

# “Going abroad and open up new horizons”

## Angelo Dore, Bachelor Information Science

*Angelo's ambition? To become a Program Manager. This requires not only an excellent command of technology; you must also be a born leader and you must love to travel. No problem for Angelo. And Thales Nederland gives him the chance to make the most of his talents.*



### Quickly in the management role

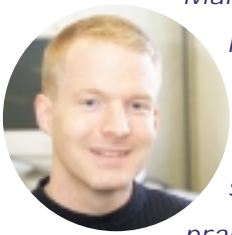
“I started working at Thales Nederland as a posted software expert. I was engaged in the development and programming of the infrastructure of TACTICOS, a combat management system. After some two and a half years I was given the opportunity in this project to become the manager of a team of six persons. Subsequently, I initiated a system assessment because we needed an automated method to implement radar-specific data in a certain software configuration. This data holds information on the manner in which a radar has to ‘behave’. Until then, these data were entered manually. A difficult job, but I like the challenge of making all these complex systems operational in the end.”

### Challenges abroad

“In the meantime, Thales Nederland had concluded a lucrative contract with the Korean Navy for the delivery of various radar systems and a Combat Management System, and also a radar control system. For the latter, Thales Nederland was looking for someone who could manage the preparations for the delivery and the implementation of the software, as well as the training of the Korean staff. And this would mean: packing your bags, taking the plane to Korea and living there for a couple of years. I didn't have to consider this for a moment! Thales Nederland's excellent ‘Expat’ facilities include a house and a car from day one. And soon it'll be reality. It seems great to be so closely in touch with a culture that is so different from ours. Naturally, I have already studied the language and the customs. The Korean project enables me to develop more widely in my field. For I alone am in charge of the implementation so I have to study all aspects of the software. In any case, my experience at Thales Nederland is that there are many opportunities and that you have to seize them with both hands.”

# "Sharing specific knowledge in an international field"

## Marcus Esser, Master in Technical Mathematics



*Marcus likes changes. Being a German, he studied in Bonn and subsequently took his PhD at the University Twente in Enschede. But after the theoretical science, he wanted to go back to practice. And, if possible, also to travel to other countries. No problem at Thales Nederland.*

### Think customer-focussed

"As a System Analysis Engineer I am actually a consultant. For Thales Nederland sells highly complex and integrated systems, that cost a lot of time and money to produce. So a customer cannot shop around as he would for a car or clothes. That is why my colleagues and I think along with the customer in an early phase: what are the requirements and what solutions can we present? For example, a navy envisages a certain threat. We go and design system combinations that can eliminate this threat. We use computer simulations and virtual reality visualisations to calculate and demonstrate the combat system's performance. In addition I advice on existing systems, for instance improvement of replacement of sensors, so that the performance of the system is

increased. I'm engaged in practical technology, research and some commercial activities: an attractive and varied combination."

### Taking the initiative

"Thales Nederland's international work sphere is what I find very attractive. Such an organization changes your way of thinking and broadens your horizon. You work here with foreign customers and there are plenty of opportunities to have a look abroad. What I also find quite appealing is the attention for your personal development. I want to develop towards a managerial position and this is stimulated here. Even now I find myself constantly handing over my specialist knowledge to my colleagues as good as possible. I can use the synergy that is created in this way for my own development above the purely technical details. I find that the team books positive results now that we operate in this manner. Being pro-active, developing yourself, proposing ideas and taking the initiative are actually rewarded here. Thales Nederland has the ideal work climate for young and enthusiast people. For it is important to ask yourself: what can the company do for you? But even more important is: what can I do for the company?"

# “My challenge? To learn all about highly complex systems”

## Tim Lurvink, Bachelor Technical Physics



*He wants to know all about high-tech. And always finds new things to learn. Tim Lurvink feels right at home at Thales Nederland. After his graduation he started as a Test Engineer. But he had already worked at Thales Nederland as a trainee: an excellent introduction.*

### More than the product

“During this practical training period, I performed research into the heat distribution in the striplines of SMART-L, a multibeam 3D radar for observations at long range. I was coached really well and every gap in my knowledge was filled during a number of courses. It is very remarkable that such an opportunity is given during practical training. I also liked the collegiality from the first day on; it’s easy to contact anyone. Thales Nederland enables you to look further than just the product. For instance, I have participated in a few trial runs on board an LCF frigate of the Royal Netherlands Navy and an F-124 frigate of the German Navy. We had to perform Sea Acceptance Tests (SATs) in order to check if the equipment complies with the customer’s requirements. Really fascinating.”

