

# How to find an Intership

## Student Group

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# How to find an Internship

Be aware, that - depending on the economical situation - it might take up to 200 outreaches to find a suitable internship.

So, it is good to make a structured list (e.g. in EXCEL), to track how far the outreach proceed.

## Possible Templates for Communication

### Email template for a unsolicited application (Initiativbewerbung)

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

Guten Tag Herr/Frau <Name>,

ich studiere <Studiengang> an der <Hochschule> und suche ein  
<Pflichtpraktikum/Praxissemester> ab <Datum>.

Ich kann Ihr Team konkret unterstützen bei:

- <1> (z.B. Embedded C / STM32 / RTOS / CAN)
- <2> (z.B. Prüfaufbauten / Python Testautomation / HIL)
- <3> (z.B. PCB-Layout / Altium / Inbetriebnahme)

Kurzprofil: <1 Satz – was du schon gebaut/getestet hast>.

Anbei: CV + Notenübersicht + 1 Seite Projektportfolio.

<optional>

Ich bin auf Ihr Unternehmen aufmerksam geworden, weil <1 kurzer Bezug:  
Produkt/Technologiefeld/Branche>.

Falls es grundsätzlich denkbar ist, Praktika in Ihrem Bereich zu  
betreuen:

Könnten Sie mir ggf. sagen, ob es bei Ihnen eine passende  
Ansprechperson gibt (fachlich/technisch)

oder ob Sie mir empfehlen würden, mich über einen bestimmten Weg zu  
bewerben?

Viele Grüße

<Name>

<Tel> | <LinkedIn/GitHub> | <E-Mail>

Why this template is likely to work:

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

worse.

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

## Phone script (30 seconds)

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

## via Job Portals

In the following some relevant search engines are shown.

Be aware that the following links are already partially filtered by:

- vicinity to Heilbronn
- Praktikum

You might also look for keywords like

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

The following list covers relevant job search sites:

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

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

## "Indirect" directories (great for SMEs)

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

An unsolicited application to them would 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)       | <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.

The following list might be of help to find a suitable company.

Be aware that the list was aggregated by an AI - so, it could contain mistakes.

| ID | Cpy-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/IoT 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 | Cpy-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   |
| 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           |

| ID | Cpy-size | Company name                        | Short description  | Tags  | State (Bundesland)                      |
|----|----------|-------------------------------------|--|---|---|
| 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                |
| 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                |

| ID | Cpy-size | Company name                   | Short description   | Tags   | State (Bundesland)                            |
|----|----------|--------------------------------|---|--|---|
| 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                      |
| 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                             |

| ID | Cpy-size | Company name                 | Short description  | Tags   | State (Bundesland)               |
|----|----------|------------------------------|--|--|----------------------------------|
| 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/IIoT Devices; Cybersecurity (Embedded); Systems Engineering; CI/CD (Embedded)  | Baden-Württemberg + more         |
| 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 |

| ID | Cpy-size | Company name  | Short description  | Tags  | State (Bundesland)               |
|----|----------|---|--|---|----------------------------------|
| 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         |
| 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 Group (formerly Daimler AG)</a> | Vehicle electronics/software with embedded platforms, integration, diagnostics and validation roles. | 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 | Cpy-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                      |
| 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              |

| ID | Cpy-size | Company name             | Short description  | Tags   | State (Bundesland)               |
|----|----------|--------------------------|--|--|----------------------------------|
| 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         |
| 50 | Big      | <a href="#">TRUMPF</a>   | 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      | <a href="#">Valeo</a>    | 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         |

| ID | Cpy-size | Company name                       | Short description   | Tags  | State (Bundesland)                         |
|----|----------|------------------------------------|---|---|--|
| 52 | Big      | <a href="#">Voith</a>              | 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      | <a href="#">ZEISS</a>              | 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      | <a href="#">ZF Friedrichshafen</a> | 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      | <a href="#">ZIEHL-ABEGG</a>        | 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   | <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                   |

| ID | Cpy-size | Company name                         | Short description  | Tags  | State (Bundesland)                            |
|----|----------|--------------------------------------|--|---|---|
| 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                      |
| 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                      |

| ID | Cpy-size | Company name                                     | Short description  | Tags  | State (Bundesland)       |
|----|----------|--|--|---|--------------------------|
| 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="#">EringKlinger</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 |
| 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 |

| ID | Cpy-size | Company name   | Short description   | Tags  | State (Bundesland)               |
|----|----------|--|---|---|----------------------------------|
| 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         |
| 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/IIoT Devices; Testing/Test Automation; V&V              | Baden-Württemberg                |

| ID | Cpy-size | Company name                            | Short description   | Tags   | State (Bundesland)       |
|----|----------|---|---|--|--------------------------|
| 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 |
| 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 |

| ID | Cpy-size | Company name                      | Short description  | Tags   | State (Bundesland)       |
|----|----------|-----------------------------------|--|--|--------------------------|
| 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 |
| 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  | Cpy-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  | Cpy-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         |
| 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         |

| ID  | Cpy-size | Company name                   | Short description   | Tags  | State (Bundesland)       |
|-----|----------|--------------------------------|---|---|--------------------------|
| 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        |
| 119 | Big      | <a href="#">SEW-EURODRIVE</a>  | 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      | <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 |
| 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 |

| ID  | Cpy-size | Company name                                    | Short description   | Tags   | State (Bundesland)       |
|-----|----------|---|---|--|--------------------------|
| 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/IoT 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/IoT 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/IoT Devices; Testing/Test Automation                     | Baden-Württemberg + more |
| 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/IoT Devices; Testing/Test Automation  | Baden-Württemberg + more |

| ID  | Cpy-size | Company name                       | Short description  | Tags   | State (Bundesland)       |
|-----|----------|------------------------------------|--|--|--------------------------|
| 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/IoT Devices; Embedded Linux; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation                                | Baden-Württemberg + more |
| 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 |

| ID  | Cpy-size | Company name                          | Short description   | Tags  | State (Bundesland)       |
|-----|----------|---------------------------------------|---|---|--------------------------|
| 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 |
| 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 |

| ID  | Cpy-size | Company name                            | Short description  | Tags   | State (Bundesland)               |
|-----|----------|---|--|--|----------------------------------|
| 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/IIoT 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         |
| 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         |

| ID  | Cpy-size | Company name                             | Short description  | Tags   | State (Bundesland)               |
|-----|----------|--|--|--|----------------------------------|
| 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         |
| 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         |

| ID  | Cpy-size | Company name  | Short description  | Tags  | State (Bundesland)   |
|-----|----------|---|--|---|--|
| 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   |
| 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  |
| 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  | Cpy-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   |
| 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   |

| ID  | Cpy-size | Company name                             | Short description   | Tags   | State (Bundesland)       |
|-----|----------|--|---|--|--------------------------|
| 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 |
| 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 |
| 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 |

| ID  | Cpy-size | Company name   | Short description  | Tags  | State (Bundesland)       |
|-----|----------|--|--|---|--------------------------|
| 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        |
| 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 |
| 190 | SME      | <a href="#">Actimage</a>                                     | Software engineering company with projects in Embedded/IoT products (often good for internships and theses). | Embedded Software; Embedded Linux; Connectivity/IoT Devices; CI/CD (Embedded); Testing/Test Automation  | Baden-Württemberg + more |
| 191 | SME      | <a href="#">ANTRIMON</a>                                     | Develops mechatronic systems and electronics (incl. embedded/connected device development topics).           | Mechatronic Systems; Sensors/Industrial Sensing; Electronics Design (Schematic/PCB); Embedded Software; Firmware; Connectivity/IoT Devices                        | Baden-Württemberg + more |
| 192 | SME      | <a href="#">2E mechatronic</a>                               | Mechatronic components/systems incl. sensor-related products—hands-on HW/SW exposure possible.               | Mechatronic Systems; Sensors/Industrial Sensing; Electronics Design (Schematic/PCB); Embedded Software; Firmware; Testing/Test Automation                         | Baden-Württemberg        |

| ID  | Cpy-size | Company name  | Short description  | Tags   | State (Bundesland)               |
|-----|----------|---|--|--|----------------------------------|
| 193 | SME      | <a href="#">BRIEM Steuerungstechnik</a>                   | Cleanroom monitoring/automation—sensor-heavy systems with embedded/control and validation work.                          | Sensors/Industrial Sensing; Process Instrumentation; Measurement Technology; Industrial Networking/IIoT; Connectivity/IoT Devices; Embedded Software; Firmware; V&V; Testing/Test Automation | Baden-Württemberg                |
| 194 | SME      | <a href="#">C.R.S. iiMotion</a>                           | Embedded vision/camera systems with FPGA/signal processing and real-time software topics.                                | Computer Vision/Embedded Vision; Optics/Imaging/Metrology; Signal Processing; FPGA; Embedded Software; Embedded C/Cpp; Edge AI; embedded AI  | Baden-Württemberg                |
| 195 | Medium   | <a href="#">CHIRON Group</a>                              | Machine tools & automation—controls, industrial connectivity and system engineering around complex machinery.            | Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Industrial Networking/IIoT; Embedded Software; Systems Engineering; Testing/Test Automation; V&V               | Baden-Württemberg + more         |
| 196 | Big      | <a href="#">MinebeaMitsumi (Technology Center Europe)</a> | Drives/electronics development site with roles incl. “Embedded Systems”, cybersecurity and applied engineering projects. | Drives & Motion Control; Motor Control; Sensors/Industrial Sensing; Embedded Software; Firmware; Embedded C/Cpp; Cybersecurity (Embedded); AI; Edge AI                                       | Baden-Württemberg + more         |
| 197 | SME      | <a href="#">NEXT Robotics</a>                             | Robotics/automation partner (cobots) with strong systems & integration engineering fit.                                  | Robotics; Industrial Automation; Factory Automation/Machinery; Systems Engineering; Testing/Test Automation; Industrial Networking/IIoT  | Baden-Württemberg                |
| 198 | SME      | <a href="#">NMI (Reutlingen)</a>                          | Applied R&D institute for microsystems/sensors & MedTech—excellent for thesis/internship projects.                       | Sensors/Industrial Sensing; Measurement Technology; Medical Devices/MedTech; Signal Processing; Electronics Design (Schematic/PCB); V&V; Testing/Test Automation                             | Baden-Württemberg                |
| 199 | Medium   | <a href="#">cellcentric</a>                               | Fuel-cell systems for heavy-duty mobility—systems engineering plus embedded/control and test-heavy development.          | Commercial Vehicles; Automotive/Mobility; Power Electronics; Embedded Software; Embedded C/Cpp; Systems Engineering; Requirements; V&V; Testing/Test Automation                              | Baden-Württemberg + more         |
| 200 | Medium   | <a href="#">groninger</a>                                 | Machinery for pharma/cosmetics—automation, controls and industrial engineering roles around high-end equipment.          | Factory Automation/Machinery; Industrial Automation; Robotics; Industrial Networking/IIoT; Embedded Software; Systems Engineering; Testing/Test Automation; V&V                              | Baden-Württemberg, Bayern + more |

| ID  | Cpy-size | Company name   | Short description   | Tags   | State (Bundesland)       |
|-----|----------|--|---|--|--------------------------|
| 201 | Big      | <a href="#">IMS Gear</a>                               | Drive/actuator systems for mobility/industry—strong mechatronics and motion-control ecosystem.                                    | Drives & Motion Control; Mechatronic Systems; Actuators; Automotive/Mobility; Systems Engineering; Testing/Test Automation   | Baden-Württemberg + more |
| 202 | Medium   | <a href="#">Theben</a>                                 | Building/smart-energy electronics with embedded firmware, electronics development and test lab topics.                            | Connectivity/IoT Devices; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; Cybersecurity (Embedded)   | Baden-Württemberg + more |
| 203 | Medium   | <a href="#">B&amp;R (B&amp;R Industrie-Elektronik)</a> | Industrial automation (controllers, drives, motion) with real-time firmware and industrial networking stacks.                     | Industrial Automation; Factory Automation/Machinery; Drives & Motion Control; Robotics; Industrial Networking/IIoT; Embedded Software; Firmware; RTOS; Industrial Ethernet; PROFINET; EtherCAT; OPC UA; Testing/Test Automation; Systems Engineering | Hessen + more            |
| 204 | Medium   | <a href="#">WEIMA</a>                                  | Recycling/shredding machinery with automation, drives and controls engineering around complex machines.                           | Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Motor Control; Closed-Loop Control; Embedded Software; Firmware; Testing/Test Automation; Systems Engineering  | Baden-Württemberg        |
| 205 | SME      | <a href="#">German Bionic Systems</a>                  | Robotic exoskeletons combining mechatronics, sensing and edge/AI software for wearable assistance systems.                        | Robotics; Mechatronic Systems; Sensors/Industrial Sensing; Closed-Loop Control; Embedded Software; Connectivity/IoT Devices; AI; Edge AI; embedded AI; Testing/Test Automation; Systems Engineering  | Bayern, Berlin + more    |
| 206 | Medium   | <a href="#">Kardex Mlog</a>                            | Intralogsitics automation (material-flow systems) with control/software engineering and industrial integration work.              | Factory Automation/Machinery; Industrial Automation; Industrial Networking/IIoT; Industrial Ethernet; OPC UA; Embedded Software; Testing/Test Automation; Systems Engineering  | Baden-Württemberg + more |
| 207 | SME      | <a href="#">B&amp;W Engineering und Datensysteme</a>   | Product development for mechatronic/electronic systems (incl. medical/industrial devices) with HW-near SW and verification needs. | Medical Devices/MedTech; Mechatronic Systems; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Requirements; Systems Engineering; V&V; Testing/Test Automation   | Baden-Württemberg        |
| 208 | Medium   | <a href="#">FLEX-Elektrowerkzeuge</a>                  | Power tools with motor control, battery electronics and embedded/EMC validation in product development.                           | Mechatronic Systems; Motor Control; Power Electronics; Battery/BMS/E-Mobility; Embedded Software; Firmware; EMC/EMI; V&V; Testing/Test Automation  | Baden-Württemberg + more |

