


contact

ERICSSON  PUBLICATION FOR EMPLOYEES WORLDWIDE

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ENTERING THE LIMELIGHT. On January 29, Sven-Christer Nilsson emerged from relative anonymity into the lights of the TV cameras.

Photo: PETER NORDAHL

A DARK HORSE EMERGES

Sven-Christer Nilsson will succeed Lars Ramqvist as President and CEO. The announcement was made on January 29 after months of speculation. The man chosen was not on external analysts' short lists. Rather, it was the relatively unknown head of the Cellular Systems – American Standards business unit at the Mobile Systems business area, who stepped into the limelight at a press conference in conjunction with the presentation of the year-end report.

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Record year

1997 was yet another record-breaking year for Ericsson. Pre-tax profits amounted to SEK 17.2 billion, an increase of 70 percent compared with 1996.

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Crucial victory

The European standardization body Etsi chose Ericsson's WCDMA technology as the standard for the next generation of mobile telephony systems.

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In retrospect

Lars Ramqvist's era has been a successful and exciting time for Ericsson. Read the summary of his eight years as President and CEO.

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1 000 to leave

1,000 employees in the Stockholm area will be laid off by Infocom Systems business area. Negotiations on who will leave are under way.

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After eight years as President and CEO, **Lars Ramqvist** has announced his retirement. He leaves Ericsson with the flag flying brilliantly at the masthead. In 1997, Ericsson made more money than any other Swedish company – ever. Shareholders have benefited from an increase in share value from SEK 40 billion to more than SEK 300 billion during his tenure as CEO.

We asked Lars Ramqvist to review the past eight years and his performance as President and CEO. And his opinion of Ericsson's potential to defend its position as one of the world's leading suppliers of telecommunications equipment.

“Thanks for eight great years!”

Lars Ramqvist has little difficulty in formulating his definition of the most important qualities of a President and CEO of Ericsson.

“As the leader of Ericsson, clear vision is extremely important, a clearly defined objective for the company's business operations. The support of employees is also critical, as well as efforts to provide access to the resources they need so we can all work together toward our common goals.

“The objective is clear: Ericsson will be the leading global supplier in telecommunications. And, it's important to add, we shall provide our shareholders with a competitive return on capital invested in our company.

“Ultimately, of course, our customers control Ericsson's operations. It is imperative that we understand their communication needs and offer better solutions than our competitors.”

Greater dynamics

As Lars Ramqvist looks back on his eight years as President and CEO, he sees tremendous change in the telecom market during his tenure.

“Deregulation and liberalization have created greater dynamics year after year. New dynamics and increased competition emerging in their wake have sharply reduced the cost of phone calls and fax messages. As a result, the number of subscribers is increasing in all parts of the world. In addition, we have witnessed the development of mobile telephony, which has taken everybody by surprise. And now we have the Internet and intranet facilities, which apparently will be characterized by even more rapid development than mobile telephony.

“The effects of all new technological developments have placed greater demands on Ericsson. We have to supply higher quality products faster, and at lower prices. That's what our customers demand today.”

Staying abreast

Lars Ramqvist is convinced Ericsson will continue to stay abreast of increasingly rapid international development trends. He also stresses, however, that we should never rest on our laurels, and says he's confident that it will not happen.

“As soon as I was appointed President and CEO in 1990, I introduced a matrix organization that provided our local sales companies with greater influence. Local companies are the units in closest contact with our customers, and we all know that customers are the ultimate control factor. We named our new structure the Sonthofen organization, because I presented the format at a conference attended by 200 leading management personnel in Sonthofen, Germany.

“The organization has been refined and upgraded in several different stages. In 1993, a second conference was held in Hasseludden, near Stockholm, followed by other management conferences in Tivoli, Italy in 1996 and Seville, Spain last spring. The objective has always been to improve our ability to respond to customers and our ability to react and meet their needs as quickly as possible. To provide high-quality products at the best possible price for customers, with everything characterized by world-class performance standards.”

Continued change needed

In a dynamic market, a company can never be completely satisfied with its organizational format. Lars Ramqvist underlines the important need for all employees to under-

stand that change – and by that he means continuous change for the better – is a basic necessity. Especially in a sector characterized by extremely intense international competition that increases constantly.

“I realize we have to improve our ability to deal with global customers, for example, and by that I mean customers with activities in several different countries – either working alone or in alliance with other global customers. The organization we agreed on unanimously in Seville represents a first step on the path to improvement in this area.

“Another important tool in our self-improvement is the new computer system for all Ericsson units, a project we started to implement just a few days ago.”

Lars Ramqvist is however completely satisfied with one aspect of Ericsson's organization.

“We are represented in 130 countries. This is where the competition lags behind.”

R&D was tough to sell

It's imperative that Ericsson products maintain world-class standards. Lars Ramqvist has always been adamant in his support of high-quality products. His tenure as President and CEO, accordingly, has been characterized by very substantial investments in research and development. He would like to further refine the R&D strategy he developed, since it has been such a critical element in Ericsson's strong business growth during the 1990s.

“In the 1990 Annual Report, I wrote that ‘we are determined to maintain a leadership position in the telecommunications sector and, for this reason, we shall increase future investments in research and development.’ The Gulf War flared up in 1991, leading to a deep international recession. Ericsson was affected in the form of lower profits in 1991

news

Surface treatment operations sold

■ Ericsson Telecom has sold its surface treatment operations at the main plant in Midсомmarkransen, outside Stockholm, to Planting Gruppen Sweden and Fintlings.

