

## On growth paths after the merger

### Keynote Sigos creates jobs for engineers with a weakness for mobile communications

NUREMBERG (nn) — The merger with the American telecommunications company Keynote Systems Inc. in 2006 did not have any disadvantages for the Nuremberg-based company, which is now called Keynote Sigos GmbH. On the contrary: The mobile communications specialist is looking for additional employees to manage the growing tasks.

The Keynote-Systems-Group is specialised in the internet, whereas Keynote Sigos concentrates on mobile communications, the core competence. This division of tasks is to remain as it is. "The international core competence for the mobile communications sector of the group is situated in Nuremberg", says Martin Löhlein, head of research and development at Keynote Sigos. This is also the case for the software as well as for the hardware." We are one powerful unit in the Keynote-alliance". The company increased its sales by more than 30 percent up to 17.3 million euros in the former fiscal year.

However, unlike a big part of the German industry, the company will not shift its product development to India. "This is not an option for us. The developers have to understand how our most important customers, the European network operators, work", argues the engineer. The company Keynote Sigos develops, designs and sells test systems, which all big mobile network operators need for the surveillance of their networks and services.

In view of the brilliant order situation, Keynote Sigos is searching for more engineers, although the technical qualification only comes second. If the career profile convinces us, electricians are welcome as well, explains Mr Löhlein. "The technical focus is important for us and also that the people fit into our corporate culture." In case of the developers, the manager appreciates a certain "location liability", because they are normally more seldom away on business as the sales experts.

Additionally, the Nuremberg-based company is looking for sales experts for the expansion on the world markets. To them also applies "to primarily specialise in technology and only besides to be a professional salesman", adds Norbert Neumeister, head of marketing. "It is good for us to recruit new employees with experience in other businesses." But also "dynamic beginners" were also welcome, says Mr Neumeister.

Altogether, the company is searching for about a dozen new employees, particularly computer scientists, technicians, physicists, software developers, designers of user interfaces and internationally operating sales experts. When they are found, Keynote Sigos will approach the figure of 100 employees. Currently, the company has 73 employees. A spatial expansion has already been done: Keynote Sigos rents additional offices in the "Resi"-area, because Sigos has never been so big.

#### „You do not get everything served on a silver platter”

As a market leader of active test systems for the quality of mobile network providers, "you do not get everything served on a silver platter". According to Mr Löhlein and Mr Neumeister, a real pioneer role was taken over, what required the passion for tackling and solving problems. Furthermore the company was still clearly enough structured, so that every developer could have an eye on the whole picture, they state. However, the most important thing was the collegial atmosphere, that also included confidence, short decision-making processes, a high degree of personal responsibility and the influence on operating processes, they explain.