics, electronics and firmware-adjacent product development.        | Mechatronic Systems; Motor Control; Power Electronics; Embedded Software; Firmware; EMC/EMI; Testing/Test Automation; V&V                                                                                                                                                  | Baden-Württemberg        |
| 176 | Medium       | <a href="#">FEIN</a>                   | Power tools for metalworking with mechatronics, motor control and battery electronics.                            | Mechatronic Systems; Motor Control; Power Electronics; Battery/BMS/E-Mobility; Embedded Software; Firmware; EMC/EMI; Testing/Test Automation; V&V                                                                                                                          | Baden-Württemberg + more |
| 177 | Medium       | <a href="#">GEORG SCHLEGEL</a>         | Control/HMI components for machinery—relevant for electronics development close to industrial automation.         | Industrial Automation; Factory Automation/Machinery; Electronics Design (Schematic/PCB); Embedded Software; Firmware; EMC/EMI; Testing/Test Automation                                                                                                                     | Baden-Württemberg + more |
| 178 | Medium       | <a href="#">Küenle Antriebssysteme</a> | Industrial drives and motors with control engineering and power-electronics interfaces.                           | Drives & Motion Control; Motor Control; Power Electronics; Closed-Loop Control; Mechatronic Systems; Testing/Test Automation                                                                                                                                               | Baden-Württemberg + more |
| 179 | Medium       | <a href="#">NDI Europe</a>             | Optical tracking/metrology systems with imaging, sensors and embedded HW/SW R&D.                                  | Optics/Imaging/Metrology; Sensors/Industrial Sensing; Computer Vision/Embedded Vision; Signal Processing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Measurement Technology; Testing/Test Automation; V&V                                            | Baden-Württemberg + more |

| ID  | Company size | Company name                                                 | Short description                                                                                                 | Tags                                                                                                                                                                                                          | State (Bundesland)       |
|-----|--------------|--------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 180 | Medium       | <a href="#">PFISTERER Kontaktsysteme</a>                     | High-voltage connection technology for grid and electrification infrastructure with strong test/engineering work. | Power Electronics; Measurement Technology; Testing/Test Automation; Systems Engineering; V&V                                                                                                                  | Baden-Württemberg + more |
| 181 | Medium       | <a href="#">RAFI</a>                                         | HMI/input systems and electronics modules for industry/MedTech—often good for PCB and embedded-adjacent roles.    | Industrial Automation; Factory Automation/Machinery; Medical Devices/MedTech; Electronics Design (Schematic/PCB); Embedded Software; Firmware; Testing/Test Automation; EMC/EMI; Connectivity/IoT Devices     | Baden-Württemberg + more |
| 182 | Medium       | <a href="#">Richard Wolf</a>                                 | Endoscopy/MedTech systems with embedded electronics, imaging and regulated V&V processes.                         | Medical Devices/MedTech; Optics/Imaging/Metrology; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Cybersecurity (Embedded); V&V; Testing/Test Automation; Requirements; Systems Engineering | Baden-Württemberg + more |
| 183 | Medium       | <a href="#">UMS (United Monolithic Semiconductors)</a>       | RF/microwave semiconductor manufacturer—IC/mixed-signal topics and high-frequency test engineering.               | Semiconductors/IC Design; ASIC/Mixed-Signal; Test & Measurement; Measurement Technology                                                                                                                       | Baden-Württemberg + more |
| 184 | SME          | <a href="#">ATS-Systeme (Automatisierungstechnik Sykora)</a> | Automation specialist (PLC/HMI and industrial systems) with controls and commissioning-heavy engineering.         | Industrial Automation; Factory Automation/Machinery; Testing/Test Automation; Systems Engineering                                                                                                             | Baden-Württemberg        |
| 185 | SME          | <a href="#">comemso electronics</a>                          | Test systems for EV charging/batteries with automation, tooling and validation focus (great for theses).          | Test & Measurement; Testing/Test Automation; HiL/SiL; Battery/BMS/E-Mobility; Power Electronics; Automotive/Mobility; Embedded Software; V&V; Systems Engineering                                             | Baden-Württemberg        |
| 186 | SME          | <a href="#">KEINATH Electronic</a>                           | ESD measurement/test equipment—instrumentation and electronics-focused engineering.                               | Test & Measurement; Measurement Technology; Electronics Design (Schematic/PCB); EMC/EMI; Sensors/Industrial Sensing; Testing/Test Automation; V&V                                                             | Baden-Württemberg        |
| 187 | SME          | <a href="#">Leutron</a>                                      | Lightning and surge protection products—relevant for EMC/high-energy protection engineering.                      | EMC/EMI; Power Electronics; Measurement Technology                                                                                                                                                            | Baden-Württemberg        |

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|-----|--------------|-----------------------------------|-----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 188 | SME          | <a href="#">TEKON Prüftechnik</a> | Test adapters and test equipment for electronics manufacturing with automation + measurement focus. | Test & Measurement; Testing/Test Automation; Measurement Technology; Industrial Automation; Electronics Design (Schematic/PCB)          | Baden-Württemberg        |
| 189 | SME          | <a href="#">vialytics</a>         | AI-based road-condition monitoring (computer vision) with edge/mobile and data engineering roles.   | AI; Computer Vision/Embedded Vision; Edge AI; Other AI Usage; Systems Engineering; Connectivity/IoT Devices; Industrial Networking/IIoT | Baden-Württemberg + more |

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