How to find an Intership

Student Group

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

Possible Templates for Communication

Email template for a unsolicited application (Initiativbewerbung)

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

Guten Tag Herr/Frau <Name>,

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

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

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

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

Why this template is likely to work:

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

worse.

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

Phone script (30 seconds)

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

via Job Portals

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

- vicinity to Heilbronn
- Praktikum

You might also look for keywords like

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

The following list covers relevant job search sites:

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

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

"Indirect" directories (great for SMEs)

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

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

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

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

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

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

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

Google operators

Keywords

Suitable keywords for electronics topics:

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

Suitable keywords for roles:

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

Add the region smartly

Append one of these blocks:

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

filter urls

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

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

Examples search strings

Search **career pages** directly:

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

Exclude giants (reduce noise):

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

General search for suitable companies

- ("Leiterplattenbestückung" OR EMS OR "Elektronikfertigung") (Heilbronn OR Karlsruhe OR Mannheim)

Search LinkedIn via Google

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

Examples for SME Jobs

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

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

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

Job Fairs

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

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

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

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

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

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

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

The big List

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

ID	Company size	Company name	Short description	Tags	State (Bundesland)
1	Big	ABB	Industrial automation, drives and robotics with lots of embedded control and connectivity work.	Industrial Automation; Factory Automation/Machinery; Drives & Motion Control; Robotics; Industrial Networking/IIoT; Embedded Software; Firmware; Embedded C/Cpp; RTOS; Industrial Ethernet; PROFINET; OPC UA; Testing/Test Automation; Systems Engineering	Baden-Württemberg + more
2	Big	Agilent Technologies	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/IoT Devices; V&V; Testing/Test Automation	Baden-Württemberg + more
3	Big	ALSTOM	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	AMETEK	Instrumentation group spanning sensing, electronics and embedded-adjacent engineering roles.	Test & Measurement; Measurement Technology; Sensors/Industrial Sensing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); EMC/EMI; V&V	Nordrhein-Westfalen, Hessen + more
5	Big	Airbus	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	Audi	Automotive OEM with ECU/vehicle electronics, embedded software and validation roles.	Automotive/Mobility; Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; CAN/LIN; Diagnostics/Calibration; HIL/SIL; Testing/Test Automation; V&V; Functional Safety; ISO 26262; Systems Engineering; Connectivity/IoT Devices	Baden-Württemberg, Bayern + more
7	Big	B. Braun (Aesculap)	Medical devices with embedded electronics, firmware and regulated V&V work.	Medical Devices/MedTech; Embedded Software; Firmware; Electronics Design (Schematic/PCB); V&V; Testing/Test Automation; Requirements; Systems Engineering; Cybersecurity (Embedded); Connectivity/IoT Devices	Hessen, Baden-Württemberg + more
8	Big	Bosch Rexroth	Automation and 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	Bosch	Major hub for sensors, ECUs, IoT devices and embedded SW/HW across many domains.	Automotive/Mobility; Industrial Automation; Sensors/Industrial Sensing; Connectivity/IoT Devices; Embedded Software; Firmware; Embedded C/Cpp; RTOS; Embedded Linux; Electronics Design (Schematic/PCB); V&V; Testing/Test Automation; Functional Safety; ISO 26262	Baden-Württemberg + more
10	Big	BSH Home Appliances	Connected appliances with electronics, firmware, EMC and IoT product development.	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	BorgWarner	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	Continental	Automotive electronics and embedded platforms (ADAS/connectivity) with safety and V&V.	Automotive/Mobility; Tier-1 Supplier; Sensors/Industrial Sensing; Sensor Fusion; Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; CAN/LIN; Functional Safety; ISO 26262; V&V; HIL/SIL; Cybersecurity (Embedded)	Niedersachsen, Baden-Württemberg + more
13	Big	Daimler Truck	Commercial-vehicle systems with embedded software, ECUs, validation and E/E integration.	Commercial Vehicles; Automotive/Mobility; Embedded Software; Embedded C/Cpp; RTOS; CAN/LIN; Diagnostics/Calibration; HIL/SIL; Testing/Test Automation; V&V; Functional Safety; ISO 26262; Systems Engineering; Connectivity/IoT Devices	Baden-Württemberg + more

