

FREQUENTIS



Martin Rampl, Managing Director Frequentis Australasia

Contributions to boosting skills in the Science, Technology, Engineering & Mathematics domain

As a high-tech company, with over 70 years of experience in safety-critical communication and information solutions, Frequentis employs both highly trained recent university graduates, and experienced specialists. The fact is we need to continue developing innovative solutions to solve the current and future demands of the safety-critical domain so it is essential that we continue to employ staff with STEM talents, and support their growth within the company. About 75% of Frequentis' employees are highly qualified engineers and experts in their field and in 2017, recruitment of new employees focused on system engineers, project managers, and software engineers, increasing overall staff numbers by 5%. In the same period Frequentis Australasia increased its staff numbers by 30% following the Frequentis knowledge transfer and growth strategy for the region.

Educational institutes that teach essential STEM skills are crucial, but these types of technically-oriented training facilities require considerable

financial resources. This is why it is extremely important for businesses to collaborate with technical universities and colleges and why Frequentis has put an emphasis on the selective sponsorship of such facilities for many years, including the Fachhochschule Technikum (University of Applied Sciences) in Vienna. Our participation includes sponsorship, lectures, support for Bachelor and Master degree programmes, study trips and workshops on topics like "Women in Technology". We also actively contribute to the development of study programmes in subjects like software design and engineering.

The Frequentis Start-Up Centre in Vienna is also worth mentioning, it was founded in 2001 to help graduates from Technical University Vienna to set up their own businesses in IT, hardware and software development, and technical consulting segments.

Frequentis solutions in Australia

Frequentis was founded in 1947 in Vienna, but now has 50 offices worldwide. Frequentis Australasia opened in 2004 to be close to customers in the region, to provide in-country support for our products and to obtain a better understanding of the market requirements. Frequentis Australasia delivers high-end products for many customers in this region and our headquarters is strategically located in Brisbane in order to be close to major projects of several of our key air traffic control and defence customers. Since opening the regional office, it has made substantial investments in local project management, engineering and logistics. I joined Frequentis in 1999, building up product management for the Frequentis Group and in 2011 joined the team in Brisbane as Head of Strategy before becoming Managing Director of Frequentis Australasia in 2013. Here in Brisbane we have a purpose-built integration room, warehousing, multiple training rooms, and space for the planned growth of staff. We have also established offices and teams in Sydney and Melbourne to provide direct support for our customers at their business locations. We are also currently in the process of establishing a presence in Perth.

Our long-term customers include Airservices Australia, the Royal Australian Air Force, Sydney Trains, Airways New Zealand, Canberra Parliament House Security Services, AMSA, to name just a few. Recently we set up a remote tower demonstration system for Airways New Zealand and were awarded a sub contract from Thales Australia for the delivery of a voice communication and airfield management system for the Australian OneSKY project, which is

a big marker for further developing our local STEM capabilities and knowledge transfer.

These projects require highly qualified engineers to manage, integrate and maintain our solutions.

In the last few years, in order to fulfil these and future requirements we have significantly invested in further developing our capabilities by recruiting local sales, technical and support staff, and ensuring they are fully trained and also receive hands-on experience from our local experts to become on-shore subject matter specialists on Frequentis systems. For our long-term business goals, it is crucial to have the best STEM professionals in our team who utilise their expertise in our exciting projects and continue to grow their careers within our open-minded corporate culture.

Supporting a career path

Our core values are about continuous learning and development and so we have many trainee programs to enable an entry point for graduates and young professionals to our business. For experienced engineers there are opportunities to work on complex and challenging projects, providing professional and personal growth. Frequentis as a group manages a broad range of research projects that are an important strategic element to maintaining our position as technology leader in the safety-critical domain. In Australia, we have many experts who are involved in our new innovative products like Remote Tower or next generation communication systems.

An in-house Human Resources International centre of competence was set up a few years ago at Frequentis Headquarters in Vienna to handle key aspects in the continuous support of international employees. This includes visits to our headquarters for training purposes and arranging international assignments, as well as supporting local team development workshops. In 2016 the system engineering exchange programme began as a special form of extended educational visit and gives Australian STEM personnel the chance to attend overseas training programs over several weeks or even months. These services were extended in 2017 in the form of local leadership programmes in the USA and Australia.

Technology is continuously expanding and at Frequentis we are committed to ensuring our solutions remain at the highest technical level. By supporting STEM institutions, encouraging technology start-ups, committing to the internal development of our staff, and participating in research projects we can set international standards and actively create an innovative future.