| ID  | Cpy-size | Company name                                 | Short description  | Tags   | State (Bundesland)         |
|-----|----------|--|--|--|----------------------------|
| 209 | Medium   | <a href="#">beyerdynamic</a>                 | Pro audio devices with electronics/firmware topics (wireless audio, DSP-adjacent development, test & validation).            | Connectivity/IoT Devices; Bluetooth/Wi-Fi; Embedded Software; Firmware; Signal Processing; Electronics Design (Schematic/PCB); V&V; Testing/Test Automation  | Baden-Württemberg + more   |
| 210 | Medium   | <a href="#">Harmonic Drive</a>               | Precision drive systems for robotics/automation—mechatronics plus control/electronics roles around motion.                   | Drives & Motion Control; Robotics; Mechatronic Systems; Actuators; Motor Control; Closed-Loop Control; Embedded Software; Testing/Test Automation; Systems Engineering   | Hessen + more              |
| 211 | Medium   | <a href="#">MOBIL Elektronik</a>             | Automotive electronics/ECUs with embedded development, validation, diagnostics and safety processes.                         | Automotive/Mobility; Embedded Software; Firmware; Embedded C/Cpp; CAN/LIN; Diagnostics/Calibration; Functional Safety; ISO 26262; V&V; Testing/Test Automation; Systems Engineering  | Baden-Württemberg          |
| 212 | Medium   | <a href="#">Amphenol (Tuchel) Automotive</a> | Automotive interconnect & mechatronic components—engineering roles around electrification, validation and industrialization. | Automotive/Mobility; Commercial Vehicles; Testing/Test Automation; Systems Engineering; V&V; Requirements  | Baden-Württemberg + more   |
| 213 | Big      | <a href="#">Beckhoff Automation</a>          | Automation PCs/I/O and EtherCAT ecosystem with embedded Linux, drivers and real-time/industrial networking work.             | Industrial Automation; Industrial Networking/IIoT; Industrial Ethernet; EtherCAT; OPC UA; Embedded Linux; Device Drivers/Low-Level; Embedded Software; Firmware; Testing/Test Automation; Systems Engineering; IEC 62443; Cybersecurity (Embedded) | Nordrhein-Westfalen + more |
| 214 | Big      | <a href="#">Phoenix Contact</a>              | Industrial connectivity and automation components with embedded firmware/Linux and industrial security topics.               | Industrial Automation; Industrial Networking/IIoT; Industrial Ethernet; PROFINET; OPC UA; MQTT; Connectivity/IoT Devices; Embedded Linux; Embedded Software; Firmware; IEC 62443; Cybersecurity (Embedded); Testing/Test Automation                | Nordrhein-Westfalen + more |
| 215 | Big      | <a href="#">WAGO</a>                         | Automation and I/O systems with embedded platforms and industrial communication stacks for connected devices.                | Industrial Automation; Industrial Networking/IIoT; Industrial Ethernet; PROFINET; EtherCAT; OPC UA; MQTT; Connectivity/IoT Devices; Embedded Linux; Embedded Software; Firmware; Testing/Test Automation   | Nordrhein-Westfalen + more |

| ID  | Cpy-size | Company name                          | Short description   | Tags  | State (Bundesland)         |
|-----|----------|---------------------------------------|---|---|----------------------------|
| 216 | Medium   | <a href="#">KEB Automation</a>        | Drives/inverters and automation with power electronics plus embedded control and validation.                | Drives & Motion Control; Power Electronics; Inverters/Converters; Motor Control; Closed-Loop Control; Embedded Software; Firmware; EMC/EMI; V&V; Testing/Test Automation  | Nordrhein-Westfalen + more |
| 217 | Big      | <a href="#">Infineon Technologies</a> | Semiconductor leader with IC design, validation/test and embedded-adjacent application engineering roles.   | Semiconductors/IC Design; ASIC/Mixed-Signal; Test & Measurement; Measurement Technology; Signal Processing; V&V; Testing/Test Automation  | Bayern, Sachsen + more     |
| 218 | Big      | <a href="#">NXP Semiconductors</a>    | Automotive/industrial semiconductors with mixed-signal design and embedded/validation-heavy roles.          | Semiconductors/IC Design; ASIC/Mixed-Signal; Automotive/Mobility; Functional Safety; ISO 26262; V&V; Testing/Test Automation  | Hamburg + more             |
| 219 | Medium   | <a href="#">Basler AG</a>             | Machine-vision cameras and imaging systems with embedded vision pipelines, drivers and test engineering.    | Computer Vision/Embedded Vision; Optics/Imaging/Metrology; Sensors/Industrial Sensing; Embedded Linux; Device Drivers/Low-Level; Embedded Software; Firmware; Signal Processing; Testing/Test Automation; V&V   | Schleswig-Holstein + more  |
| 220 | Big      | <a href="#">Dräger</a>                | Medical and safety technology with embedded electronics/software and regulated V&V environments.            | Medical Devices/MedTech; Sensors/Industrial Sensing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Cybersecurity (Embedded); V&V; Testing/Test Automation; Systems Engineering; Requirements | Schleswig-Holstein + more  |
| 221 | Big      | <a href="#">SMA Solar Technology</a>  | PV/storage inverters and energy systems—power electronics with control firmware and EMC/validation work.    | Power Electronics; Inverters/Converters; Battery/BMS/E-Mobility; Embedded Software; Firmware; Closed-Loop Control; EMC/EMI; V&V; Testing/Test Automation; Systems Engineering                                   | Hessen + more              |
| 222 | Medium   | <a href="#">Lenze</a>                 | Automation and drive technology with embedded motion control, industrial networking and system engineering. | Industrial Automation; Drives & Motion Control; Motor Control; Closed-Loop Control; Industrial Networking/IIoT; Industrial Ethernet; Embedded Software; Firmware; Testing/Test Automation; Systems Engineering  | Niedersachsen + more       |

| ID  | Cpy-size | Company name                        | Short description  | Tags   | State (Bundesland)                |
|-----|----------|-------------------------------------|--|--|-----------------------------------|
| 223 | Big      | <a href="#">KUKA</a>                | Industrial robotics with embedded control, field integration and (often) perception/AI-adjacent engineering.   | Robotics; Industrial Automation; Factory Automation/Machinery; Drives & Motion Control; Motor Control; Closed-Loop Control; Embedded Software; Firmware; Testing/Test Automation; Systems Engineering  | Bayern + more                     |
| 224 | Big      | <a href="#">Jenoptik</a>            | Optics/photonics and metrology with sensor systems, embedded electronics and test/verification roles.          | Optics/Imaging/Metrology; Sensors/Industrial Sensing; Measurement Technology; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Signal Processing; V&V; Testing/Test Automation   | Thüringen + more                  |
| 225 | Big      | <a href="#">AIXTRON</a>             | Semiconductor equipment manufacturer with complex machinery automation, sensing and validation engineering.    | Factory Automation/Machinery; Industrial Automation; Sensors/Industrial Sensing; Measurement Technology; Testing/Test Automation; V&V; Systems Engineering; Requirements   | Nordrhein-Westfalen + more        |
| 226 | Medium   | <a href="#">Elmos Semiconductor</a> | Automotive-focused semiconductors with mixed-signal design plus validation/test engineering.                   | Semiconductors/IC Design; ASIC/Mixed-Signal; Automotive/Mobility; Functional Safety; ISO 26262; V&V; Testing/Test Automation   | Nordrhein-Westfalen + more        |
| 227 | Big      | <a href="#">Nexperia</a>            | High-volume semiconductors with design, process and test engineering plus embedded-adjacent applications work. | Semiconductors/IC Design; ASIC/Mixed-Signal; Test & Measurement; Measurement Technology; V&V; Testing/Test Automation  | Hamburg + more                    |
| 228 | Big      | <a href="#">Semikron Danfoss</a>    | Power semiconductor modules/systems—strong fit for power electronics, test and industrialization roles.        | Power Electronics; Inverters/Converters; Test & Measurement; Testing/Test Automation; V&V; Measurement Technology; Systems Engineering   | Schleswig-Holstein, Bayern + more |
| 229 | Big      | <a href="#">BMW Group</a>           | Automotive OEM with large embedded ECU/software, validation and e-mobility development teams.                  | Automotive/Mobility; Battery/BMS/E-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; Requirements; Cybersecurity (Embedded); Connectivity/IoT Devices | Bayern, Berlin, Sachsen + more    |

| ID  | Cpy-size | Company name                         | Short description   | Tags   | State (Bundesland)   |
|-----|----------|--------------------------------------|---|--|--|
| 230 | Big      | <a href="#">Volkswagen</a>           | Automotive OEM with vehicle electronics, embedded platforms, testing and E/E integration roles.     | Automotive/Mobility; Battery/BMS/E-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; Requirements; Connectivity/IoT Devices; Cybersecurity (Embedded) | Niedersachsen, Sachsen, Brandenburg, Hessen, Bayern, Berlin + more |
| 231 | Big      | <a href="#">MAN Truck &amp; Bus</a>  | Commercial-vehicle OEM with embedded powertrain, E/E architecture and validation opportunities.     | Commercial Vehicles; Automotive/Mobility; Battery/BMS/E-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; Requirements                                | Bayern, Berlin, Niedersachsen + more                               |
| 232 | Big      | <a href="#">MTU Aero Engines</a>     | Aero-engine OEM with embedded/controls and safety-critical development plus test automation.        | Aerospace/Avionics; Embedded Software; Embedded C/Cpp; RTOS; Systems Engineering; Requirements; V&V; Testing/Test Automation; Signal Processing; DO-178C/DO-254  | Bayern, Brandenburg + more   |
| 233 | Medium   | <a href="#">OHB</a>                  | Space systems integrator with avionics-adjacent embedded development and systems engineering roles. | Aerospace/Avionics; Embedded Software; Embedded C/Cpp; RTOS; Systems Engineering; Requirements; V&V; Testing/Test Automation; Cybersecurity (Embedded)   | Bremen, Bayern + more  |
| 234 | Big      | <a href="#">Siemens Healthineers</a> | Medical imaging/lab systems with embedded electronics/software and regulated V&V environments.      | Medical Devices/MedTech; Sensors/Industrial Sensing; Embedded Software; Firmware; Embedded Linux; Signal Processing; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V; Requirements; Systems Engineering; Cybersecurity (Embedded)   | Bayern, Hessen, Nordrhein-Westfalen, Berlin + more                 |
| 235 | Big      | <a href="#">GlobalFoundries</a>      | Semiconductor manufacturing (Dresden) with automation- and test-heavy engineering roles.            | Semiconductors/IC Design; Industrial Automation; Test & Measurement; Measurement Technology; Testing/Test Automation; V&V; Systems Engineering   | Sachsen + more   |