ID	Company size	Company name	Short description	Tags	State (Bundesland)
14	Big	Diehl Group	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	Eaton	Power management with power electronics and embedded control across industry and mobility.	Power Electronics; Inverters/Converters; Industrial Automation; Battery/BMS/E-Mobility; Embedded Software; Firmware; EMC/EMI; Testing/Test Automation; V&V	Nordrhein-Westfalen + more
16	Big	ebm-papst	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	Endress+Hauser	Process instrumentation with sensors, embedded firmware and industrial field communication.	Process Instrumentation; Sensors/Industrial Sensing; Measurement Technology; Embedded Software; Firmware; Industrial Ethernet; IO-Link; Fieldbus; OPC UA; Electronics Design (Schematic/PCB); EMC/EMI	Baden-Württemberg + more
18	Big	Festo	Factory automation with embedded motion/control, robotics and industrial connectivity.	Industrial Automation; Factory Automation/Machinery; Robotics; Drives & Motion Control; Motor Control; Closed-Loop Control; Embedded Software; Firmware; Industrial Networking/IIoT; Industrial Ethernet; OPC UA	Baden-Württemberg + more
19	Big	FORVIA	Automotive supplier with embedded electronics/software across multiple product domains.	Automotive/Mobility; Tier-1 Supplier; Embedded Software; Embedded Linux; CAN/LIN; Connectivity/IoT Devices; Testing/Test Automation; V&V; Functional Safety; ISO 26262	Baden-Württemberg + more

ID	Company size	Company name	Short description	Tags	State (Bundesland)
20	Big	FORVIA HELLA	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	Getinge	MedTech systems with electronics, embedded software and regulated verification/validation.	Medical Devices/MedTech; Embedded Software; Firmware; Electronics Design (Schematic/PCB); V&V; Testing/Test Automation; Requirements; Systems Engineering; Cybersecurity (Embedded)	Baden-Württemberg + more
22	Big	HARMAN	Infotainment/connected systems with embedded Linux, audio/DSP and device connectivity.	Automotive/Mobility; Embedded Linux; Embedded Software; Connectivity/IoT Devices; Bluetooth/Wi-Fi; Cybersecurity (Embedded); Testing/Test Automation; V&V; Systems Engineering	Bayern + more
23	Big	Herrenknecht	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	HENSOLDT	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

ID	Company size	Company name	Short description	Tags	State (Bundesland)
25	Big	IBM	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
26	Big	ifm	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/IoT Devices	Baden-Württemberg + more
27	Big	John Deere	Mobile machines with embedded control, sensing and automation (incl. electrification).	Automotive/Mobility; Battery/BMS/E-Mobility; Motor Control; Embedded Software; Embedded C/Cpp; RTOS; CAN/LIN; Sensors/Industrial Sensing; Systems Engineering; HIL/SIL; Testing/Test Automation	Baden-Württemberg + more
28	Big	Kärcher	Mechatronic devices with motor control, electronics, connectivity and firmware development.	Mechatronic Systems; Motor Control; Power Electronics; Connectivity/IoT Devices; Embedded Software; Firmware; Embedded C/Cpp; EMC/EMI; Testing/Test Automation; V&V	Baden-Württemberg + more
29	Big	Knorr-Bremse	Rail and CV braking systems with embedded safety/control and rigorous V&V.	Rail/Signalling; Commercial Vehicles; Functional Safety; ISO 26262; EN 50128/50129; Embedded Software; RTOS; Embedded C/Cpp; Systems Engineering; V&V; Testing/Test Automation	Bayern, Baden-Württemberg + more
30	Big	Liebherr	Machinery and equipment with embedded control, drives and power electronics.	Factory Automation/Machinery; Drives & Motion Control; Motor Control; Power Electronics; Embedded Software; Firmware; Mechatronic Systems; Systems Engineering; V&V	Baden-Württemberg, Bayern + more

ID	Company size	Company name	Short description	Tags	State (Bundesland)
31	Big	MAHLE	Automotive supplier with e-mobility electronics and embedded control development.	Automotive/Mobility; Tier-1 Supplier; Battery/BMS/E-Mobility; Power Electronics; Inverters/Converters; Motor Control; Embedded Software; ISO 26262; Testing/Test Automation; V&V	Baden-Württemberg + more
32	Big	Magna	Tier-1 supplier with mechatronics/electronics and embedded SW across many product lines.	Automotive/Mobility; Tier-1 Supplier; 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	MANN+HUMMEL	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	Marquardt	Mechatronic systems and electronics with embedded SW/HW, security and safety processes.	Automotive/Mobility; Tier-1 Supplier; Mechatronic Systems; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Functional Safety; ISO 26262; Cybersecurity (Embedded); Connectivity/IoT Devices	Baden-Württemberg + more
35	Big	Mercedes-Benz	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	Parker Hannifin	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

ID	Company size	Company name	Short description	Tags	State (Bundesland)
37	Big	Pepperl+Fuchs	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
38	Big	Porsche	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	Rheinmetall	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	Roche Diagnostics	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	Rohde & Schwarz	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