The new owners will conduct operations in a newly formed company called Hägerstens Ytbehandlings Aktiebolag.

“The sale is completely in accordance with our focus on core operations,” says Anders Igel, head of the Infocom Systems business area.

The divestment is part of the global reduction of 5,000 employees within Infocom Systems' production.

Largest order ever in China

■ Ericsson has received its largest order ever from China. GMCC in the Guangdong province, China's largest mobile telephone operator, is expanding its GSM 900 network. The contract is worth nearly SEK 3,000 million (USD



and 1992. Nevertheless, I was determined that Ericsson should continue to allocate increased resources for investments in R&D.

"That determination, I believe, was my greatest contribution to Ericsson. I will never forget when I went to New York in November 1991 and explained to about 100 analysts why total technological development costs should be increased to about 22-23 percent of sales, despite the deteriorating short-term profit potential. I can assure you the concept was difficult to sell.

"But our investments were profitable, very profitable for investors who bought Ericsson shares for less than SEK 20 each. Through year-end 1997, their shares have increased in value by an average of 57 percent annually. Congratulations, I might add in retrospect.

"Ericsson's increased investments in technological development bore fruit, as we reported to shareholders as early as 1992, when I declared in the Annual Report that 'our strategy has proved to be correct, and undiminished investments in technological development have been needed. Without our comprehensive new development efforts, we would not have been able to report such strong order bookings.'

"Since then, everything has taken off and soared. Order bookings and invoiced sales have increased strongly every year. As a result, total costs for technological development have been reduced to a more reasonable level, corresponding to about 15 percent of sales in 1997.

"And that was after a sales increase of SEK 43,500 million last year. A fantastic performance by our employees. Absolutely brilliant!"

A move towards customer control

Ericsson's strong focus on R&D would have been rendered meaningless if the company had not known what it wanted to develop. And that knowledge came from listening to customers. When he became President and CEO, Lars Ramqvist says, Ericsson had a tradition of wanting to control development trends.

"The general perception of Ericsson was that of a company controlled by technology. I heard that and similar comments many times. I believe most of us remember how I was criticized for terminating and changing the course of certain R&D projects, for example, our comprehensive AXE development program. Even though customers had changed their minds and declared they had no interest in the products we were developing, I met very stern internal criticism.

'You can't do that - you can't terminate a project.' There were clearly several persons who wanted to continue the development work, despite an obvious lack of customer interest.

"I realize it's difficult for most of us to accept change, but you have to fail every now and then, even in the field of R&D.

"But there are also good examples of how we later detected customer signals that contributed to the control and direction of future technological development. The Japan Project, highlighted by development and delivery from 1991 to 1993 of a digital mobile telephone system adapted to meet the specifications of Japan's PDC standard, is a prime example. And the project quickly yielded a good capital return on our investment, and then some."

Will remain world leader

Ericsson's main products are mobile and fixed telecom systems. Many new mobile systems have been developed - most of them digital - including GSM, D-AMPS, PDC and most recently WCDMA.

"We are the world's leading supplier of mobile systems, and we are determined to defend our leadership position. We have also emerged as a leading supplier of digital mobile telephones. I am extremely impressed by the achievements of our employees in this area. Production volume doubled again in 1997, an unparalleled and unique accomplishment.

"With all the talk about our success in mobile telephony, let us not overlook AXE, which has always constituted the base of both our fixed and mobile telephone systems. I am extremely pleased that we have

At a press conference on January 29, Lars Ramqvist reviewed Ericsson's best earnings ever in 1997. Profits of SEK 17.2 billion broke the record for earnings by a Swedish company - ever! With the flag flying brilliantly at the masthead, Lars Ramqvist met with the media in his final press conference as President and CEO of Ericsson.

Photo: PRESSENS BILD

now developed a new generation of AXE exchanges with highly impressive performance qualities. The new AXE will be an important element in our business operations this year and in the future."

Lars Ramqvist believes Ericsson has an exceptionally strong product portfolio.

"The Consono family of products maintains world-class standards, which is also true of our radio links, microelectronics and cable operations, the latter of which are also the most profitable in their class. Energy systems have also shown favorable development, as well as military defense operations, which have always been profitable and served as an important force in technological development.

"Overall, I am very pleased with our development work during recent years and the products we have developed."

Two other important elements in Ericsson's future success, according to Lars Ramqvist, are continued efforts in product quality and patent protection.

"We have made very significant progress in terms of product quality. Ericsson was one of the first companies to be granted ISO 9001 certification as well as environmental certification in accordance with ISO 14001. We have been honored with many international quality awards, and we are proud of our accomplishments. But the best awards we can possibly receive are words of praise from our customers. That's what I call quality!

"I'm also gratified to note that our patent operations have become much stronger. During 1997, we filed no fewer than 1,200 new patent applications. Patent protection

is critical for Ericsson's future competitive power. It is also important to international standardization work, as exemplified by ongoing standardization efforts with third-generation mobile telephony.

Last, and most important

Lars Ramqvist saved the most important issue for his final comments, as the retiring CEO addressed the subject of Ericsson's employees.