| ID  | Cpy-size | Company name                        | Short description   | Tags  | State (Bundesland)  |
|-----|----------|-------------------------------------|---|---|---|
| 236 | Medium   | <a href="#">X-FAB</a>               | Specialty semiconductor foundry with mixed-signal tech and validation/test opportunities in Germany.      | Semiconductors/IC Design; ASIC/Mixed-Signal; Test & Measurement; Measurement Technology; Testing/Test Automation; V&V   | Thüringen, Sachsen + more                                     |
| 237 | Big      | <a href="#">Schneider Electric</a>  | Industrial energy/automation with connected devices, power electronics and industrial networking stacks.  | Industrial Automation; Industrial Networking/IIoT; Power Electronics; Connectivity/IoT Devices; Embedded Software; Firmware; Industrial Ethernet; OPC UA; MQTT; Cybersecurity (Embedded); IEC 62443; Testing/Test Automation              | Bayern, Nordrhein-Westfalen, Baden-Württemberg, Hessen + more |
| 238 | Big      | <a href="#">Mitsubishi Electric</a> | Industrial automation and drive/control systems with embedded firmware and industrial communications.     | Industrial Automation; Factory Automation/Machinery; Drives & Motion Control; Motor Control; Power Electronics; Embedded Software; Firmware; Industrial Networking/IIoT; Industrial Ethernet; PROFINET; EtherCAT; Testing/Test Automation | Nordrhein-Westfalen + more                                    |
| 239 | Big      | <a href="#">KION Group</a>          | Intralogistics automation (warehouse systems/AGVs) with controls, sensors and system engineering.         | Industrial Automation; Factory Automation/Machinery; Robotics; Sensors/Industrial Sensing; Embedded Software; Testing/Test Automation; Systems Engineering; Industrial Networking/IIoT; Industrial Ethernet; OPC UA                       | Hessen + more   |
| 240 | Big      | <a href="#">Jungheinrich</a>        | Warehouse trucks/automation with embedded control, sensing and electrification-related engineering roles. | Industrial Automation; Factory Automation/Machinery; Robotics; Sensors/Industrial Sensing; Battery/BMS/E-Mobility; Embedded Software; Embedded C/Cpp; CAN/LIN; Testing/Test Automation; V&V; Systems Engineering                          | Hamburg + more  |
| 241 | Medium   | <a href="#">Weidmüller</a>          | Industrial connectivity/I/O with embedded firmware and industrial communication protocols.                | Industrial Automation; Industrial Networking/IIoT; Industrial Ethernet; PROFINET; EtherCAT; OPC UA; Connectivity/IoT Devices; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Cybersecurity (Embedded); IEC 62443        | Nordrhein-Westfalen + more                                    |
| 242 | Medium   | <a href="#">HARTING</a>             | Industrial connectors and networking components with strong industrial Ethernet/IIoT ecosystems.          | Industrial Networking/IIoT; Industrial Ethernet; PROFINET; EtherCAT; Connectivity/IoT Devices; Electronics Design (Schematic/PCB); Sensors/Industrial Sensing   | Niedersachsen + more  |

| ID  | Cpy-size | Company name                              | Short description  | Tags  | State (Bundesland)   |
|-----|----------|---|--|---|--|
| 243 | Medium   | <a href="#">Turck</a>                     | Sensors and automation tech with embedded devices plus IO-Link/fieldbus connectivity.                          | Sensors/Industrial Sensing; Industrial Automation; Industrial Networking/IIoT; IO-Link; Industrial Ethernet; Fieldbus; Embedded Software; Firmware; Connectivity/IoT Devices; Testing/Test Automation | Nordrhein-Westfalen + more   |
| 244 | Big      | <a href="#">Giesecke+Devrient</a>         | Security technology (smart cards/secure elements) with embedded/low-level and cybersecurity-heavy engineering. | Cybersecurity (Embedded); Embedded Software; Embedded C/Cpp; Firmware; Device Drivers/Low-Level; Connectivity/IoT Devices; Systems Engineering  | Bayern + more  |
| 245 | Medium   | <a href="#">secunet Security Networks</a> | Cybersecurity company with hardware-near products (secure gateways) and V&V-heavy engineering.                 | Cybersecurity (Embedded); IEC 62443; Embedded Linux; Device Drivers/Low-Level; Embedded Software; Testing/Test Automation; V&V; Requirements; Systems Engineering; Defence/Security                   | Nordrhein-Westfalen, Hessen, Berlin, Sachsen, Thüringen, Bayern + more |
| 246 | Big      | <a href="#">ams OSRAM</a>                 | Opto/sensor technologies with mixed-signal, optics and device-level engineering roles.                         | Optics/Imaging/Metrology; Sensors/Industrial Sensing; Semiconductors/IC Design; ASIC/Mixed-Signal; Electronics Design (Schematic/PCB); Signal Processing; Test & Measurement; Measurement Technology  | Bayern + more  |
| 247 | Big      | <a href="#">Siltronic</a>                 | Silicon wafer manufacturer with process, automation and test engineering roles.                                | Semiconductors/IC Design; Test & Measurement; Measurement Technology; Testing/Test Automation; V&V; Industrial Automation   | Bayern + more  |
| 248 | Medium   | <a href="#">SUSS MicroTec</a>             | Semiconductor equipment maker with complex machinery automation and validation/test roles.                     | Factory Automation/Machinery; Industrial Automation; Measurement Technology; Test & Measurement; Testing/Test Automation; V&V; Systems Engineering  | Bayern + more  |
| 249 | Big      | <a href="#">ASMPT</a>                     | Semiconductor/electronics manufacturing equipment with automation, vision and controls engineering.            | Factory Automation/Machinery; Industrial Automation; Computer Vision/Embedded Vision; Sensors/Industrial Sensing; Testing/Test Automation; V&V; Systems Engineering                                   | Bayern + more  |
| 250 | Medium   | <a href="#">LPKF</a>                      | Laser-based PCB/prototyping equipment with automation, optics and embedded control touchpoints.                | Factory Automation/Machinery; Industrial Automation; Optics/Imaging/Metrology; Embedded Software; Testing/Test Automation; Measurement Technology   | Niedersachsen + more   |

| ID  | Cpy-size | Company name   | Short description   | Tags   | State (Bundesland)                                    |
|-----|----------|--|---|--|---|
| 251 | Medium   | <a href="#">KOSTAL</a>                               | Automotive/industrial electronics incl. inverters/charging with embedded firmware and validation work.          | Automotive/Mobility; Tier-1 Supplier; Power Electronics; Inverters/Converters; Battery/BMS/E-Mobility; Embedded Software; Firmware; Functional Safety; ISO 26262; Testing/Test Automation; V&V | Nordrhein-Westfalen + more                            |
| 252 | Medium   | <a href="#">FEV Group</a>                            | Engineering services for powertrain/e-mobility with embedded control, systems engineering and testing projects. | Automotive/Mobility; Battery/BMS/E-Mobility; Embedded Software; Testing/Test Automation; HIL/SIL; Systems Engineering; Requirements; Functional Safety; ISO 26262; V&V                         | Nordrhein-Westfalen, Baden-Württemberg, Bayern + more |
| 253 | Medium   | <a href="#">Ottobock</a>                             | Prosthetics/orthotics products with mechatronics, sensing and embedded control work.                            | Medical Devices/MedTech; Mechatronic Systems; Sensors/Industrial Sensing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V                        | Niedersachsen + more                                  |
| 254 | Big      | <a href="#">Texas Instruments</a>                    | Semiconductors and reference designs with roles in ICs, embedded applications and lab/test engineering.         | Semiconductors/IC Design; ASIC/Mixed-Signal; Embedded Software; Signal Processing; Test & Measurement; Measurement Technology  | Bayern + more   |
| 255 | Big      | <a href="#">Microchip Technology</a>                 | Microcontroller and embedded solutions with roles in firmware, applications and lab/test engineering.           | Semiconductors/IC Design; Embedded Software; Firmware; Embedded C/Cpp; Connectivity/IoT Devices; Testing/Test Automation   | Bayern, Baden-Württemberg + more                      |
| 256 | Big      | <a href="#">TE Connectivity (incl. First Sensor)</a> | Sensors/connectors for industry and mobility with device ecosystems and validation roles.                       | Sensors/Industrial Sensing; Connectivity/IoT Devices; Automotive/Mobility; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V  | Berlin, Brandenburg + more                            |
| 257 | Medium   | <a href="#">MVTec</a>                                | Industrial machine-vision software with strong CV/AI engineering and edge-vision projects.                      | Computer Vision/Embedded Vision; AI; Edge AI; embedded AI; Signal Processing; Systems Engineering; CI/CD (Embedded)  | Bayern + more   |
| 258 | Medium   | <a href="#">Rosenberger</a>                          | High-frequency connectivity for automotive/industry with electronics development and validation work.           | Connectivity/IoT Devices; Automotive/Mobility; Industrial Networking/IIoT; Test & Measurement; Testing/Test Automation; V&V; Electronics Design (Schematic/PCB)                                | Bayern + more   |

| ID  | Cpy-size | Company name                                     | Short description   | Tags  | State (Bundesland)         |
|-----|----------|--|---|---|----------------------------|
| 259 | Medium   | <a href="#">DR. JOHANNES HEIDENHAIN</a>          | Precision encoders/CNC controls & measurement systems—strong overlap with sensor electronics, embedded FW and verification. | Sensors/Industrial Sensing; Measurement Technology; Factory Automation/Machinery; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V                   | Bayern + more              |
| 260 | Big      | <a href="#">KSB</a>                              | Pumps/valves and industrial systems with automation, drives, condition monitoring and embedded-enabled products.            | Industrial Automation; Drives & Motion Control; Sensors/Industrial Sensing; Connectivity/IoT Devices; Embedded Software; Testing/Test Automation; Systems Engineering                             | Rheinland-Pfalz + more     |
| 261 | Big      | <a href="#">HYDAC</a>                            | Hydraulics, sensors and control tech—embedded controllers, measurement and industrial connectivity in many products.        | Industrial Automation; Sensors/Industrial Sensing; Measurement Technology; Connectivity/IoT Devices; Embedded Software; Firmware; Testing/Test Automation   | Saarland + more            |
| 262 | Big      | <a href="#">WIKA</a>                             | Measurement technology (pressure/temperature/force etc.) with sensor electronics, embedded interfaces and testing labs.     | Measurement Technology; Sensors/Industrial Sensing; Process Instrumentation; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V                        | Bayern + more              |
| 263 | Medium   | <a href="#">JUMO</a>                             | Industrial sensors + automation components (measurement/control) with embedded firmware and industrial comms.               | Sensors/Industrial Sensing; Process Instrumentation; Industrial Automation; Industrial Networking/IIoT; Embedded Software; Firmware; Testing/Test Automation                                      | Hessen + more              |
| 264 | Medium   | <a href="#">KROHNE</a>                           | Process instrumentation (flow/level/pressure) with embedded devices, electronics and validation-heavy development.          | Process Instrumentation; Sensors/Industrial Sensing; Measurement Technology; Industrial Networking/IIoT; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation | Nordrhein-Westfalen + more |
| 265 | Medium   | <a href="#">HÜBNER Group</a>                     | Mobility/industry components incl. sensors/encoders and mechatronic systems—good fit for embedded + test roles.             | Sensors/Industrial Sensing; Mechatronic Systems; Rail/Signalling; Embedded Software; Testing/Test Automation; Systems Engineering; V&V  | Hessen + more              |
| 266 | Medium   | <a href="#">HBK (Hottinger Brüel &amp; Kjær)</a> | Measurement & test systems (DAQ, sensors) with embedded electronics, signal processing and verification.                    | Test & Measurement; Measurement Technology; Sensors/Industrial Sensing; Signal Processing; Embedded Software; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V                    | Hessen + more              |

| ID  | Cpy-size | Company name   | Short description  | Tags  | State (Bundesland)                                      |
|-----|----------|--|--|---|---|
| 267 | Big      | <a href="#">Sartorius</a>                              | Lab/bioprocess equipment with embedded control, sensor integration and regulated V&V environments.                   | Medical Devices/MedTech; Sensors/Industrial Sensing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V; Systems Engineering                                       | Niedersachsen, Hessen, Baden-Württemberg, Berlin + more |
| 268 | SME      | <a href="#">SONOTEC</a>                                | Ultrasonic sensors/NDT and leak testing—sensor systems with signal processing and embedded-capable electronics.      | Sensors/Industrial Sensing; Test & Measurement; Measurement Technology; Signal Processing; Embedded Software; Electronics Design (Schematic/PCB); V&V   | Sachsen-Anhalt  |
| 269 | Big      | <a href="#">Keysight Technologies</a>                  | Test & measurement (RF/digital/optical) with embedded software, FPGA-adjacent systems and verification engineering.  | Test & Measurement; Measurement Technology; Embedded Software; Firmware; Electronics Design (Schematic/PCB); EMC/EMI; Testing/Test Automation; V&V  | Baden-Württemberg, Bayern, Nordrhein-Westfalen + more   |
| 270 | Medium   | <a href="#">Allied Vision</a>                          | Machine-vision cameras/embedded vision with Linux/driver stacks, imaging pipelines and production-near validation.   | Computer Vision/Embedded Vision; Sensors/Industrial Sensing; Optics/Imaging/Metrology; Embedded Linux; Device Drivers/Low-Level; Embedded Software; Firmware; Signal Processing; Testing/Test Automation; V&V | Thüringen, Niedersachsen, Schleswig-Holstein + more     |
| 271 | SME      | <a href="#">FRAMOS</a>                                 | Vision components/camera modules and imaging ecosystems—embedded vision integration close to sensor + Linux.         | Computer Vision/Embedded Vision; Sensors/Industrial Sensing; Optics/Imaging/Metrology; Embedded Linux; Device Drivers/Low-Level; Embedded Software; Firmware; Signal Processing; Connectivity/IoT Devices     | Bayern + more   |
| 272 | Medium   | <a href="#">ISRA VISION (Atlas Copco)</a>              | Vision inspection solutions for industry—computer vision/AI plus systems integration and validation.                 | Computer Vision/Embedded Vision; AI; Signal Processing; Systems Engineering; Testing/Test Automation; V&V; Industrial Automation  | Hessen + more   |
| 273 | Big      | <a href="#">Tesla (Gigafactory Berlin-Brandenburg)</a> | EV manufacturing + product ecosystem with strong automation/robotics, industrial sensing and test engineering needs. | Automotive/Mobility; Battery/BMS/E-Mobility; Industrial Automation; Factory Automation/Machinery; Robotics; Sensors/Industrial Sensing; Testing/Test Automation; Systems Engineering                          | Brandenburg + more                                      |