ID	Company size	Company name	Short description	Tags	State (Bundesland)
42	Big	Rolls-Royce Power Systems	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	SAP	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
44	Big	Schaeffler	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	SICK	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	Siemens	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	STIHL	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

ID	Company size	Company name	Short description	Tags	State (Bundesland)
48	Big	Stryker	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	Syntegon	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
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

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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
56	Medium	AMETEK CTS	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	Balluff	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	Baumer	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	Bertrandt	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	Bizerba	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

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61	Medium	Bosch Engineering	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	Bosch Sensortec	MEMS sensors with firmware/algorithms, sensor fusion and low-power embedded development.	Sensors/Industrial Sensing; Semiconductors/IC Design; ASIC/Mixed-Signal; Embedded Software; Firmware; Signal Processing; Sensor Fusion; V&V	Baden-Württemberg + more
63	Medium	Bürkert	Fluid control with embedded controllers, sensors and industrial field communication.	Process Instrumentation; Sensors/Industrial Sensing; Embedded Software; Firmware; Industrial Ethernet; Fieldbus; IO-Link; Closed-Loop Control; Electronics Design (Schematic/PCB)	Baden-Württemberg + more
64	Medium	BDT Media Automation	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	Delta Energy Systems	Power electronics for charging/industrial supply with embedded control and EMC topics.	Power Electronics; Inverters/Converters; Battery/BMS/E-Mobility; Embedded Software; Firmware; EMC/EMI; Testing/Test Automation; V&V; Motor Control	Baden-Württemberg
66	Medium	dSPACE	HIL/SIL and toolchain leader—excellent for embedded testing, 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	Dürr Group	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

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68	Medium	Eberspächer	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	E.G.O.	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	ElringKlinger	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	ETAS	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
72	Medium	Freudenberg Sealing Technologies	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	Hansgrohe	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	Hekatron	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

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75	Medium	Heidelberger Druckmaschinen	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	HIMA	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	Hirschmann Automation & Control (Belden)	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	IMS CHIPS	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	IPG Automotive	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
80	Medium	Jetter (Bucher Automation)	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	KARL STORZ	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

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82	Medium	Kurtz Ersa	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	Leuze	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	LEIBINGER	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	LAPP	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	Murrelektronik	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
87	Medium	Pilz	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	Physik Instrumente (PI)	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

ID	Company size	Company name	Short description	Tags	State (Bundesland)
89	Medium	R. STAHL	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	SCHUNK	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	TDK-Micronas	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	Testo	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
93	Medium	VEGA	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	Vector Informatik	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

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95	Medium	WITTENSTEIN	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	Würth Elektronik	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	ALTEN	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	Akkodis	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	Bucher Automation	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
100	SME	Capgemini Engineering	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	Cinemo	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

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102	SME	EDAG	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	embeX	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	emtrion	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	Exxeta	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	FERCHAU	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	Fraunhofer (BW institutes)	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
108	SME	FZI	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

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109	SME	Hahn-Schickard	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	HEINZMANN	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	HighTec EDV-Systeme	Embedded toolchains/compilers 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	IAV	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	NewTec	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	P3 Group	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	Porsche Engineering	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	SensoPart	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	Synapticon	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	Wibu-Systems	Embedded/IIoT security (protection/crypto) for devices and industrial environments.	Cybersecurity (Embedded); IEC 62443; Embedded Software; Embedded Linux; Device Drivers/Low-Level; Connectivity/IoT Devices; Systems Engineering	Baden-Württemberg
ID	Company size	Company name	Short description	Tags	State (Bundesland)
119	Big	SEW-EURODRIVE	Drive technology (gearmotors, 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	FANUC	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

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121	Medium	Bihl+Wiedemann	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	IDS Imaging Development Systems	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/IoT Devices; Testing/Test Automation	Baden-Württemberg + more
123	Medium	Vision Components	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/IoT Devices; Electronics Design (Schematic/PCB); Testing/Test Automation	Baden-Württemberg
124	SME	Chromasens	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	wenglor sensoric group	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/IoT Devices; Testing/Test Automation	Baden-Württemberg + more

ID	Company size	Company name	Short description	Tags	State (Bundesland)
126	Medium	TR-Electronic	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	J. Schmalz	Vacuum automation for handling/robotics with mechatronics, controllers and connected devices.	Industrial Automation; Factory Automation/Machinery; Robotics; Mechatronic Systems; Actuators; Embedded Software; Firmware; Connectivity/IoT Devices; Testing/Test Automation	Baden-Württemberg + more
128	Medium	Polytec	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	EUCHNER	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	Berghof Automation	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