### Expanding field

“As a Test Engineer I have started testing APAR, the multi-function radar system. In order to become familiar with the system I have first performed several tests for the software of the DPU (Data Processing Unit). One of these tests consisted of checking if the helicopter detection functioned according to the requirements. Soon my field of work expanded and after a year I found myself testing the complete system. Today I also perform the test evaluations.”

### Technical authority

“My future? Recently, we talked in detail about my wishes and possibilities for further development. I want to become a ‘technical authority’ in system performance. My personal challenge is, and will remain, to learn all about highly complex systems. As a technical authority you are involved in all kinds of projects as the real expert. To achieve this, Thales Nederland enables me to follow very specific courses. They are held on the company premises, very conveniently.”

# “Working on high-tech level with multi-disciplinary experts”

## Peter Tabbers, Master in Electrical Engineering



*When Peter visited a career fair during his study of Electrical Engineering he casually strolled towards the Thales Nederland stand. It turned out to be an excellent idea. He submitted his c.v. and then things went quickly. “I could choose from three technical jobs, but I felt best at home with the position of System Designer.”*

### Important choices

“I started working immediately on the system design of the TRPU (Track Radar Processing Unit) of the Flycatcher Mk2, an air defence system for strategic objects. The TRPU is the part of the tracking radar that converts signals from the receiver into detection and measuring targets. I simulate and model the system in MATLAB. Many choices must be made in this process, for instance on the wave form. For the right wave form increases the radar’s capability of distinguishing the target from its environment or clutter. What I like is the multi-disciplinary nature of the field. I work with all kinds of technical experts and I’m even active in several fields myself, ranging from pure physics and Electrical Engineering to information science!”

### Personal development

“Thales Nederland is a part of the international Thales group. Especially this global aspect appeals to me as I aspire to go abroad for a while. France for instance, or Asia perhaps. Thales Nederland offers you the chance to embark on such an adventure. Personal development is actively stimulated here. There are various possibilities in this area. Do you want to develop into a technical expert or into a generalist? Or would you prefer the commercial aspect or the project management? It’s all possible. I prefer the project management, and I have even followed some courses on this subject. Courses that connected perfectly to my interests and requirements.”

### International atmosphere

“At Thales Nederland it’s not all work and no play. The social aspect is also important and that’s why I’m an active member of YES (Young Experts Society), the society for young, highly educated employees. YES organizes lectures, social get-togethers and all kinds of sports events on a regular basis. At this moment I’m busy with the preparations for a study trip of several days to England. We’ll visit various Thales plants and I expect to learn to know quite a few people.”

# “Designing software to match exactly the customer’s requirements”

## Ted Veenhuis, Bachelor Electrotechnology Telecom

*Working on his graduation project, Ted learned that he had quite a knack for software programming. Very convenient, as Thales Nederland had a vacancy for a Software Engineer. “I knew the company from my previous job in Hengelo, and couldn't help thinking: that's my cup of tea.”*



### Custom-made teamwork

“The technological developments of Thales Nederland fascinated me from the very first moment. Much attention is paid to Research & Development. I like to develop the latest technology and to examine everything myself, to realize my own ideas and to put all my energy in it. And the fact that Thales Nederland is the only company in the Netherlands that designs and produces radars, makes my work all the more unique. I started working on Flycatcher Mk2, an air defence system for the army, and the 3D long-range radar S1850M. I developed a driver for both systems, the interface between the software and the hardware.

The interesting aspect is that I develop the driver software, but simultaneously maintain close contact with for instance the hardware designers. Together, we are supposed to deliver a top-notch product that is required to operate flawlessly. It really is custom-made.”

### Focus on the customer

“Now, I'll be working on Squire, the portable surveillance radar. In this project I adapt the software of the operator unit to the specific customer's requirements. The operator unit is a sort of laptop, used to make targets visible. A customer may for instance want a different colour for the visualisation. That is what I will then arrange, in close cooperation with someone of the Commercial Department. In this project I can dive really deep in the technology. And as I am the only point of contact for software, I must also be generally informed of the project. A nice opportunity to 'prove' myself. And other ambitions? I'd like to become a Workpackage Manager. This means working as the project leader of a team. We have had several talks already to follow courses, so things go faster than I would have thought.”