| ID  | Cpy-size | Company name  | Short description   | Tags   | State (Bundesland)             |
|-----|----------|---|---|--|--------------------------------|
| 274 | Big      | <a href="#">Webasto</a>                                       | E-mobility systems (battery/thermal/charging) with embedded control, electronics and validation.                  | Automotive/Mobility; Tier-1 Supplier; Battery/BMS/E-Mobility; Power Electronics; Embedded Software; Firmware; EMC/EMI; Testing/Test Automation; V&V  | Bayern + more                  |
| 275 | Big      | <a href="#">Brose</a>   | Automotive mechatronics (drives, electronics, sensors) with embedded software and validation-heavy development.   | Automotive/Mobility; Tier-1 Supplier; Mechatronic Systems; Motor Control; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V                                | Bayern + more                  |
| 276 | Big      | <a href="#">Vitesco Technologies (now part of Schaeffler)</a> | Powertrain/e-mobility electronics (inverters, ECUs) with embedded control and functional-safety processes.        | Automotive/Mobility; Tier-1 Supplier; Battery/BMS/E-Mobility; Power Electronics; Inverters/Converters; Embedded Software; Firmware; Functional Safety; ISO 26262; Testing/Test Automation; V&V         | Bayern, Hessen, Sachsen + more |
| 277 | Big      | <a href="#">Krones</a>  | Packaging/processing lines with automation, drives, industrial networking and controls engineering.               | Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Industrial Networking/IIoT; Industrial Ethernet; OPC UA; Embedded Software; Testing/Test Automation; Systems Engineering | Bayern + more                  |
| 278 | Big      | <a href="#">GEA Group</a>                                     | Process machinery and industrial systems—automation, instrumentation, safety and commissioning-heavy engineering. | Factory Automation/Machinery; Industrial Automation; Process Instrumentation; Industrial Networking/IIoT; Embedded Software; Testing/Test Automation; Systems Engineering                              | Nordrhein-Westfalen + more     |
| 279 | Medium   | <a href="#">Wilo</a>  | Pumps + smart systems with drives, power electronics, connected devices and control firmware touchpoints.         | Drives & Motion Control; Power Electronics; Connectivity/IoT Devices; Embedded Software; Firmware; Sensors/Industrial Sensing; Testing/Test Automation   | Nordrhein-Westfalen + more     |
| 280 | Big      | <a href="#">Viessmann</a>                                     | Energy/building tech with electronics, connected devices and embedded control in smart heating/energy products.   | Connectivity/IoT Devices; Embedded Software; Firmware; Power Electronics; Cybersecurity (Embedded); Testing/Test Automation  | Hessen + more                  |
| 281 | Medium   | <a href="#">ATLAS ELEKTRONIK</a>                              | Naval defence electronics (sonar/sensors) with real-time embedded SW, signal processing and systems engineering.  | Defence/Security; Sensors/Industrial Sensing; Signal Processing; Embedded Software; Embedded C/Cpp; RTOS; Systems Engineering; Requirements; Testing/Test Automation; V&V; Cybersecurity (Embedded)    | Bremen + more                  |

| ID  | Cpy-size | Company name  | Short description  | Tags   | State (Bundesland)   |
|-----|----------|---|--|--|--|
| 282 | Big      | <a href="#">MBDA Deutschland</a>                        | Defence/aerospace systems with safety/security-critical embedded development, integration and V&V.                         | Defence/Security; Aerospace/Avionics; Embedded Software; Embedded C/Cpp; RTOS; Systems Engineering; Requirements; Testing/Test Automation; V&V; Cybersecurity (Embedded) | Bayern + more  |
| 283 | Medium   | <a href="#">ESG Elektroniksystem- und Logistik-GmbH</a> | Systems engineering + integration/testing for defence/aviation—strong requirements, verification and toolchain focus.      | Defence/Security; Aerospace/Avionics; Systems Engineering; Requirements; Testing/Test Automation; V&V; Cybersecurity (Embedded)  | Bayern + more  |
| 284 | Medium   | <a href="#">IABG</a>                                    | Test & evaluation for aerospace/defence and mobility—validation labs, automation and systems engineering roles.            | Aerospace/Avionics; Defence/Security; Testing/Test Automation; V&V; Systems Engineering; Requirements; Test & Measurement; Measurement Technology                        | Bayern + more  |
| 285 | Big      | <a href="#">Renesas Electronics</a>                     | Semiconductors (automotive/industrial) with IC/application engineering and embedded-adjacent validation/testing roles.     | Semiconductors/IC Design; ASIC/Mixed-Signal; Automotive/Mobility; Embedded Software; Test & Measurement; Measurement Technology; Testing/Test Automation; V&V            | Sachsen, Nordrhein-Westfalen, Bayern, Rheinland-Pfalz + more |
| 286 | Big      | <a href="#">STMicroelectronics</a>                      | Semiconductors for automotive/industrial with mixed-signal design plus validation/test and application engineering in DE.  | Semiconductors/IC Design; ASIC/Mixed-Signal; Automotive/Mobility; Functional Safety; ISO 26262; Testing/Test Automation; V&V; Signal Processing                          | Bayern + more  |
| 287 | Big      | <a href="#">Analog Devices</a>                          | Analog/mixed-signal semiconductors with strong signal-processing, lab/test and embedded applications engineering.          | Semiconductors/IC Design; ASIC/Mixed-Signal; Signal Processing; Test & Measurement; Measurement Technology; Embedded Software; V&V; Testing/Test Automation              | Bayern + more  |
| 288 | Big      | <a href="#">TSMC (Munich Design Center)</a>             | Semiconductor design enablement/engineering hub (Munich) supporting advanced-chip ecosystem in Europe.                     | Semiconductors/IC Design; ASIC/Mixed-Signal; Systems Engineering; Testing/Test Automation; V&V   | Bayern   |
| 289 | Medium   | <a href="#">ESMC (Dresden fab JV)</a>                   | New semiconductor manufacturing venture in Dresden with heavy focus on process automation, equipment engineering and test. | Semiconductors/IC Design; Industrial Automation; Factory Automation/Machinery; Testing/Test Automation; V&V; Systems Engineering   | Sachsen  |

| ID  | Cpy-size | Company name                       | Short description  | Tags   | State (Bundesland)                 |
|-----|----------|------------------------------------|--|--|------------------------------------|
| 290 | Medium   | <a href="#">TQ-Systems</a>         | Embedded modules and electronics product development (HW/SW) for industrial and IoT-grade systems.                       | Embedded Software; Firmware; Embedded Linux; Device Drivers/Low-Level; Electronics Design (Schematic/PCB); Connectivity/IoT Devices; Industrial Networking/IIoT; Industrial Ethernet; Testing/Test Automation; V&V                 | Bayern + more                      |
| 291 | Medium   | <a href="#">congatec</a>           | Embedded computer-on-modules and edge platforms with Linux/driver stacks and HW-near engineering.                        | Embedded Linux; Embedded Software; Device Drivers/Low-Level; Connectivity/IoT Devices; Industrial Networking/IIoT; Industrial Ethernet; Testing/Test Automation; V&V   | Bayern + more                      |
| 292 | Big      | <a href="#">ZOLLNER Elektronik</a> | Electronics manufacturing + development services (design-to-test) with strong HW, validation and industrialization work. | Electronics Design (Schematic/PCB); EMC/EMI; Testing/Test Automation; V&V; Embedded Software; Firmware; Power Electronics; Systems Engineering   | Bayern + more                      |
| 293 | Medium   | <a href="#">Piller Group</a>       | Power protection systems (UPS/frequency converters) with power-electronics and embedded control development.             | Power Electronics; Inverters/Converters; Embedded Software; Firmware; Test & Measurement; Measurement Technology; Testing/Test Automation; V&V   | Niedersachsen + more               |
| 294 | Big      | <a href="#">DMG MORI</a>           | Machine tools and manufacturing automation with controls, drives and industrial integration roles.                       | Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Motor Control; Closed-Loop Control; Industrial Networking/IIoT; Industrial Ethernet; Embedded Software; Testing/Test Automation; Systems Engineering | Nordrhein-Westfalen, Bayern + more |
| 295 | Big      | <a href="#">KHS Group</a>          | Bottling/packaging machinery with automation stacks, motion/control and industrial networking.                           | Factory Automation/Machinery; Industrial Automation; Industrial Networking/IIoT; Industrial Ethernet; OPC UA; Embedded Software; Testing/Test Automation; Systems Engineering; V&V   | Nordrhein-Westfalen + more         |
| 296 | Medium   | <a href="#">Sennheiser</a>         | Audio and wireless products with embedded SW, signal processing/DSP and device connectivity.                             | Signal Processing; Embedded Software; Firmware; Embedded Linux; Connectivity/IoT Devices; Bluetooth/Wi-Fi; Testing/Test Automation; V&V  | Niedersachsen + more               |

| ID  | Cpy-size | Company name                          | Short description  | Tags  | State (Bundesland)       |
|-----|----------|---------------------------------------|--|---|--------------------------|
| 297 | Big      | <a href="#">Bundesdruckerei Group</a> | Security and identity technology with embedded/low-level and cybersecurity-heavy product engineering.          | Cybersecurity (Embedded); Embedded Software; Embedded Linux; Device Drivers/Low-Level; Connectivity/IoT Devices; Requirements; Systems Engineering; Testing/Test Automation; V&V                                | Berlin + more            |
| 298 | Big      | <a href="#">ASML</a>                  | Semiconductor equipment with optics/mechatronics, automation and verification-focused engineering roles.       | Factory Automation/Machinery; Industrial Automation; Optics/Imaging/Metrology; Sensors/Industrial Sensing; Systems Engineering; Requirements; Testing/Test Automation; V&V                                      | Berlin + more            |
| 299 | Medium   | <a href="#">Jena-Optronik</a>         | Space optics/sensor systems with embedded electronics, signal processing and verification-heavy development.   | Aerospace/Avionics; Optics/Imaging/Metrology; Sensors/Industrial Sensing; Signal Processing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V; Systems Engineering | Thüringen + more         |
| 300 | Medium   | <a href="#">PVA TePla</a>             | Semiconductor and high-tech equipment with automation/measurement engineering and test/validation roles.       | Factory Automation/Machinery; Industrial Automation; Measurement Technology; Test & Measurement; Testing/Test Automation; V&V; Systems Engineering  | Hessen, Thüringen + more |
| 301 | Medium   | <a href="#">Micro-Epsilon</a>         | Sensor and measurement technology with embedded-capable electronics, signal processing and product validation. | Sensors/Industrial Sensing; Measurement Technology; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Signal Processing; Testing/Test Automation; V&V  | Bayern + more            |
| 302 | Medium   | <a href="#">Preh</a>                  | Automotive electronics (HMI/controls) with embedded SW, validation and functional-safety processes.            | Automotive/Mobility; Tier-1 Supplier; Embedded Software; Firmware; Embedded C/Cpp; CAN/LIN; Functional Safety; ISO 26262; Testing/Test Automation; V&V  | Bayern + more            |
| 303 | Medium   | <a href="#">Isabellenhütte</a>        | Current/precision measurement and power components with strong lab/test and HW engineering overlap.            | Sensors/Industrial Sensing; Measurement Technology; Power Electronics; Battery/BMS/E-Mobility; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V   | Hessen + more            |