"We have about 100,000 employees today. Another 200,000 people work directly for Ericsson in subcontracting companies and business partners. The President and CEO has a huge responsibility to constantly consider the best interests of so many people. I have identified strongly with that responsibility, and I believe many people who know me will confirm that I have taken my responsibility for Ericsson employees very seriously.

"I would also like to take this opportunity to express my gratitude for what I consider to be very good relations with our trade union representatives. In times of change, and we have certainly experienced change during the 1990s, the unions have a difficult task. They have to speak on behalf of the workers they represent - and support the best interests of their employer. I believe Ericsson's union representatives do an outstanding job, not only in Sweden but also in cooperative union efforts in Europe."

Proactive employees who voluntarily enlist in skills development programs are a basic requirement for success. Lars Ramqvist emphasizes his consistent efforts to support allocations of resources needed for continued personal development.

We did it together

In conclusion, Ericsson's retiring President and CEO assumes a very serious tone. The strong emotions behind his words are not difficult to detect.

"I am extremely grateful that I was a member of the active Ericsson family for as long as 18 years. We share common values and a sense of solidarity that I have also felt, regardless of where I have been on my many trips to different Ericsson companies in all parts of the world. I'll miss the daily camaraderie.

"Thank you, my heartfelt thanks, dear friends and colleagues for allowing me to make this fantastic journey since 1990. And thank you for the support I have always received from you. Together, we have made Ericsson the most profitable company in Swedish history. And the highest valued company on the Swedish Stock Exchange.

"I look forward to monitoring your future development in the world's most exciting market - telecommunications.

"And I wish Sven-Christer Nilsson and all of you continued success and good luck. I know that Sven-Christer and you will continue to receive the strong support of Ericsson's Board of Directors. I also understand the meaning of that support, since I always felt the Board of Directors was behind me in my endeavors. And I thank them.

"Finally, I would like to express my tremendous thanks to the person who supported me most during all my years as President and CEO. Björn Svedberg, Chairman of the Board. Thank you, Björn, thank you for everything you have done for Ericsson and for me during your 20 years on the Board of Directors."

369 million) and enables the operator to increase its subscriber base by four million.

In addition to the order from Guangdong, Ericsson has received an order worth nearly SEK 1,500 million from the Jiangsu Post & Telecommunications Administration for expansion of the operator's GSM network.

MET now wholly owned by Ericsson

■ Ericsson has purchased Matra's stake in the jointly owned French company MET, Matra Ericsson Telecom. Ericsson is thereby the sole owner of MET, having previously owned 50 percent of the company. The agreement increases Ericsson's growth

opportunities in France. MET has 1,350 employees.

Ericsson gets new order in Japan

■ Ericsson has signed contracts with the Japanese operator CDP in central Japan and TDP in Tokyo for the expansion of the

operators' mobile networks. The contracts are worth more than SEK 352 million (USD 44 million) and SEK 480 million (USD 60 million). According to the agreement, Ericsson will supply both radio base stations and mobile switches. The Japanese mobile telephony market is growing rapidly; nearly ten million new subscribers were added during the first 11 months of 1997.

1997 – a new record year for Ericsson

1997 was a new record year. Orders booked, net sales and income continued to increase substantially. The cash flow was strongly positive, with a very strong development in mobile phones. The board also proposed a bonus issue.

Ericsson's order bookings during 1997 increased by 30 percent to SEK 179,770 m. (SEK 138,048 m. in 1996). Orders booked have increased for 25 consecutive periods of rolling four quarters.

Orders booked in the fourth quarter by comparable units rose 18 percent over the fourth quarter in 1996 (adjusted for the consolidation in 1996 of Ericsson Telecomunicacoes S.A. in Brazil).

Net sales rose by 35 percent compared with 1996 to SEK 167,740 m. (124,266). Exports from Sweden were SEK 93,100 m. (73,000), up 28 percent.

Net sales during the fourth quarter rose by 26 percent over the previous year for comparable units (adjusted for the consolidation of Ericsson Telecomunicacoes S.A.).

Income before taxes was SEK 17,218 m., an increase by 70 percent, or SEK 7,066 m. compared with 1996. Excluding net capital gains, income before taxes was 77 percent higher. The weaker Swedish krona, as a consequence of the successive expiration of earlier hedging contracts, had the effect that income includes positive currency effects in the range of SEK 1,900 m. compared with 1996.

Income before taxes in the fourth quarter, SEK 6,893 m., was 77 percent (SEK 2,999 m.) higher than the year before.

Income per share increased by 67 percent, to SEK 12.15 (7.27).

The United States was Ericsson's largest market, followed by China, United Kingdom, Italy, Brazil and Sweden. All market regions reported good growth.