ID	Company size	Company name	Short description	Tags	State (Bundesland)
131	Medium	Friedrich Lütze	Automation connectivity and electronics (incl. Linux platform roles) spanning industrial networking and device development.	Industrial Networking/IIoT; Industrial Ethernet; PROFINET; EtherCAT; Connectivity/IoT Devices; Embedded Linux; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation	Baden-Württemberg + more
132	Medium	KACO new energy	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	Dunkermotoren	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	MRS Electronic	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/C; CAN/LIN; Diagnostics/Calibration; Testing/Test Automation; V&V; Systems Engineering Baden-Württemberg + more | | 135 | SME | BWO Electronic | 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/C; Industrial Ethernet; Fieldbus; Testing/Test Automation	Baden-Württemberg

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136	SME	NEURA Robotics	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	SMR Automotive	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
138	Medium	Hectronic	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	Fritz Kübler	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	Securiton Deutschland	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	FAULHABER	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

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142	Medium	Kistler Group	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	HMS Networks	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	Lorch Schweißtechnik	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	VARTA	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
146	SME	MESCO Engineering	Embedded engineering services (HW/SW) incl. low-level development, testing and safety-oriented projects.	Embedded Software; Embedded C/C; RTOS; Embedded Linux; Device Drivers/Low-Level; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V; Systems Engineering; Requirements Baden-Württemberg + more | | 147 | Medium | csi entwicklungstechnik | Engineering services for embedded/electronics with strong automotive validation, tooling and integration work. | Automotive/Mobility; Embedded Software; Embedded C/C; Embedded Linux; Testing/Test Automation; HIL/SIL; Systems Engineering; Requirements; Functional Safety; ISO 26262	Baden-Württemberg, Bayern + more

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148	SME	ViGEM	Engineering consultancy for embedded/ECU topics, testing and systems engineering across mobility/industry.	Automotive/Mobility; Embedded Software; Embedded C/C; Embedded Linux; Testing/Test Automation; V&V; HIL/SIL; Systems Engineering; Requirements; CI/CD (Embedded) Baden-Württemberg, Bayern + more | | 149 | Medium | AIM Infrarot-Module | 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 | burster | 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 | Volocopter | eVTOL developer with avionics-adjacent embedded work, electrification and system validation topics. | Aerospace/Avionics; Battery/BMS/E-Mobility; Embedded Software; Embedded C/C; RTOS; Systems Engineering; Testing/Test Automation; V&V	Baden-Württemberg + more

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152	Medium	Berthold Technologies	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
153	Medium	METZ CONNECT	Industrial connectivity components/systems with strong IIoT/industrial ethernet ecosystem relevance.	Industrial Networking/IIoT; Industrial Ethernet; Connectivity/IoT Devices; Electronics Design (Schematic/PCB)	Baden-Württemberg + more
154	Medium	elobau	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	J. Wagner / WAGNER Group	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

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156	SME	Apex.AI	Safety-oriented software stack for mobility/robotics with embedded Linux/RTOS and CI/CD-heavy work.	Automotive/Mobility; Embedded Software; Embedded C/C; RTOS; Embedded Linux; Functional Safety; ISO 26262; CI/CD (Embedded); Systems Engineering; Requirements Baden-Württemberg, Bayern + more | | 157 | Medium | Hirschmann Automotive | Automotive connectivity/mechatronics with electronics development, validation and production-near engineering. | Automotive/Mobility; Tier-1 Supplier; Connectivity/IoT Devices; CAN/LIN; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Baden-Württemberg + more | | 158 | Medium | TESAT-Spacecom | Space communication payloads with embedded systems, FPGA/signal processing and systems engineering. | Aerospace/Avionics; Optics/Imaging/Metrology; Signal Processing; FPGA; Embedded Software; Embedded C/C; RTOS; Systems Engineering; Requirements; V&V; Testing/Test Automation; Cybersecurity (Embedded)	Baden-Württemberg + more
159	Medium	ZwickRoell	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	RAFI	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	Kontron Electronics	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	ACONEXT	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	STÖRK-TRONIC	Embedded electronics and measurement/control technology with HW-near embedded development (incl. MedTech projects).	Medical Devices/MedTech; Measurement Technology; Embedded Software; Firmware; Embedded C/C; Electronics Design (Schematic/PCB); EMC/EMI; Testing/Test Automation; V&V Baden-Württemberg | | 164 | SME | NeuroCheck | 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/C; Embedded Linux; CI/CD (Embedded); Testing/Test Automation; Systems Engineering	Baden-Württemberg
165	SME	Vision Components	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

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