| ID  | Cpy-size | Company name                             | Short description   | Tags  | State (Bundesland)         |
|-----|----------|--|---|---|----------------------------|
| 304 | Big      | <a href="#">Huf Hülsbeck &amp; Fürst</a> | Automotive mechatronics/access systems with embedded electronics, validation and safety processes.      | Automotive/Mobility; Tier-1 Supplier; Mechatronic Systems; Embedded Software; Firmware; CAN/LIN; Functional Safety; ISO 26262; Testing/Test Automation; V&V   | Nordrhein-Westfalen + more |
| 305 | Medium   | <a href="#">Vossloh</a>                  | Rail technology/infrastructure with systems engineering, testing and safety-oriented development roles. | Rail/Signalling; Systems Engineering; Requirements; Testing/Test Automation; V&V  | Nordrhein-Westfalen + more |
| 306 | Big      | <a href="#">Wacker Neuson</a>            | Construction/mobile machinery with mechatronics, sensing and embedded control/electrification topics.   | Automotive/Mobility; Mechatronic Systems; Sensors/Industrial Sensing; Battery/BMS/E-Mobility; Embedded Software; Embedded C/Cpp; CAN/LIN; Testing/Test Automation; V&V  | Bayern + more              |
| 307 | Big      | <a href="#">Leica Microsystems</a>       | Optical/medical imaging systems with embedded electronics/software and verification-heavy development.  | Medical Devices/MedTech; Optics/Imaging/Metrology; Computer Vision/Embedded Vision; Signal Processing; Embedded Software; Embedded Linux; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V                            | Hessen + more              |
| 308 | Big      | <a href="#">Autoliv</a>                  | Automotive safety systems with sensors/ECUs, embedded real-time development and rigorous validation.    | Automotive/Mobility; Tier-1 Supplier; Sensors/Industrial Sensing; Embedded Software; Embedded C/Cpp; RTOS; Functional Safety; ISO 26262; HIL/SIL; Testing/Test Automation; V&V  | Bayern + more              |
| 309 | Big      | <a href="#">Aptiv</a>                    | Automotive E/E systems and platforms with embedded SW, connectivity, cybersecurity and V&V.             | Automotive/Mobility; Tier-1 Supplier; Embedded Software; Embedded C/Cpp; Embedded Linux; CAN/LIN; Connectivity/IoT Devices; Cybersecurity (Embedded); Functional Safety; ISO 26262; Testing/Test Automation; V&V; Systems Engineering | Bayern + more              |
| 310 | Medium   | <a href="#">Bender</a>                   | Electrical safety monitoring and measurement devices with embedded firmware and connected products.     | Process Instrumentation; Measurement Technology; Sensors/Industrial Sensing; Embedded Software; Firmware; Connectivity/IoT Devices; Industrial Networking/IIoT; Testing/Test Automation; V&V  | Hessen + more              |

| ID  | Cpy-size | Company name                  | Short description   | Tags  | State (Bundesland)  |
|-----|----------|-------------------------------|---|---|---|
| 311 | Medium   | <a href="#">Helmholz</a>      | Industrial communication and automation components (PROFINET/IO) with embedded firmware and networking.           | Industrial Networking/IIoT; Industrial Ethernet; PROFINET; OPC UA; Connectivity/IoT Devices; Embedded Software; Firmware; Embedded Linux; Testing/Test Automation   | Bayern + more   |
| 312 | Medium   | <a href="#">Hilscher</a>      | Industrial communication (chips/gateways) with embedded RTOS/Linux, drivers and protocol stacks.                  | Industrial Networking/IIoT; Industrial Ethernet; PROFINET; EtherCAT; Fieldbus; OPC UA; Embedded Software; Firmware; Embedded C/Cpp; RTOS; Embedded Linux; Device Drivers/Low-Level; Testing/Test Automation | Hessen + more   |
| 313 | Medium   | <a href="#">Softing</a>       | Industrial + automotive communication/diagnostics with embedded software, gateways and OPC UA ecosystems.         | Industrial Networking/IIoT; Industrial Ethernet; OPC UA; MQTT; CAN/LIN; Diagnostics/Calibration; Embedded Software; Embedded Linux; Connectivity/IoT Devices; Cybersecurity (Embedded)                      | Bayern + more   |
| 314 | SME      | <a href="#">CAPTRON</a>       | Industrial sensors/switching solutions with electronics development and device/firmware-near engineering.         | Sensors/Industrial Sensing; Industrial Automation; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V  | Bayern + more   |
| 315 | Big      | <a href="#">DEKRA</a>         | Testing/certification and engineering services—strong for functional safety, cybersecurity and V&V career tracks. | V&V; Testing/Test Automation; Functional Safety; ISO 26262; IEC 61508; Cybersecurity (Embedded); IEC 62443; Requirements; Systems Engineering; Test & Measurement   | Baden-Württemberg + more  |
| 316 | Big      | <a href="#">TÜV SÜD</a>       | Safety/testing/certification with roles around functional safety, cybersecurity and regulated verification.       | V&V; Testing/Test Automation; Functional Safety; ISO 26262; IEC 61508; Cybersecurity (Embedded); IEC 62443; Requirements; Systems Engineering; Test & Measurement   | Bayern + more   |
| 317 | Big      | <a href="#">TÜV Rheinland</a> | Safety and assurance services with V&V, cybersecurity and standards-driven engineering work.                      | V&V; Testing/Test Automation; Functional Safety; ISO 26262; IEC 61508; Cybersecurity (Embedded); IEC 62443; Requirements; Systems Engineering; Test & Measurement   | Nordrhein-Westfalen + more  |
| 318 | SME      | <a href="#">DFKI</a>          | Applied AI research (robotics/vision) with many thesis-friendly projects close to edge/embedded ecosystems.       | AI; Edge AI; embedded AI; Robotics; Computer Vision/Embedded Vision; Signal Processing; Systems Engineering; Testing/Test Automation  | Rheinland-Pfalz, Saarland, Bremen, Niedersachsen, Hessen, Berlin + more |

| ID  | Cpy-size | Company name                            | Short description  | Tags  | State (Bundesland)                   |
|-----|----------|---|--|---|--------------------------------------|
| 319 | Medium   | <a href="#">Elektrobit</a>              | Automotive software & ECU platforms (incl. safety/security and embedded Linux) with strong embedded-development focus. | Automotive/Mobility;<br>Embedded Software;<br>Embedded C/Cpp;<br>Embedded Linux; CI/CD (Embedded); Testing/Test Automation; V&V;<br>Cybersecurity (Embedded); Systems Engineering; Requirements | Bayern, Berlin + more                |
| 320 | Big      | <a href="#">CARIAD</a>                  | VW software unit building vehicle platforms with embedded/Linux stacks, validation and cybersecurity topics.           | Automotive/Mobility;<br>Embedded Software;<br>Embedded C/Cpp;<br>Embedded Linux; CI/CD (Embedded); Testing/Test Automation; V&V;<br>Cybersecurity (Embedded); Systems Engineering; Requirements | Niedersachsen, Berlin, Bayern + more |
| 321 | Medium   | <a href="#">e.solutions</a>             | Automotive infotainment/connectivity software with embedded/Linux and integration/testing-heavy engineering.           | Automotive/Mobility;<br>Embedded Software;<br>Embedded C/Cpp;<br>Embedded Linux;<br>Connectivity/IoT Devices; CI/CD (Embedded); Testing/Test Automation; V&V                                    | Bayern + more                        |
| 322 | Big      | <a href="#">Lufthansa Technik</a>       | Aviation MRO + engineering with avionics/system engineering, testing and safety/security constraints.                  | Aerospace/Avionics;<br>Systems Engineering; Requirements; Testing/Test Automation; V&V; Cybersecurity (Embedded)  | Hamburg, Hessen + more               |
| 323 | Medium   | <a href="#">Eppendorf</a>               | Lab devices/instrumentation with embedded electronics/firmware and regulated verification/validation.                  | Medical Devices/MedTech;<br>Embedded Software;<br>Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V; Requirements; Systems Engineering                                 | Hamburg + more                       |
| 324 | SME      | <a href="#">Isar Aerospace</a>          | Launch-vehicle developer with embedded/real-time, controls and test engineering close to flight hardware.              | Aerospace/Avionics;<br>Embedded Software;<br>Embedded C/Cpp; RTOS; Systems Engineering; Requirements; Testing/Test Automation; V&V  | Bayern + more                        |
| 325 | SME      | <a href="#">Rocket Factory Augsburg</a> | Space launcher company with avionics-adjacent embedded development, integration and test automation.                   | Aerospace/Avionics;<br>Embedded Software;<br>Embedded C/Cpp; RTOS; Systems Engineering; Requirements; Testing/Test Automation; V&V  | Bayern + more                        |
| 326 | SME      | <a href="#">Mynaric</a>                 | Laser communication terminals with optics/electronics, embedded control and verification-heavy development.            | Optics/Imaging/Metrology;<br>Embedded Software;<br>Firmware; Signal Processing; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V  | Bayern + more                        |

| ID  | Cpy-size | Company name                 | Short description  | Tags   | State (Bundesland)            |
|-----|----------|------------------------------|--|--|-------------------------------|
| 327 | SME      | <a href="#">NavVis</a>       | Mobile mapping/SLAM with camera/LiDAR perception—strong overlap with vision pipelines and edge/embedded systems.           | Computer Vision/Embedded Vision; Sensors/Industrial Sensing; Signal Processing; Embedded Software; Embedded Linux; AI; Edge AI; Systems Engineering  | Bayern + more                 |
| 328 | Medium   | <a href="#">TTTech Auto</a>  | Safety-critical automotive platform/software (incl. ADAS middleware) with ISO 26262-oriented engineering.                  | Automotive/Mobility; Embedded Software; Embedded C/Cpp; RTOS; Functional Safety; ISO 26262; Systems Engineering; Requirements; Testing/Test Automation; V&V                                  | Bayern + more                 |
| 329 | SME      | <a href="#">KUNBUS</a>       | Industrial networking/IIoT products (gateways, connectivity) with embedded Linux/firmware and protocol stacks.             | Industrial Networking/IIoT; Industrial Ethernet; OPC UA; MQTT; Embedded Linux; Embedded Software; Firmware; Connectivity/IIoT Devices; Testing/Test Automation                               | Bayern + more                 |
| 330 | Big      | <a href="#">Hager Group</a>  | Building energy distribution/automation products with embedded electronics, connectivity and security touchpoints.         | Industrial Automation; Connectivity/IIoT Devices; Embedded Software; Firmware; Power Electronics; Cybersecurity (Embedded); Testing/Test Automation; V&V                                     | Saarland + more               |
| 331 | Medium   | <a href="#">SFC Energy</a>   | Fuel-cell systems with power electronics/control, embedded firmware and test/validation work.                              | Power Electronics; Embedded Software; Firmware; Testing/Test Automation; V&V; Systems Engineering  | Bayern + more                 |
| 332 | Medium   | <a href="#">Ypsomed</a>      | Medical device manufacturer (injection/diabetes systems) with mechatronics, embedded electronics and regulated V&V.        | Medical Devices/MedTech; Mechatronic Systems; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V; Cybersecurity (Embedded)                        | Mecklenburg-Vorpommern + more |
| 333 | Big      | <a href="#">Nordex Group</a> | Wind turbines with power electronics, control/automation and embedded-enabled subsystems plus validation/test engineering. | Power Electronics; Inverters/Converters; Drives & Motion Control; Closed-Loop Control; Embedded Software; Firmware; Industrial Automation; Testing/Test Automation; V&V; Systems Engineering | Hamburg + more                |
| 334 | Big      | <a href="#">ENERCON</a>      | Wind energy technology with control systems, power electronics and automation-heavy engineering roles.                     | Power Electronics; Inverters/Converters; Drives & Motion Control; Closed-Loop Control; Embedded Software; Firmware; Industrial Automation; Testing/Test Automation; V&V; Systems Engineering | Niedersachsen + more          |

| ID  | Cpy-size | Company name                         | Short description   | Tags  | State (Bundesland)                         |
|-----|----------|--------------------------------------|---|---|--|
| 335 | Big      | <a href="#">CLAAS</a>                | Agricultural machinery with embedded controls, sensing and automation (incl. electrification/validation themes).            | Automotive/Mobility; Sensors/Industrial Sensing; Mechatronic Systems; Embedded Software; Embedded C/Cpp; CAN/LIN; Testing/Test Automation; V&V; Systems Engineering | Nordrhein-Westfalen + more                 |
| 336 | Big      | <a href="#">Vaillant Group</a>       | Heating/HVAC & energy products with embedded control, connected devices and cybersecurity/validation needs.                 | Connectivity/IoT Devices; Embedded Software; Firmware; Power Electronics; Cybersecurity (Embedded); Testing/Test Automation; V&V; Systems Engineering               | Nordrhein-Westfalen + more                 |
| 337 | Big      | <a href="#">Siemens Energy</a>       | Energy technology (grid, turbines, electrification) with automation/control and power-electronics-heavy engineering.        | Power Electronics; Industrial Automation; Embedded Software; Firmware; Systems Engineering; Requirements; Testing/Test Automation; V&V; Cybersecurity (Embedded)    | Bayern, Berlin, Nordrhein-Westfalen + more |
| 338 | Big      | <a href="#">Flender</a>              | Drive systems (gear units/couplings) with condition monitoring, automation interfaces and test engineering.                 | Drives & Motion Control; Industrial Automation; Sensors/Industrial Sensing; Embedded Software; Testing/Test Automation; Systems Engineering                         | Nordrhein-Westfalen + more                 |
| 339 | Big      | <a href="#">MAN Energy Solutions</a> | Large engines/turbomachinery & energy systems with embedded control, safety constraints and validation/test labs.           | Drives & Motion Control; Power Electronics; Embedded Software; Firmware; Systems Engineering; Requirements; Testing/Test Automation; V&V                            | Bayern, Hamburg + more                     |
| 340 | Medium   | <a href="#">PULS</a>                 | Industrial power supplies/DC-UPS—power electronics design plus EMC and product validation topics.                           | Power Electronics; Inverters/Converters; EMC/EMI; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V  | Bayern + more                              |
| 341 | Medium   | <a href="#">VITRONIC</a>             | Machine-vision systems (industry/traffic) with CV/AI, edge integration and verification-heavy delivery.                     | Computer Vision/Embedded Vision; AI; Edge AI; Signal Processing; Embedded Software; Systems Engineering; Testing/Test Automation; V&V                               | Hessen + more                              |
| 342 | SME      | <a href="#">Wandelbots</a>           | Robotics automation platform (industrial deployment) with strong systems/integration and testing focus.                     | Robotics; Industrial Automation; AI; Edge AI; Systems Engineering; CI/CD (Embedded); Testing/Test Automation  | Sachsen + more                             |
| 343 | Big      | <a href="#">Northvolt</a>            | Battery manufacturing (Heide) — automation/process equipment and test engineering (note: insolvency proceedings in Sweden). | Battery/BMS/E-Mobility; Industrial Automation; Factory Automation/Machinery; Testing/Test Automation; V&V; Systems Engineering                                      | Schleswig-Holstein + more                  |