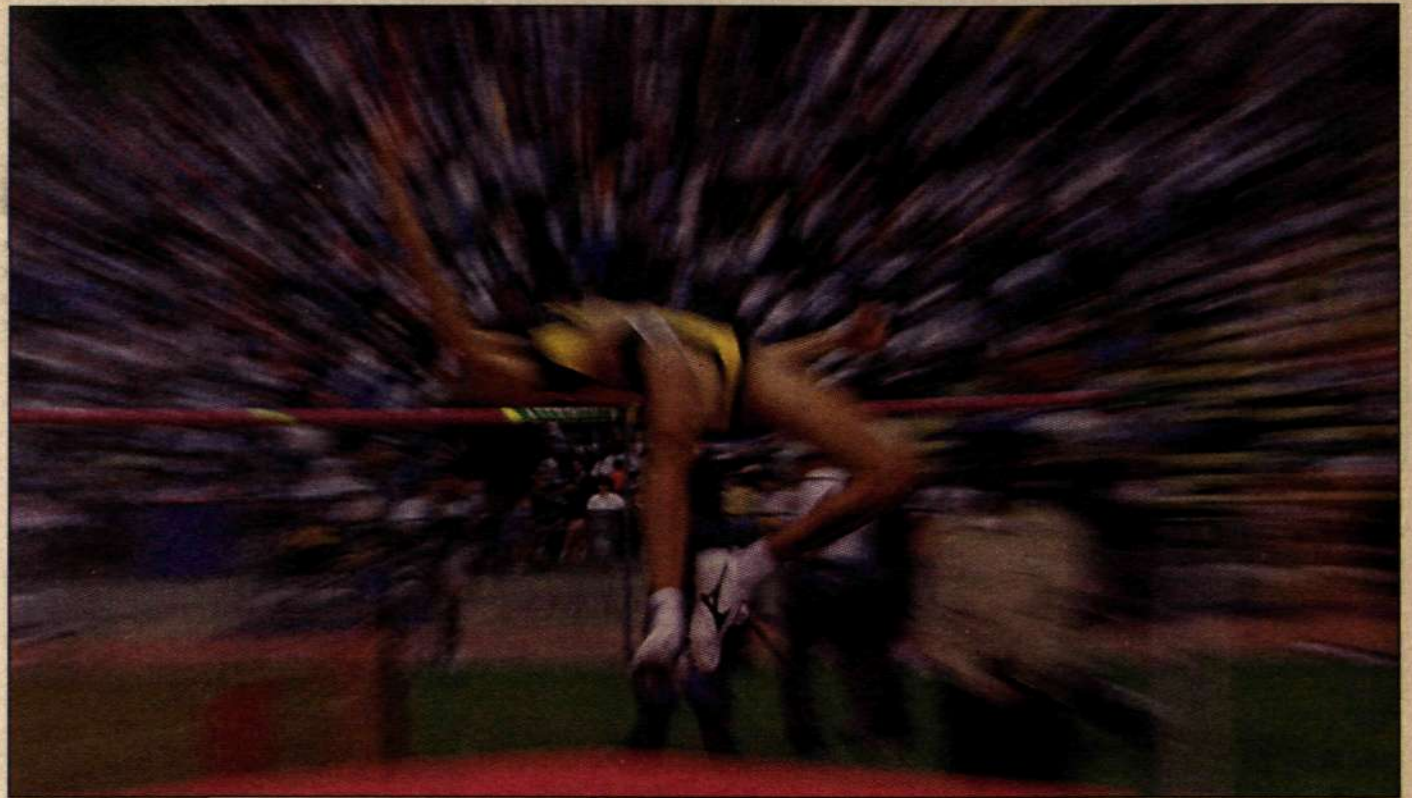
As of December 31, 1997, Ericsson had 100,774 employees, an increase of 6,825 since December 1996.

Total expenses for research and development, selling and administration amounted to SEK 52,461 m. (40,946). As a percentage of sales, total expenses were 31 percent, compared with 33 percent in 1996. During 1997, Ericsson continued the substantial investments in technical development and in plants and technical equipment. Ericsson's total technical costs were SEK 26,609 m. (21,947), equal to 16 (18) percent of sales. The amount includes research and development costs of SEK 20,906 m. (17,467) on own account and for customer orders, which represent 12 (14) percent of net sales. The number of patent applications rose to 1,200 (900).

Operating income was SEK 18,757 m. (10,758), to which the business areas Mobile Systems and Mobile Phones and Terminals were the main contributors. The operating margin improved from 8.7 percent to 11.2 percent.

Ericsson's financial net was SEK 48 m. (412). The financial turmoil in Southeast Asia and Latin America had no significant effect on Ericsson's financial income and expenses.

In 1997, the cash flow before financial activities was positive in the amount of SEK



The sky is the limit. Ericsson's pretax profits 1997 were the largest ever revealed in Sweden.

Photo: PRESSENS BILD

Ericsson 1997 in numbers

Order bookings	SEK 179,770 m	+ 30 percent
Net sales	SEK 167,740 m	+ 35 percent
Income before tax	SEK 17,218 m	+ 70 percent
Income per share	SEK 12.15	+ 67 percent
Proposed dividend per share	3.50 SEK	+ 40 percent

7,746 m. (4,044), an improvement of SEK 3,702 m. The strong earnings capacity and higher rate of capital turnover in the inventory were the principal factors contributing to this cash flow. The rate of capital turnover, based on capital employed, increased from 2.2 times to 2.4 times as a consequence of the improved inventory turnover. The inventory corresponds to 14 (16) percent of sales. Other provisions were SEK 11,550 m. (10,715) at year end, related to guarantee commitments, risks pertaining to customer financing and changes in technology and markets as well as restructuring. A SEK 6,000 m. issue of convertible debentures directed to the employees was made during the year. The loan is due for payment June 30, 2003. The conversion price is SEK 472. Upon full conversion, the dilution effect is 1.3 percent. The issue was fully subscribed. The subsidiary Aulis AB subscribed for SEK 1,125 m. of convertibles, which will be offered to new employees.

