



# Success factor technology

Career opportunities for women at NXP

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## Careers without barriers

NXP Semiconductors is driving innovation in a globalized environment in cooperation with different partners, cultures and nationalities. Therefore we actively promote diversity, which is an important element of our corporate culture.

We are convinced that a fair ratio between women and men in the company and in management positions is very important. Moreover a balanced team composition in terms of education, age structure and nationality are key to our success.

In the international competition for talent, we are seeking to eliminate existing artificial barriers for women. NXP is offering many jobs that require a technical competence. Yet, women with a technical education are still rare on the labor market. These facts stimulate us even more to reinforce our efforts to hire excellent women for our technology driving company.

At NXP, it is our clear target to increase the number of women in highly qualified positions. Many women have successfully advanced their careers at NXP – on the following pages we present you some of them.

Wouldn't that be an opportunity for you?



**Dr. Volker Graeger**  
Managing Director  
NXP Semiconductors Austria



**Mag. Cornelia Erlbacher**  
Human Resources Manager  
with Procurement  
NXP Semiconductors Austria



**Mag. Eduard Lackner**  
Human Resources Site Manager  
NXP Semiconductors Austria

# NXP in Austria



NXP Semiconductors Austria in Gratkorn is a global competence center for contactless identification solutions. Market-leading semiconductor solutions for Radio Frequency Identification (RFID) labels and tags, secure smart cards, automotive applications and the contactless interface technology Near Field Communication (NFC) are created in close collaboration with NXP sites around the globe.

A multi-national team of 478 highly qualified employees from 39 nations focuses on the design and marketing of integrated circuits for secure RFID systems, including the complete IC development process and technical customer support. The scope of responsibilities ranges from Mixed Signal Circuit Design to Verification & Validation, Test and Software Development, (Product-) Quality Management, Project Management, Customer Application Support, Product Management, Marketing and more.

Flexible working time, flat hierarchies, state-of-the-art working infrastructure, diversity, good social benefits, career opportunities as well as individual career advancement are just a few topics that characterize the work at NXP in Gratkorn.



## Susanne

Product Management

*I started 2006 at NXP as Global Product Manager. During the following years I could gain experience taking over the responsibility for different types of products into my portfolio. It was a great honor for me to progress to Head of Product Management in 2012. NXP made it possible that I could manage my team in a part-time role after my maternity leave.*

*What stimulates me most at work is being surrounded by people who are always eager to learn and have a special passion for our technology.*

*Technology is nothing to be afraid of. It's exciting! The typical female strengths, such as helicopter view, social skills and ability for empathy, are appreciated in a creative team.*

**“Technology is nothing to be afraid of. It’s exciting!”**

**“The most important thing within my career is to be always focused on what you want and how to reach your goals.”**



## Monika

*Lead Engineer Physical Design*

*I started at NXP Semiconductors in 2004. Besides the opportunity to work on interesting products targeting the automotive industry, NXP also supports me in my personal development.*

*Alongside my daily job, I graduated successfully at the University of Applied Science. Combining the theory with my day to day profession made me able to understand challenges even more, and helped me to grow on a technical and personal level.*

*As a Lead Physical Design Engineer, I am responsible for planning, tracking and organizing the physical design work in our team. This adds to the top level physical design which is necessary to deliver in order to start silicon production.*

*One of our key successes involves great teamwork together in an agile working environment.*

*Focus on what you want and give your best to reach it. NXP helps you to realize your goals.*

**“Rely on your strengths, be creative, curious and open.”**

## Sigrid

*Project Manager*

*I started as Quality Engineer and work now as Project Manager, which is my true passion! I like to work with different people from different cultures. This intellectual challenge in combination with all the technical project challenges are the ingredients of an exciting and fulfilling professional career. Especially the possibility of changing positions easily within NXP was a positive experience. If you really want to develop yourself into a different direction you have the full support of the company.*

*Rely on your strengths, be creative, curious and open. With this attitude, there are almost no limits for women at NXP.*

## Renate

*Complaint Handling Manager*

*After working for eight years in Gratkorn, I started maternity leave for a few months, including working part-time in between and afterwards. Additionally it was also possible to have an alternating part-time model together with my husband, which enabled a much better work-life balance.*

*From the beginning on there was an impressive team-spirit at the site. The multi-cultural environment opens your mind to think out of the box.*



**“You have equal opportunities in terms of development and career”**

## Bettina

Senior Quality Engineer

*As a Product Quality Engineer, I was first mainly working in projects and later I took over ownership for a full product portfolio. Since then I have been responsible for all quality related areas – starting from new product development, after release support as well as production related topics and customer return handling. In 2012 I was promoted to Senior Quality Engineer.*

*At NXP there is no difference in how men and women are treated. You have equal opportunities in terms of development and career.*



## Ying

Senior Analog Design Engineer

*I started at NXP in 2004 directly after university. As an analog designer, I have been working on different NFC projects with a special focus on the contactless front end. Currently I am working as Senior Analog Design Engineer for the next generation NFC chip. Seeing our technology being integrated into the final products and used by consumers brings the biggest satisfaction.*

*After my maternity leave I was able to smoothly come back into my job at NXP. The friendly atmosphere here is most important for our work. Here we are not only colleagues, but also friends. Only in this way, great team results can be achieved.*



**“At NXP women are fully integrated and recognized.”**

## Kathrin

Product Line Controller

*Two years after joining NXP I was offered the great possibility to move into a new position as Product Line Controller, which is a challenging but fantastic chance for me to advance my career being part of the management team.*

*Working together with people and learning from their experience is one of the most stimulating influences for my professional development. At NXP women are fully integrated and recognized.*

## Bianka

Product Quality Engineer

*The fascinating thing about Product Engineering is that you see many different aspects of the semiconductor industry fitting together into a final product. Being part of product development, working on a strategy to prove that a device is ready for production, or solving issues in manufacturing – the diversity of the job stimulates my professional development.*

*There is always something new to learn, everything is in progress. Besides, I appreciate the freedom to arrange my work how I think it is the best way.*

## “Women across all functions at NXP lend a very nice balance to the atmosphere”



### Joanne

Quality Assurance Manager

*I joined NXP in 2010 as a Quality Assurance Officer. In my position, I help ensure that we align with automotive standards in the development of our chips. Consequently, I interact with nearly all persons in our group. Problem solving with varying technical roles and organizations has provided for a terrific opportunity of learning and progress.*

*My co-workers at NXP in Gratkorn are inventive, engaged, technically-savvy and, at the same time, cooperative and jokey – and that makes work really exciting and fun. Additionally, NXP actively hires women across all functions which lends a very nice balance to the atmosphere.*

## Get your application ready

You found an interesting job vacancy on our homepage  
[www.nxp.com/jobs](http://www.nxp.com/jobs)?

Here are some tips for your application.

### Your application should include:

#### Cover letter

Tell us in a few sentences about your qualifications and why you want to work for NXP.

#### CV and attachments

Indicate all stages of your education including internships, language skills, hobbies, other commitments and certificates.

You can upload both documents conveniently on our online application portal.

### NXP's application process:

#### Application

[www.nxp.com/jobs](http://www.nxp.com/jobs)



#### Pre-selection of applications



#### Multistage interview process

Telephone / face to face with HR, your future manager and technical experts.

No matter how you start your career at NXP – we provide optimal dedicated and individual support to grow your potential and talents.

**Join a great team!**

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