| ID  | Cpy-size | Company name                               | Short description   | Tags   | State (Bundesland)         |
|-----|----------|--|---|--|----------------------------|
| 344 | Big      | <a href="#">CATL (Germany/Thuringia)</a>   | Battery cell production with automation/equipment engineering, test and quality/industrialization roles.        | Battery/BMS/E-Mobility; Industrial Automation; Factory Automation/Machinery; Testing/Test Automation; V&V; Systems Engineering   | Thüringen + more           |
| 345 | Medium   | <a href="#">BMZ Group</a>                  | Battery systems/packs with BMS interfaces, power-electronics touchpoints and validation/industrialization.      | Battery/BMS/E-Mobility; Power Electronics; Embedded Software; Testing/Test Automation; V&V; Systems Engineering  | Bayern + more              |
| 346 | Medium   | <a href="#">HOPPECKE Batterien</a>         | Industrial batteries/energy storage—testing, safety and system engineering close to electrification products.   | Battery/BMS/E-Mobility; Power Electronics; Testing/Test Automation; V&V; Systems Engineering   | Nordrhein-Westfalen + more |
| 347 | Medium   | <a href="#">Pfeiffer Vacuum</a>            | Vacuum equipment with sensor/control subsystems, embedded-enabled products and strong validation/test needs.    | Factory Automation/Machinery; Sensors/Industrial Sensing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V                    | Hessen + more              |
| 348 | Big      | <a href="#">VACUUMSCHMELZE (VAC)</a>       | Magnetic materials/components for sensors and power electronics—lab/test and production engineering heavy.      | Power Electronics; Sensors/Industrial Sensing; Measurement Technology; Test & Measurement; Testing/Test Automation; V&V  | Hessen + more              |
| 349 | Big      | <a href="#">Heraeus</a>                    | Technology group (materials/electronics) with roles intersecting sensors, testing/qualification and automation. | Sensors/Industrial Sensing; Measurement Technology; Electronics Design (Schematic/PCB); Test & Measurement; Testing/Test Automation; V&V                                   | Hessen + more              |
| 350 | Medium   | <a href="#">KraussMaffei</a>               | Plastics/rubber machinery with automation stacks, drive/control engineering and embedded-enabled subsystems.    | Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Embedded Software; Testing/Test Automation; Systems Engineering; V&V                         | Bayern + more              |
| 351 | Big      | <a href="#">Koenig &amp; Bauer</a>         | Printing/packaging machinery—automation, drives and controls engineering around complex equipment.              | Factory Automation/Machinery; Industrial Automation; Drives & Motion Control; Embedded Software; Testing/Test Automation; Systems Engineering                              | Bayern + more              |
| 352 | Medium   | <a href="#">Stäubli Robotics (Germany)</a> | Industrial robotics/automation with integration, commissioning and safety-oriented engineering.                 | Robotics; Industrial Automation; Factory Automation/Machinery; Drives & Motion Control; Embedded Software; Testing/Test Automation; Systems Engineering; Functional Safety | Bayern + more              |

| ID  | Cpy-size | Company name                                  | Short description   | Tags  | State (Bundesland)                         |
|-----|----------|---|---|---|--|
| 353 | SME      | <a href="#">Lauterbach</a>                    | Embedded debug/tooling (TRACE32) with low-level SW, RTOS/Linux topics and HW-near integration.                  | Embedded Software; Embedded C/Cpp; Device Drivers/Low-Level; RTOS; Embedded Linux; Testing/Test Automation; CI/CD (Embedded)                                      | Bayern + more                              |
| 354 | SME      | <a href="#">SEGGER</a>                        | Embedded tools (debug probes/RTOS/middleware) with firmware + low-level development and strong testing culture. | Embedded Software; Embedded C/Cpp; Firmware; Device Drivers/Low-Level; RTOS; Testing/Test Automation; CI/CD (Embedded)  | Nordrhein-Westfalen + more                 |
| 355 | Medium   | <a href="#">FEIG ELECTRONIC</a>               | RFID/NFC and embedded reader systems—firmware, industrial IoT integration and device validation.                | Connectivity/IoT Devices; Embedded Software; Firmware; Embedded Linux; Sensors/Industrial Sensing; Testing/Test Automation; V&V                                   | Hessen + more                              |
| 356 | Big      | <a href="#">KNDS Deutschland</a>              | Defence land-systems with security/safety constraints, integration/testing and embedded electronics/software.   | Defence/Security; Embedded Software; Systems Engineering; Requirements; Testing/Test Automation; V&V; Cybersecurity (Embedded)                                    | Bayern + more                              |
| 357 | Big      | <a href="#">TDK Electronics (EPCOS)</a>       | Electronic components (incl. sensor/power components) with test/qualification and electronics development.      | Sensors/Industrial Sensing; Power Electronics; Electronics Design (Schematic/PCB); Test & Measurement; Measurement Technology; Testing/Test Automation; V&V       | Bayern + more                              |
| 358 | Big      | <a href="#">Vishay</a>                        | Power/discrete semiconductors & components—strong fit for power electronics and validation/test engineering.    | Semiconductors/IC Design; Power Electronics; Test & Measurement; Measurement Technology; Testing/Test Automation; V&V   | Bayern, Rheinland-Pfalz + more             |
| 359 | Big      | <a href="#">TÜV NORD GROUP</a>                | Testing/certification with functional-safety, cybersecurity and standards-driven verification roles.            | V&V; Testing/Test Automation; Functional Safety; ISO 26262; IEC 61508; Cybersecurity (Embedded); IEC 62443; Requirements; Systems Engineering; Test & Measurement | Hamburg, Niedersachsen + more              |
| 360 | Medium   | <a href="#">ASAP Group</a>                    | Automotive engineering services: embedded/E/E, validation, systems engineering and toolchain-heavy projects.    | Automotive/Mobility; Embedded Software; Testing/Test Automation; V&V; HiL/SiL; Systems Engineering; Requirements; Functional Safety; ISO 26262                    | Bayern, Nordrhein-Westfalen, Hessen + more |
| 361 | Medium   | <a href="#">XENON Automatisierungstechnik</a> | Special-purpose machines/automation lines with controls, robotics integration and commissioning/testing.        | Factory Automation/Machinery; Industrial Automation; Robotics; Testing/Test Automation; Systems Engineering; Industrial Networking/IIoT                           | Sachsen + more                             |

| ID  | Cpy-size | Company name  | Short description   | Tags  | State (Bundesland)     |
|-----|----------|---|---|---|------------------------|
| 362 | SME      | <a href="#">Hitex</a>                                   | Embedded engineering services (HW/SW) with strong RTOS/Linux, low-level development and safety-oriented projects.           | Embedded Software; Firmware; Embedded Linux; RTOS; Embedded C/Cpp; Device Drivers/Low-Level; Functional Safety; ISO 26262; IEC 61508; Requirements; Systems Engineering; V&V; Testing/Test Automation; CI/CD (Embedded) | Baden-Württemberg      |
| 363 | SME      | <a href="#">iSYSTEM</a>                                 | Debug & trace tooling for embedded targets—low-level SW, RTOS/Linux and tooling-heavy engineering.                          | Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; Device Drivers/Low-Level; Testing/Test Automation; CI/CD (Embedded)  | Bayern                 |
| 364 | SME      | <a href="#">PLS Programmierbare Logik &amp; Systeme</a> | FPGA/JTAG debug tools and embedded development support—HW-near tooling and validation focus.                                | FPGA; Embedded Software; Embedded C/Cpp; Testing/Test Automation; V&V; Electronics Design (Schematic/PCB)   | Bayern                 |
| 365 | Medium   | <a href="#">SYSGO</a>                                   | Safety/security-critical embedded platforms (RTOS/hypervisor) for avionics/rail/industry with strong certification context. | Embedded Software; Embedded C/Cpp; RTOS; Embedded Linux; Functional Safety; DO-178C/DO-254; EN 50128/50129; Cybersecurity (Embedded); Requirements; Systems Engineering; V&V; Testing/Test Automation; CI/CD (Embedded) | Rheinland-Pfalz + more |
| 366 | SME      | <a href="#">PHYSEC</a>                                  | Embedded cybersecurity (device integrity/monitoring) for connected products and industrial/IoT deployments.                 | Cybersecurity (Embedded); Embedded Software; Embedded C/Cpp; Embedded Linux; Connectivity/IoT Devices; Systems Engineering; Testing/Test Automation   | Berlin                 |
| 367 | SME      | <a href="#">Inelta Sensorsysteme</a>                    | Sensors and measurement solutions with electronics development, calibration and validation work close to the device.        | Sensors/Industrial Sensing; Measurement Technology; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V   | Bayern                 |
| 368 | SME      | <a href="#">INOVA Semiconductors</a>                    | Automotive/industrial ICs (high-speed links) with mixed-signal engineering plus verification/qualification topics.          | Semiconductors/IC Design; ASIC/Mixed-Signal; Automotive/Mobility; Signal Processing; Functional Safety; ISO 26262; V&V; Testing/Test Automation   | Bayern                 |
| 369 | SME      | <a href="#">esd electronics</a>                         | Industrial communication modules/gateways (CAN/fieldbus/industrial ethernet) with firmware and protocol-stack work.         | Industrial Networking/IIoT; Industrial Ethernet; Fieldbus; CAN/LIN; Embedded Software; Firmware; Embedded Linux; Connectivity/IoT Devices; Testing/Test Automation  | Nordrhein-Westfalen    |

| ID  | Cpy-size | Company name                          | Short description   | Tags  | State (Bundesland)         |
|-----|----------|---------------------------------------|---|---|----------------------------|
| 370 | SME      | <a href="#">Robominds</a>             | Robotics software stack with perception/control overlap and deployment-focused engineering (incl. edge/AI integration). | Robotics; AI; Edge AI; Computer Vision/Embedded Vision; Embedded Software; Embedded Linux; Systems Engineering; Testing/Test Automation   | Bayern                     |
| 371 | Medium   | <a href="#">Janz Tec</a>              | Industrial embedded computers/edge systems—Linux platforms, integration, drivers and industrial connectivity.           | Embedded Linux; Embedded Software; Device Drivers/Low-Level; Connectivity/IoT Devices; Industrial Networking/IIoT; Industrial Ethernet; Testing/Test Automation; V&V  | Nordrhein-Westfalen        |
| 372 | Medium   | <a href="#">b-plus</a>                | Automotive electronics & test systems (incl. camera/ADAS toolchains) with validation, integration and HIL-heavy work.   | Automotive/Mobility; Computer Vision/Embedded Vision; Sensors/Industrial Sensing; HIL/SIL; Testing/Test Automation; V&V; Systems Engineering; Requirements; Embedded Software                                 | Bayern                     |
| 373 | SME      | <a href="#">Delphin Technology</a>    | Measurement/data-acquisition systems with embedded electronics, connectivity and test/validation labs.                  | Test & Measurement; Measurement Technology; Sensors/Industrial Sensing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Connectivity/IoT Devices; Testing/Test Automation; V&V               | Nordrhein-Westfalen        |
| 374 | Medium   | <a href="#">SVS-Vistek</a>            | Machine-vision cameras and imaging systems—drivers/firmware, imaging pipelines and production-near validation.          | Computer Vision/Embedded Vision; Sensors/Industrial Sensing; Optics/Imaging/Metrology; Embedded Linux; Device Drivers/Low-Level; Embedded Software; Firmware; Signal Processing; Testing/Test Automation; V&V | Bayern                     |
| 375 | Medium   | <a href="#">FRABA (POSITAL/UBITO)</a> | Encoders/inclination and sensing products with embedded firmware, interfaces and device-level electronics development.  | Sensors/Industrial Sensing; Measurement Technology; Industrial Networking/IIoT; Industrial Ethernet; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation                 | Nordrhein-Westfalen + more |
| 376 | SME      | <a href="#">Langer EMV-Technik</a>    | EMC/EMI test tools and near-field probing—measurement hardware and validation-centric engineering.                      | EMC/EMI; Test & Measurement; Measurement Technology; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V   | Sachsen                    |
| 377 | Medium   | <a href="#">GÖPEL electronic</a>      | Electronic test/inspection solutions (e.g., boundary scan) with automation, measurement and verification focus.         | Test & Measurement; Testing/Test Automation; Measurement Technology; Electronics Design (Schematic/PCB); Industrial Automation; V&V   | Thüringen                  |