The equity ratio was 38.7 percent (39.1 in December, 1996). The decline is attributable mainly to an increase in liquid funds and accounts receivable.

Ericsson's investments in tangible fixed assets were SEK 7,237 m. (7,188), of which SEK 3,539 m. (3,415) in Sweden.

Business Areas

Mobile Systems continued to show strong growth, and defended its position as the

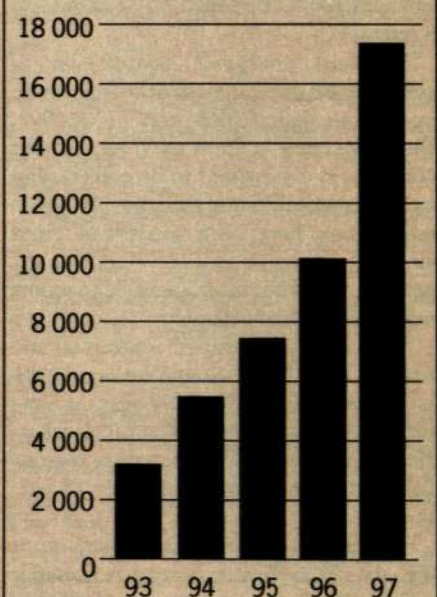
leading supplier. The system standards supplied by Ericsson increased their market shares. Orders booked increased by 26 percent and net sales by 23 percent. The business development for mobile telephone systems was highly favorable, due to the rapid growth in the number of subscribers, for digital systems in particular. Operating income rose and accounted for a substantial percentage of Ericsson's total operating income.

Infocom Systems reported an increase in orders booked of 9 percent and in net sales of 23 percent. The business area as a whole continued to post unsatisfactory earnings, due to price pressure in major product areas, the costs for the ongoing restructuring of operations and the continued substantial technical development programs.

Mobile Phones and Terminals reported very strong growth. Net sales rose 87 percent. Ericsson broadened its product range and carried out a number of successful product introductions during the year. As a result of increased market shares, the business area secured its position as a leading supplier of digital mobile phones. Operating income rose sharply and accounted for a substantial percentage of Ericsson's operating income.

Other Operations (energy systems, components, cables and defense electronics) posted an increase in orders booked of 41 percent and 25 percent in net sales. Product areas with high demand were tele-cables,

Income before taxes, SEK m.



energy systems and microelectronics for mobile systems. The market for defense electronics remained weak, but Ericsson's product portfolio is attracting substantial interest, which in 1997 resulted in highly favorable growth. Operating income in Other operations was very satisfactory.

Dividend proposal

The Board of Directors will propose to the Annual General Meeting a dividend increase of 40 percent to SEK 3.50 per share (2.50).

In addition, the Board of Directors proposes that at the end of May, after distribution of dividends, a bonus issue of 1-for-1 is made, whereby one new share is received for each old share held. The par value of the shares will remain at SEK 2.50. The bonus issue will increase the capital stock amount from SEK 2436m. to SEK 4872m. through transfer from restricted reserves.

Ericsson names new President

All speculation surrounding Lars Ramqvist's successor as President and CEO of Ericsson has ended. Sven-Christer Nilsson, Senior Vice President of the Cellular Systems – American Standards business unit at Mobile Systems, will succeed Mr. Ramqvist. Mr. Nilsson's name was not mentioned by external tipsters and analysts.

As expected, Lars Ramqvist will succeed Björn Svedberg as Chairman of Ericsson's Board of Directors when Sven-Christer Nilsson assumes his new position as President after the Annual General Meeting on March 30, 1998.

The search to find Lars Ramqvist's successor started more than a year ago. The presiding committee of Ericsson's Board of Directors and union representatives participated in the selection process, which was directed by Lars Ramqvist and Britt Reigo, Senior Vice President, Corporate Human Resources and Organization.

More than 20 candidates, most of whom work for Ericsson, were considered in the selection process.

"There are many competent persons working within Ericsson, but only one can become President and CEO," said Lars Ramqvist.

Customer-oriented

Sven-Christer Nilsson has been employed by Ericsson since 1982. For the past five years, he has managed the Cellular Systems – American Standards business unit of Ericsson's Mobile Systems business area. Mr. Nilsson's job performance in his present capacity was a primary reason

for the announcement of his selection as Lars Ramqvist's successor by Ericsson's Board of Directors.

"Sven-Christer is widely admired and respected by customers, and he is known as a receptive and sensitive manager," says Lars Ramqvist. "He is business-oriented and shows strong awareness of market trends. His highly pronounced analytical skills and ability to think in terms of marketing, production and technology are other factors that motivated our selection."

"We also know from his present business unit and other management positions in the past that Sven-Christer is a strong leader who easily gains the support of his staff. He is a team builder who gives people a second chance, a man people are not afraid to approach," Britt Reigo adds.

Takes over after AGM

The Board was unanimous in its decision to appoint Sven-Christer Nilsson as Ericsson's new President and CEO. During the interim period leading up to the Annual Meeting, Ericsson's future President and CEO will spend a great deal of his time in the Head Office at Telefonplan in Stockholm. He will formally assume his new position in conjunction with the adjournment of Ericsson's Annual General Meeting on March 30.

