

YOUR NEXT MOVE: ROHDE & SCHWARZ!

At R&S we offer the perfect environment and the necessary freedom to make ideas real for a safer and connected world.

As a privately owned company we believe in independence, flexibility and technological relevance as the way to offer our customers the best possible solutions.

Consequently, our employees are the key to our success! Together with more than 14,400 colleagues around the world, we drive innovation in the fields of Test & Measurement, Technology Systems and Networks & Cybersecurity.

Contribute your skills in the following areas:

- ▶ Software development
- ▶ Hardware development
- ▶ Systems engineering
- ▶ Sales and product management
- ▶ Service
- ▶ Production

and in many other fields such as R&D, IT, finance, marketing and HR.

We look forward to welcoming
you as a new colleague
at Rohde & Schwarz.



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#make ideas real

OUR
BENEFITS.
YOUR NEW
STANDARD.



Real benefits that make the difference.

ROHDE & SCHWARZ

Make ideas real



FLEXIBILITY, STABILITY, INNOVATION? ALL INCLUSIVE.

With our benefits we create the right conditions and the freedom you need to make your ideas real. From visionaries, music lovers, sports enthusiasts, technology geeks to those who live for their families – and every combination of the above – they all get the support they need.

Here's what we offer in Munich.



GROWTH & DEVELOPMENT

- ▶ Development programs for specialist, project management or management careers
- ▶ Wide range of training programs for personal and professional development
- ▶ Global internal developer conferences, forums and expert communities
- ▶ Award-winning innovation management
- ▶ Job shadowing and mentoring programs
- ▶ International career opportunities
- ▶ Educational leave
- ▶ Language-learning meetups and mystery lunch



HEALTH

- ▶ R&S Vital: company health and social support management
- ▶ Company sports groups: from scuba diving to bouldering and amateur radio to eSport
- ▶ Health weeks and presentations
- ▶ Occupational psychologist counseling
- ▶ Company doctor
- ▶ Social counseling for crisis situations
- ▶ Discounted membership at Health Loft gym
- ▶ Cooperation with “Welfen International Pharmacy” at Ostbahnhof, Munich

WORK-LIFE BALANCE

- ▶ Flexible working hours – no core hours
- ▶ Homeoffice options
- ▶ 30 vacation days
- ▶ Special leave
- ▶ Sabbaticals
- ▶ Phased-in retirement



FAMILY AND CHILDREN

- ▶ Rohde & Schwarz childcare
- ▶ pme family support service
- ▶ Help with nursing care and illness of family members
- ▶ Support in the event of family emergencies

MONETARY BENEFITS

- ▶ Occupational pension scheme
- ▶ Bonuses (e.g. Christmas bonus and vacation allowance)
- ▶ Special offers for employees
- ▶ Wedding and birth bonuses
- ▶ Contribution to public transport ticket
- ▶ Company bike leasing (JobRad)
- ▶ Munich theater community



STABILITY

- ▶ Privately owned for more than 90 years
- ▶ Average length of employment: 11 years
- ▶ Support in finding housing in Munich
- ▶ 15 % to 20 % of sales invested in R&D
- ▶ Broad solutions portfolio in diverse markets
- ▶ More than 14,400 employees in around 70 countries