| ID  | Cpy-size | Company name                                   | Short description  | Tags  | State (Bundesland)  |
|-----|----------|--|--|---|---------------------|
| 378 | SME      | <a href="#">PEAK-System Technik</a>            | CAN/LIN interfaces, gateways and related tooling—strong overlap with embedded drivers, comms stacks and test setups. | Industrial Networking/IIoT; CAN/LIN; Connectivity/IoT Devices; Embedded Software; Device Drivers/Low-Level; Testing/Test Automation; Test & Measurement   | Nordrhein-Westfalen |
| 379 | Medium   | <a href="#">genua</a>                          | IT/OT security products (secure gateways/firewalls) used in industrial and critical-infrastructure environments.     | Cybersecurity (Embedded); IEC 62443; Embedded Linux; Connectivity/IoT Devices; Systems Engineering; V&V; Testing/Test Automation  | Bayern + more       |
| 380 | SME      | <a href="#">iC-Haus</a>                        | Application-specific ICs (sensors/industrial/automotive) with mixed-signal development and verification needs.       | Semiconductors/IC Design; ASIC/Mixed-Signal; Sensors/Industrial Sensing; Automotive/Mobility; V&V; Testing/Test Automation; Measurement Technology  | Rheinland-Pfalz     |
| 381 | SME      | <a href="#">KETEK</a>                          | Radiation/X-ray detector and sensor modules—electronics + measurement/signal processing close to the sensor.         | Sensors/Industrial Sensing; Measurement Technology; Optics/Imaging/Metrology; Electronics Design (Schematic/PCB); Signal Processing; V&V; Testing/Test Automation   | Bayern              |
| 382 | SME      | <a href="#">XIMEA</a>                          | Industrial cameras (USB3/GigE etc.)—embedded vision pipelines, drivers and production-near validation.               | Computer Vision/Embedded Vision; Optics/Imaging/Metrology; Sensors/Industrial Sensing; Embedded Linux; Device Drivers/Low-Level; Embedded Software; Firmware; Signal Processing; Testing/Test Automation; V&V | Bayern              |
| 383 | SME      | <a href="#">Kappa optronics</a>                | Imaging/camera systems (notably for automotive) with vision/processing and verification-heavy delivery.              | Computer Vision/Embedded Vision; Optics/Imaging/Metrology; Sensors/Industrial Sensing; Signal Processing; Automotive/Mobility; Embedded Software; Testing/Test Automation; V&V                                | Bayern              |
| 384 | Medium   | <a href="#">Sensor-Technik Wiedemann (STW)</a> | ECUs and sensors for mobile machines—embedded control, vehicle networks and validation topics.                       | Automotive/Mobility; Commercial Vehicles; Sensors/Industrial Sensing; Embedded Software; Embedded C/Cpp; CAN/LIN; Testing/Test Automation; V&V  | Bayern              |
| 385 | Medium   | <a href="#">AEMtec</a>                         | Electronics development + manufacturing services (EMS/ODM) including embedded device engineering and test.           | Electronics Design (Schematic/PCB); Embedded Software; Firmware; Testing/Test Automation; V&V; EMC/EMI; Connectivity/IoT Devices  | Berlin + more       |

| ID  | Cpy-size | Company name  | Short description  | Tags   | State (Bundesland) |
|-----|----------|---|--|--|--------------------|
| 386 | Medium   | <a href="#">3S-Smart Software Solutions (CODESYS Group)</a> | Industrial automation software (CODESYS runtime/tooling) with strong embedded/PLC ecosystem relevance.                                 | Industrial Automation; Embedded Software; Embedded C/Cpp; Industrial Networking/IIoT; CI/CD (Embedded); Testing/Test Automation  | Bayern             |
| 387 | SME      | <a href="#">dresden elektronik</a>                          | Wireless/IoT modules and gateways (industrial-grade) with firmware and connectivity focus.   | Connectivity/IoT Devices; Industrial Networking/IIoT; Embedded Software; Firmware; Embedded Linux; Cybersecurity (Embedded); Testing/Test Automation   | Sachsen            |
| 388 | Medium   | <a href="#">Janitza electronics</a>                         | Power/energy measurement and monitoring systems—embedded-enabled devices plus comms and validation.                                    | Measurement Technology; Power Electronics; Connectivity/IoT Devices; Industrial Networking/IIoT; Embedded Software; Firmware; Testing/Test Automation; V&V   | Hessen             |
| 389 | Medium   | <a href="#">Baumüller Nürnberg GmbH</a>                     | Drive and automation specialist (servo drives, motion control) with strong overlap of power electronics and embedded control/firmware. | Drives & Motion Control; Motor Control; Power Electronics; Inverters/Converters; Closed-Loop Control; Industrial Automation; Factory Automation/Machinery; Embedded Software; Firmware; Industrial Networking/IIoT; Industrial Ethernet; Testing/Test Automation; V&V; Systems Engineering | Bayern             |
| 390 | SME      | <a href="#">Sieb &amp; Meyer AG</a>                         | High-speed drive and inverter solutions with embedded control firmware, power-electronics design and test/validation.                  | Drives & Motion Control; Motor Control; Power Electronics; Inverters/Converters; Closed-Loop Control; Embedded Software; Firmware; EMC/EMI; Testing/Test Automation; V&V; Systems Engineering  | Niedersachsen      |
| 391 | SME      | <a href="#">Pengutronix</a>                                 | Embedded-Linux specialist (BSPs, drivers, Yocto) for industrial/IoT devices and edge systems.  | Embedded Linux; Device Drivers/Low-Level; Embedded Software; Firmware; Connectivity/IoT Devices; Industrial Networking/IIoT; Industrial Ethernet; CI/CD (Embedded); Testing/Test Automation  | Niedersachsen      |
| 392 | Medium   | <a href="#">PHYTEC</a>                                      | Embedded modules/edge platforms (SoMs, carrier boards) with HW/SW co-design, Linux, drivers and industrial integration.                | Embedded Linux; Embedded Software; Device Drivers/Low-Level; Firmware; Electronics Design (Schematic/PCB); Connectivity/IoT Devices; Industrial Networking/IIoT; Testing/Test Automation; V&V  | Rheinland-Pfalz    |
| 393 | Medium   | <a href="#">TraceTronic</a>                                 | Testing/validation engineering (tooling, automation, CI) for embedded/ECU software—strong fit for V&V and test automation roles.       | Testing/Test Automation; V&V; HIL/SIL; CI/CD (Embedded); Automotive/Mobility; Systems Engineering; Requirements; Embedded Software   | Sachsen            |

| ID  | Cpy-size | Company name                              | Short description  | Tags   | State (Bundesland)     |
|-----|----------|---|--|--|------------------------|
| 394 | Medium   | <a href="#">EMH metering</a>              | Smart energy-metering devices and systems with embedded firmware, measurement electronics and connectivity/security constraints.                     | Measurement Technology; Sensors/Industrial Sensing; Embedded Software; Firmware; Connectivity/IoT Devices; Testing/Test Automation; V&V; Cybersecurity (Embedded)  | Mecklenburg-Vorpommern |
| 395 | SME      | <a href="#">SSV Software Systems</a>      | Embedded Linux-based hardware/software for industrial and process automation, focused on communication-heavy edge/IIoT use cases.                    | Industrial Networking/IIoT; Embedded Linux; Device Drivers/Low-Level; Embedded Software; Firmware; Connectivity/IoT Devices; Industrial Ethernet; OPC UA; MQTT; Cybersecurity (Embedded); IEC 62443; Testing/Test Automation | Niedersachsen          |
| 396 | SME      | <a href="#">AbsInt</a>                    | Safety-critical software analysis tooling (static analysis, timing/stack) used in automotive/avionics/rail V&V workflows.                            | Functional Safety; ISO 26262; IEC 61508; V&V; Requirements; Systems Engineering; Embedded Software; Embedded C/Cpp; CI/CD (Embedded)   | Saarland               |
| 397 | SME      | <a href="#">GLIWA</a>                     | Timing analysis and observability tooling for embedded real-time systems (often used in safety-critical domains).                                    | V&V; Embedded Software; Embedded C/Cpp; RTOS; Functional Safety; ISO 26262; EN 50128/50129; Systems Engineering; Requirements  | Bayern                 |
| 398 | SME      | <a href="#">DENX Software Engineering</a> | Embedded-Linux engineering (notably U-Boot ecosystem) and low-level integration for industrial/automotive devices.                                   | Embedded Linux; Device Drivers/Low-Level; Embedded Software; Firmware; Embedded C/Cpp; Connectivity/IoT Devices; Industrial Networking/IIoT; Testing/Test Automation   | Bayern                 |
| 399 | SME      | <a href="#">Trenz Electronic</a>          | FPGA/SoM and embedded computing platforms with Linux + HW-near integration (FPGA, high-speed interfaces).  | FPGA; Embedded Linux; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Connectivity/IoT Devices; Testing/Test Automation; V&V  | Schleswig-Holstein     |
| 400 | Medium   | <a href="#">HEITEC</a>                    | Industrial automation and embedded solutions provider (controls, system integration, industrial software) with test/commissioning-heavy engineering. | Industrial Automation; Factory Automation/Machinery; Industrial Networking/IIoT; Industrial Ethernet; Embedded Software; Testing/Test Automation; Systems Engineering; V&V   | Bayern + more          |
| 401 | Medium   | <a href="#">Deutronic Elektronik</a>      | Power-electronics products (e.g., converters/charging/power supplies) with HW-near development, test and validation work.                            | Power Electronics; Inverters/Converters; Battery/BMS/E-Mobility; Electronics Design (Schematic/PCB); EMC/EMI; Testing/Test Automation; V&V   | Bayern                 |

| ID  | Cpy-size | Company name                                  | Short description  | Tags  | State (Bundesland)       |
|-----|----------|---|--|---|--------------------------|
| 402 | SME      | <a href="#">INSYS icom</a>                    | Industrial routers/gateways and IIoT connectivity—embedded platforms, protocol stacks and device integration.                                  | Industrial Networking/IIoT; Industrial Ethernet; Connectivity/IoT Devices; Embedded Linux; Embedded Software; Firmware; Testing/Test Automation; Cybersecurity (Embedded) | Bayern                   |
| 403 | SME      | <a href="#">mb connect line</a>               | Secure industrial communication & remote-maintenance/edge solutions with embedded firmware/Linux and device security themes.                   | Industrial Networking/IIoT; Connectivity/IoT Devices; Embedded Linux; Embedded Software; Firmware; Cybersecurity (Embedded); Testing/Test Automation                      | Bayern                   |
| 404 | SME      | <a href="#">Bicker Elektronik</a>             | Industrial power/DC-UPS and embedded-computing components—electronics development and product validation close to devices.                     | Power Electronics; Inverters/Converters; Electronics Design (Schematic/PCB); EMC/EMI; Testing/Test Automation; V&V  | Bayern                   |
| 405 | SME      | <a href="#">proemion</a>                      | Telematics/edge connectivity for mobile machines—connected devices + embedded/IoT integration and systems engineering.                         | Industrial Networking/IIoT; Connectivity/IoT Devices; Embedded Software; Embedded Linux; Testing/Test Automation; Systems Engineering; Cybersecurity (Embedded)           | Hessen                   |
| 406 | SME      | <a href="#">Wiesemann &amp; Theis</a>         | Industrial networking devices (e.g., gateways/Web-IO) with embedded firmware, Linux and protocol-heavy development.                            | Industrial Networking/IIoT; Industrial Ethernet; Connectivity/IoT Devices; Embedded Software; Firmware; Embedded Linux; Testing/Test Automation                           | Nordrhein-Westfalen      |
| 407 | Medium   | <a href="#">HBC-radiomatic</a>                | Radio remote controls for cranes/machinery—wireless + embedded electronics with safety/security constraints and testing.                       | Industrial Automation; Factory Automation/Machinery; Connectivity/IoT Devices; Embedded Software; Firmware; Functional Safety; Testing/Test Automation                    | Baden-Württemberg + more |
| 408 | SME      | <a href="#">ZES ZIMMER Electronic Systems</a> | Precision power measurement and test solutions for power electronics/e-mobility—instrumentation, verification and automation.                  | Test & Measurement; Measurement Technology; Power Electronics; Battery/BMS/E-Mobility; Testing/Test Automation; V&V   | Hessen                   |
| 409 | Medium   | <a href="#">IPETRONIK</a>                     | Mobile measurement/data-acquisition and test systems—strong fit for validation, instrumentation and automation workflows.                      | Test & Measurement; Measurement Technology; Sensors/Industrial Sensing; Testing/Test Automation; V&V; Systems Engineering   | Baden-Württemberg        |
| 410 | SME      | <a href="#">Schuhmann Messtechnik</a>         | Industrial measurement/monitoring electronics (signal conditioning, measurement & monitoring relays) with circuit/layout and programming work. | Measurement Technology; Process Instrumentation; Electronics Design (Schematic/PCB); Embedded Software; Firmware  | Baden-Württemberg        |