The Board of Directors will also propose to shareholders at the Meeting that Lars Ramqvist be named new Chairman of the Board, succeeding Björn Svedberg who will step down after more than 20 years as a member of Ericsson's Board of Directors. A proposal will also be submitted to increase the Board's presiding committee to three persons, in parallel with a proposal to appoint two Vice Chairmen, Tom Hedelius and Marcus Wallenberg.

"The change will strengthen the presiding committee,



After a selection process that lasted more than a year, the Board of Directors has named Sven-Christer Nilsson to succeed Lars Ramqvist as Ericsson's President and CEO.

Photo: PETER NORDAHL

which, in turn, will support the company's new President," explains Lars Ramqvist.

"My initial reaction to the appointment as Ericsson's new CEO was one of very great surprise. After I gathered my composure and considered the offer, I naturally accepted the finest management position in Ericsson," Sven-Christer Nilsson says.

"My primary objective will be to defend and protect the continuity in Ericsson's executive management, and by that I mean securing the continued favorable development created by Lars Ramqvist and our 100,000 employees during his eight years as President and CEO."

LARS-GÖRAN HEDIN

Sven-Christer Nilsson's road to the top

1944

Sven-Christer Nilsson was born in 1944 in Malmö, where he grew up, attended school and eventually graduated in 1963. After completing his military service and reserve officer training, he enrolled at Lund University. In 1969, he earned his Master of Arts degree in mathematics and information processing.

"I was interested in computer technology and studied various subjects that included numerical analyses, with particular emphasis on computer construction. That was the sort of computer training offered by universities in those days."

1970

Sven-Christer Nilsson got his first job – "the only job I ever applied for" – in 1970 when he joined Saab Scania's Datasaab Division in Linköping.

"Datasaab marked the birth of Sweden's IT industry, an extremely visionary concept developed by the Wallenberg Group." Sven-Christer is convinced that Sweden's early entry into IT through the establishment of a company that built its own computers has had extremely far-reaching and highly favorable effects on the national economy.

Sven-Christer Nilsson was soon involved in efforts to establish Datasaab's products, with particular emphasis on bank terminals, in the international market. During the period 1975–1979, he worked at his first job assignment outside Sweden, in the U.S.

1979

Ericsson entered negotiations to acquire Datasaab and, as Sven-Christer describes it, things got a little messy for a while.

"I'm an impatient person who wants to see things happening around me, so I left Datasaab just before the company was acquired by Ericsson. Today, I realize I might have rushed things a bit, since it cost me the chance to get a gold medal for 30 years with the company. As things stand now, I

cannot be credited with the eight years I spent with Datasaab."

At the time, in 1979, Sven-Christer was not particularly upset about missing an opportunity to work for Ericsson. He had accepted a job working for one of Sweden's leading entrepreneurs. His name was Leif Lundblad, who quickly led his company Inter Innovation to a position of world leadership among products for banknote processing applications. Leif Lundblad's designs still constitute the fundamental structure of tens of thousands of ATMs in all parts of the world.

"It was extremely educational to work for such a highly entrepreneurial company. We were constantly forced to generate revenue before we could incur any expenses," Sven-Christer recalls.

1982

After a few years at Inter Innovation, Ericsson resurfaced in Sven-Christer Nilsson's life. He was offered a job as marketing and sales manager of RIFA, which later became Ericsson Components.

"It was really interesting for a computer guy like myself, who had learned how computer systems function at the macrolevel, to learn how they were built at the microlevel."

1985

Several structural changes were implemented within RIFA during the year. Sven-Christer moved to a new job in the company, taking over as sales manager for standard components.

"It's very gratifying for me today to see how Jan-Åke Wiklund and his staff at Ericsson Standard Components capitalized on all the opportunities we recognized for these operations back in the mid-1980s. Ericsson is the leading supplier of standard components in Scandinavia today."

1988–1989

New structural changes were made in

RIFA, and the company's condenser operations were sold to a Finnish company, which also acquired the RIFA name. At the same time, Ericsson Information Systems was sold to Nokia, and 150 management personnel were left without jobs. Sven-Christer's lack of patience dissuaded him from waiting in line for a new assignment. Instead, he accepted a management offer from Philipson Auto.

He remained outside Ericsson for only one year, however. Sven-Christer returned to the fold in 1990, accepting a position as president of the newly established Ericsson Radio Systems Sweden.

"After working in various global capacities since the early 1970s, it was great to work in Sweden again. We had 30 branch offices situated throughout Sweden, from Gällivare in the north to Malmö in the south. And our customers were completely different from the clientele I worked with in past years – my contacts included taxicab owners, haulage contractors and forestry companies, instead of bank directors and purchasing managers of major corporations.

"I learned a great deal about working in close contact with customers during those years."

1992

Sven-Christer Nilsson was recruited to a work on a project designed to create a business unit organizational format for Ericsson's former Public Telecommunications business area.

"It was the right approach to create a structure with full consideration for all of the various forces behind different products in different markets. And, as a result of my work on the project, I was offered and accepted the job as manager of Mobile Switching Systems, a constituent business unit of Public Telecommunications."

Sven-Christer suggested the operations be transferred to Ericsson's former Radio Communications business area, where he

felt it belonged. His suggestion was adopted and the operations were transferred.

"Without that change, I don't think we would have been able to meet our stringent delivery times for the first GSM systems and the PDC systems for Japan. We had to eliminate various obstacles created earlier by the simple fact that telephone exchanges and radio network equipment were separated into different business areas for obvious organizational reasons."

As a result of his suggestion the operations be transferred to another business area, Sven-Christer Nilsson – for the fourth time in his career – had effectively eliminated his own job. This time it was not a problem, however, and he was offered a position as head of Cellular Systems – American Standards, one of the new business units in Radio Communications.

"Like all the other times I had changed jobs, I was soon convinced my new position was the best job I'd ever had at any time during my professional career. Regardless of what may happen in my capacity as President of Ericsson, that business unit will always have a special place in my heart. For the first time my career, my management group and I could clearly see the financial results of our work. And I stayed there long enough to experience how results developed over the course of a complete economic cycle. I watched as the operations multiplied in scope by factors of five and six, and I saw how we developed a stable and strong development organization in which our laboratories in Montreal and Kista assumed comprehensive responsibility for the continued competitive power of our products.

"I also saw how teamwork and joint efforts to enhance the efficiency of internal processes enabled us to reduce time elapsed from product concept to product deliveries by nearly half, despite the constantly increasing complexity of our products."

LGH

A rejuvenation of Ericsson management. More women in higher echelon jobs. Continued efforts to protect and cultivate Ericsson's loyal and large customer base to secure and maintain the company's very strong growth during Lars Ramqvist's tenure at the helm.

"We will also secure Ericsson's position as the world's leading supplier in the telecommunications sector, the company with the keenest skills and the best products."

The statements above summarize a few of Sven-Christer Nilsson's most important objectives as he prepares to take over as Ericsson's new President and CEO.

A new leader enters the scene

Sven-Christer Nilsson is a bit of a dark horse whose name was not featured in preliminary speculation over the appointment of Lars Ramqvist's successor. And yet, for the past five years, he has managed one of Ericsson's largest and most profitable business units.

After discussing leadership qualities, future strategies, personal goals and heartfelt issues for a few hours, the Board of Directors' choice seems self-evident. Sven-Christer Nilsson is a winner. Just like Ericsson.

Ericsson's best kept secret in a long time was the name of Lars Ramqvist's successor as President and CEO. A handful of Contact's editorial staff members were sworn to secrecy,

accordingly, and invited to a confidential meeting arranged to conduct the first interview with Sven-Christer Nilsson. The meeting place was carefully chosen, a company apartment on the hills of Södermalm in southern Stockholm, with a panoramic view of the city.

Gray skies hovered outside. Snow clouds hung heavy over Stockholm, but could not disturb the beauty of Sweden's capital city.

Sven-Christer Nilsson lingered for a long time by the window. He loves Stockholm, despite having his roots in southern Sweden. He is particularly enamored with Gamla Stan, the Old Town. Not only for its wealth of beautiful architecture, but also because he believes it symbolizes the strength of people who march to the beat of a different drum and seize opportunities to mold their own destinies.

"We should be grateful to Old Town residents who resisted in the 1950s and would not allow their section of historic Stockholm to be bulldozed and rebuilt," Sven-Christer says, breaking the silence.

Joyful anguish

Contact met with Sven-Christer Nilsson a few weeks after he was offered the job as President and CEO of Sweden's largest company. He describes that day in late December.

"I was invited to a meeting with Lars Ramqvist in his office. Although I knew my qualifications had been reviewed and evaluated as one of several possible candidates, I never considered the possibility that I would be offered the job," Ericsson's new President begins.

"My first reaction was a strong sense of disbelief. I asked myself if I had really heard the words I thought I heard. This is a job that has effects far beyond the actual work in-

involved, so I asked Lars Ramqvist to tell me about his experience in such a highly responsible and public position.

"Since I had never envisioned myself as a public person, I analyzed what he told me with joyful anguish. And naturally I discussed the offer in great length and detail with my family and, after careful consideration and some soul searching, I accepted. After all, it's the best job Ericsson has to offer."

Tough challenge

Lars Ramqvist is leaving Ericsson with the flag flying gloriously at full mast. The company recently reported the highest profits ever by any Swedish company. Order bookings and invoiced sales continue to show very strong growth.

It's a tough challenge for Sven-Christer Nilsson to assume responsibility for a company with sky-high expectations of continued success. He has no doubt, however, that Ericsson will live up to those expectations.

"It's an extremely exciting challenge I have accepted by taking over at the helm of Ericsson, but I am convinced we shall succeed. Because this is not an issue in which everything revolves around Nilsson, our success depends on all of Ericsson. We cannot allow ourselves to be blinded by the President as a personal entity. All of us - all 100,000 employees - will work together to achieve our common goals."

Ericsson's new CEO does not regard his assignment as President of the world's leading telecom company as a one-man show.

"To assist me in managing the company, I intend to establish a corporate staff comprising more members than we have in corporate management today."

Ericsson's new CEO does not regard his assignment as President of the world's leading telecom company as a one-man show.

Responsibility and freedom

Sven-Christer Nilsson has a genuine interest in leadership questions. He also wants to build on the experience from his role as a business unit manager and spread the management style that has achieved such success in all parts of Ericsson.

"A good manager is a person who can inspire his staff, give them responsibility and freedom to perform job assignments to the best of their ability, a person who is always prepared to give somebody a second chance when they've gone astray. It's a matter of releasing the creativity and entrepreneurial spirit in all of us, not locking it up inside hierarchic decision-making structures.