| ID  | Cpy-size | Company name                             | Short description  | Tags   | State (Bundesland)               |
|-----|----------|--|--|--|----------------------------------|
| 411 | SME      | <a href="#">DataPhysics Instruments</a>  | Laboratory test & measurement instruments (surface/interface & material analysis) with electronics and embedded-control development. | Test & Measurement; Measurement Technology; Sensors/Industrial Sensing; Electronics Design (Schematic/PCB); Embedded Software; Firmware; V&V                             | Baden-Württemberg + more         |
| 412 | SME      | <a href="#">Valentum Engineering</a>     | Engineering services with embedded software development and validation/testing roles for industrial and mobility projects.           | Embedded Software; Embedded C/Cpp; Systems Engineering; Requirements; Testing/Test Automation; V&V   | Bayern, Baden-Württemberg + more |
| 413 | SME      | <a href="#">Ernst REINER</a>             | Industrial marking/labeling systems (devices + software) with mechatronics/electronics and embedded-capable product development.     | Factory Automation/Machinery; Mechatronic Systems; Electronics Design (Schematic/PCB); Embedded Software; Firmware; Testing/Test Automation                              | Baden-Württemberg                |
| 414 | Medium   | <a href="#">Hengstler</a>                | Industrial components (encoders/counters/relays) with sensor/measurement electronics and device-level development.                   | Sensors/Industrial Sensing; Measurement Technology; Industrial Automation; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V | Baden-Württemberg                |
| 415 | Medium   | <a href="#">SAUTER-Cumulus</a>           | Building automation and controls with connected devices and embedded/IoT-centric product engineering.                                | Industrial Automation; Connectivity/IoT Devices; Embedded Software; Firmware; Cybersecurity (Embedded); Testing/Test Automation; V&V; Systems Engineering                | Baden-Württemberg                |
| 416 | Medium   | <a href="#">JULABO</a>                   | Temperature-control devices for labs/industry—mechatronics with embedded control, sensing and electronics development.               | Mechatronic Systems; Sensors/Industrial Sensing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V                           | Baden-Württemberg                |
| 417 | Medium   | <a href="#">LAUDA DR. R. WOBSE</a>       | Thermal management/temperature-control systems—embedded control + electronics plus validation/testing needs.                         | Mechatronic Systems; Sensors/Industrial Sensing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V                           | Baden-Württemberg                |
| 418 | SME      | <a href="#">GESSMANN</a>                 | Operator controls/HMI (e.g., joysticks/control panels) for machinery—electronics + embedded firmware close to automation.            | Industrial Automation; Factory Automation/Machinery; Mechatronic Systems; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V  | Baden-Württemberg                |
| 419 | SME      | <a href="#">SOMAKO Steuerungstechnik</a> | Industrial automation/controls engineering (PLC/HMI + system integration) for special-purpose machinery.                             | Industrial Automation; Factory Automation/Machinery; Systems Engineering; Testing/Test Automation; Industrial Networking/IIoT  | Baden-Württemberg                |

| ID  | Cpy-size | Company name                          | Short description   | Tags  | State (Bundesland) |
|-----|----------|---------------------------------------|---|---|--------------------|
| 420 | Medium   | <a href="#">Erbe Elektromedizin</a>   | MedTech systems (e.g., electrosurgery) with embedded electronics/software and regulated V&V processes.                              | Medical Devices/MedTech; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V; Requirements; Systems Engineering; Cybersecurity (Embedded) | Baden-Württemberg  |
| 421 | Medium   | <a href="#">ATMOS MedizinTechnik</a>  | Medical devices with embedded control, electronics development and verification/validation work.                                    | Medical Devices/MedTech; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V; Requirements; Systems Engineering; Cybersecurity (Embedded) | Baden-Württemberg  |
| 422 | Medium   | <a href="#">BOWA-electronic</a>       | Surgical/energy-based MedTech devices with embedded electronics/software and validation-heavy development.                          | Medical Devices/MedTech; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V; Requirements; Systems Engineering; Cybersecurity (Embedded) | Baden-Württemberg  |
| 423 | SME      | <a href="#">Schuhmann Messtechnik</a> | Precision measurement / test engineering; builds measurement systems and fixtures—good for electronics + embedded data acquisition. | Measurement Technology; Test & Measurement; Sensors/Industrial Sensing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V               | Baden-Württemberg  |
| 424 | SME      | <a href="#">SÜTRON electronic</a>     | HMI panels and embedded/edge systems for industrial (and often building) automation.  | Embedded Linux; Embedded Software; Firmware; Connectivity/IoT Devices; Industrial Networking/IIoT; Industrial Ethernet; Testing/Test Automation; V&V                                | Baden-Württemberg  |
| 425 | Medium   | <a href="#">WERMA Signaltechnik</a>   | Signal towers and smart signaling/IIoT solutions for factories; device electronics + embedded connectivity.                         | Industrial Automation; Connectivity/IoT Devices; Industrial Networking/IIoT; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation               | Baden-Württemberg  |
| 426 | Medium   | <a href="#">REINER SCT</a>            | Hardware-based IT security (smartcard readers/tokens) with firmware and device-security focus.                                      | Cybersecurity (Embedded); Embedded Software; Firmware; Connectivity/IoT Devices; Embedded Linux; Device Drivers/Low-Level; Testing/Test Automation; V&V                             | Baden-Württemberg  |
| 427 | Medium   | <a href="#">Ernst REINER</a>          | Marking/labeling devices and systems with embedded electronics and product verification topics.                                     | Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V; Mechatronic Systems  | Baden-Württemberg  |

| ID  | Cpy-size | Company name                            | Short description  | Tags  | State (Bundesland)       |
|-----|----------|---|--|---|--------------------------|
| 428 | SME      | <a href="#">Hyperstone</a>              | Flash-memory controller ICs and firmware—embedded/low-level SW close to silicon.                                       | Semiconductors/IC Design; ASIC/Mixed-Signal; Embedded Software; Firmware; Embedded C/Cpp; V&V; Testing/Test Automation  | Baden-Württemberg        |
| 429 | SME      | <a href="#">digiraster</a>              | Optical measurement/encoder solutions—sensor tech with electronics, signal processing and embedded interfaces.         | Sensors/Industrial Sensing; Measurement Technology; Optics/Imaging/Metrology; Signal Processing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V                          | Baden-Württemberg        |
| 430 | SME      | <a href="#">RoodMicrotec</a>            | Semiconductor/ASIC test engineering and reliability services—automation + measurement heavy.                           | Semiconductors/IC Design; Test & Measurement; Measurement Technology; Testing/Test Automation; V&V; Systems Engineering   | Baden-Württemberg + more |
| 431 | Medium   | <a href="#">Northrop Grumman LITEF</a>  | Inertial sensors/navigation systems with real-time embedded processing and safety/security constraints.                | Sensors/Industrial Sensing; Aerospace/Avionics; Defence/Security; Embedded Software; Embedded C/Cpp; RTOS; Signal Processing; Systems Engineering; Requirements; V&V; Testing/Test Automation; Cybersecurity (Embedded) | Baden-Württemberg        |
| 432 | SME      | <a href="#">asvin</a>                   | Automotive cybersecurity/compliance tooling and services (ISO/SAE 21434 etc.) close to embedded/ECU supply chains.     | Cybersecurity (Embedded); Automotive/Mobility; Systems Engineering; Requirements; CI/CD (Embedded)  | Baden-Württemberg + more |
| 433 | SME      | <a href="#">Nexonar</a>                 | 3D sensor systems for industrial applications—embedded sensing + real-time data processing.                            | Sensors/Industrial Sensing; Computer Vision/Embedded Vision; Signal Processing; Embedded Software; Firmware; Connectivity/IoT Devices; Testing/Test Automation  | Baden-Württemberg        |
| 434 | SME      | <a href="#">DataPhysics Instruments</a> | Vibration/shock testing and measurement systems with embedded DAQ/control and automation.                              | Test & Measurement; Measurement Technology; Signal Processing; Embedded Software; Firmware; Testing/Test Automation; V&V  | Baden-Württemberg        |
| 435 | SME      | <a href="#">Nanoscribe</a>              | High-precision micro-3D-printing systems—mechatronics + control/automation and verification-heavy engineering.         | Factory Automation/Machinery; Industrial Automation; Mechatronic Systems; Embedded Software; Testing/Test Automation; V&V; Systems Engineering  | Baden-Württemberg        |
| 436 | SME      | <a href="#">PROVERTHA</a>               | Industrial connectors/cable solutions used in harsh environments—relevant for industrial comms and device integration. | Industrial Networking/IIoT; Industrial Ethernet; Connectivity/IoT Devices; Electronics Design (Schematic/PCB); Testing/Test Automation  | Baden-Württemberg        |

| ID  | Cpy-size | Company name                          | Short description  | Tags   | State (Bundesland)       |
|-----|----------|---------------------------------------|--|--|--------------------------|
| 437 | Medium   | <a href="#">BBS Automation</a>        | Automation and test systems (special-purpose machinery) with controls, industrial networking and commissioning.                        | Factory Automation/Machinery; Industrial Automation; Testing/Test Automation; Systems Engineering; Industrial Networking/IIoT; Industrial Ethernet; V&V  | Baden-Württemberg + more |
| 438 | SME      | <a href="#">Schuhmann Messtechnik</a> | Measurement/verification technology (sensor + test setups) with electronics and embedded/firmware-adjacent development.                | Test & Measurement; Measurement Technology; Sensors/Industrial Sensing; Embedded Software; Firmware; Electronics Design (Schematic/PCB); Testing/Test Automation; V&V  | Baden-Württemberg        |
| 439 | SME      | <a href="#">acontis technologies</a>  | Industrial networking software (e.g., EtherCAT stacks) with embedded/Linux development and protocol engineering.                       | Industrial Networking/IIoT; Industrial Ethernet; EtherCAT; Embedded Linux; Embedded Software; Firmware; Connectivity/IoT Devices; Testing/Test Automation; Cybersecurity (Embedded)  | Baden-Württemberg        |
| 440 | SME      | <a href="#">IHSE</a>                  | KVM extenders/switching for industry & critical environments—hardware-near products with embedded networking and security constraints. | Industrial Networking/IIoT; Industrial Ethernet; Connectivity/IoT Devices; Embedded Linux; Embedded Software; Firmware; Cybersecurity (Embedded); Testing/Test Automation; V&V   | Baden-Württemberg        |
| 441 | Medium   | <a href="#">E. Dold &amp; Söhne</a>   | Safety switching/monitoring for automation with standards-driven product development close to functional safety.                       | Functional Safety; IEC 61508; Industrial Automation; Factory Automation/Machinery; V&V; Testing/Test Automation; Systems Engineering   | Baden-Württemberg        |
| 442 | SME      | <a href="#">InnoLinTec</a>            | Embedded engineering (Linux + RTOS) incl. kernel/driver work, industrial protocols and device integration.                             | Embedded Software; Firmware; Embedded Linux; RTOS; Device Drivers/Low-Level; Embedded C/Cpp; Industrial Networking/IIoT; Industrial Ethernet; Fieldbus; OPC UA; Connectivity/IoT Devices; Cybersecurity (Embedded); Testing/Test Automation; Systems Engineering | Baden-Württemberg        |
| 443 | SME      | <a href="#">INSION</a>                | Miniaturized optical sensing (microspectrometer tech) with microelectronics/embedded-systems context for measurement applications.     | Sensors/Industrial Sensing; Optics/Imaging/Metrology; Measurement Technology; Signal Processing; Embedded Software; Firmware; Semiconductors/IC Design   | Baden-Württemberg        |
| 444 | SME      | <a href="#">Embedded Office</a>       | Embedded systems engineering (embedded Linux/firmware) for industrial and IoT-grade devices.   | Embedded Linux; Embedded Software; Firmware; Device Drivers/Low-Level; Connectivity/IoT Devices; Industrial Networking/IIoT; Testing/Test Automation   | Baden-Württemberg        |

| ID  | Cpy-size | Company name                      | Short description   | Tags  | State (Bundesland) |
|-----|----------|-----------------------------------|---|---|--------------------|
| 445 | SME      | <a href="#">Linutronix</a>        | Embedded/real-time Linux engineering & support (kernel/driver/BSP integration and system bring-up). | Embedded Linux; Embedded Software; Firmware; Device Drivers/Low-Level; Testing/Test Automation; Systems Engineering | Baden-Württemberg  |
| 446 | SME      | <a href="#">Valyue Consulting</a> | Embedded-systems engineering services (firmware/low-level development) with a Stuttgart base.       | Embedded Software; Firmware; Embedded C/Cpp; RTOS; Testing/Test Automation; Systems Engineering                     | Baden-Württemberg  |

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