"I look upon good leadership primarily as a question of building teams and delegating decision-making responsibilities as close as possible to the market and customers."

He also believes substantial benefits can be derived from

Personal views

■ **About family:** (Wife Anne, two daughters aged 18 and 26)

"It is important for me to have time to spend with my family. My new job doesn't change my view on this subject. Only three of us live at home now, in our house in Håsselby Villastad outside Stockholm."

■ **About leisure time:**

"I would probably have a golf handicap of 54 if I ever got a green card. In other words, I don't practice this sport. I prefer skiing, both downhill and cross-country, hiking in the mountains and - when friends offer an invitation - sailing. (I sold my own boat three years ago since it took up too much time.)"

■ **About vacation:**

"I always try to squeeze in a few weeks between the Gotland Runt sailboat race in June and the interim report. On our last vacation, the entire family returned to the States for the first time in 15 years and relived old memories. Some of the highlights included whale-watching on the St. Lawrence River, a visit to Los Angeles and a trip to the Grand Canyon. I'd like to go back there with more time to hike for a few days in the fantastic landscape. We also went to New York, a city I absolutely love!

"Our next vacation will be a traditional winter-break week in the Swedish alps."

■ **About the fine arts:**

"I am interested in music, especially opera and chamber music, but I enjoy most kinds of music. I try to read a lot while traveling or before bed. The most recent book I read was *Room Service* by Richard Swartz, a collection of tales from the former East Bloc both before and after the fall of communism. I read it with a knowing smile, since I've traveled quite a bit in that part of the world.

"I am also interested in film and photography and frequent the theater. I most recently saw *West Side Story* performed in Stockholm."

breaking down unnecessary hierarchies, tearing down fences between different parts of the organization and minimizing bureaucratic institutions that always tend to grow strong in a large company.

"If we devote our full attention and strength to these issues, I believe we can release a mass of skills and resources that we can use where they will be needed most in the future: sales and customer contacts."

Ericsson's new CEO purposely speaks in this context of sales, not marketing.

"It's important to differentiate between the two concepts and to understand that both are equally important to Ericsson's development."

Time for rejuvenation

What does that mean in practical terms? Will we see large changes in the organization and corporate management?

"That's a question I expect to be asked many times during the next few days, and I cannot provide an answer right now. I have many ideas about what we should do, but I need to learn more about basic premises for their implementation. I shall devote a great deal of time during the next few months to familiarize myself with how Ericsson functions today."

Sven-Christer Nilsson has already established two high-priority objectives for his tenure as Ericsson's new CEO: management needs rejuvenation and more women are needed in top management jobs.

"With regard to rejuvenation, it is not only my personal opinion that Ericsson needs an injection of youth if we are to compete successfully in the world's future infocom market, in an industry characterized by increasing speed and development. In this respect, I feel that I have the support of Ericsson's Board of Directors in my efforts to pave the way for greater rejuvenation, the emergence of a new generation, if you will.

Sven-Christer's Wanted Position

■ Ericsson's new CEO repeatedly emphasizes during the course of our conversation that it has never been his goal to get where he is today, not least because of his hesitation to enter the spotlight as one of the leading representatives of Swedish business. Now that he's on center stage, we decided to ask for his "Wanted Position" for the year 2000. Because even though Sven-Christer now has Ericsson's most important job, he also has his own personal agenda as we approach a new century.

"My greatest personal goal right now is to secure the favorable development Ericsson has enjoyed under the foresighted leadership of Lars Ramqvist. This doesn't only concern sales, order volume and earnings, but also management of the corporate culture that has been built up during the past few years - a corporate culture that has its deep roots in Ericsson's core values: professionalism, respect and perseverance.

"We must be professional when it comes to continuing our heavy investments in technological development. We are leaders in mobile communications, and as I've previously mentioned, we should capture the initiative from computer companies with regards to telephony over the Internet and other technology for infocom.

"Respect should characterize not only how we take care of and develop the company's employees, but also our relations with our customers and the world around us.

"Perseverance, finally, should continue to describe how we never give up in business and how we never abandon our customers.

"If we work and live according to our values, then the rest comes automatically. Ericsson's shareholders will then be pleased as well, since Ericsson's favorable profit trends will continue into the next exciting century - the company's third."



Sven-Christer Nilsson, Ericsson's new President and CEO, loves the city of Stockholm, despite having his roots in southern Sweden. He is particularly enamored with Gamla Stan, the Old Town (in the background). Not only for its wealth of beautiful architecture, but also because he believes it symbolizes the strength of people who march to the beat of their own drum and seize opportunities to mold their destinies.

Photo: ULF BERGLUND

"As for greater female representation in management, I believe it will be extremely important for the entire company to appoint more women to top management positions. Through the years, Ericsson has recruited a growing number of highly skilled women who I know have the ability to accept responsible assignments. It's imperative that we support their ambitions.

Gratified to see initiative powers

Sven-Christer Nilsson has terminated his own job on four different occasions during his professional career. He was not fired by dissatisfied employers, but through his leadership in various processes of structural and organizational change, his own job was rendered redundant. Nevertheless, he never had to wait for new assignments and opportunities. And that's a part of life with Ericsson that he loves dearly.

"This company always has new and exciting opportunities for persons who dare to invest in themselves and their personal skills development. I'm delighted every time I meet former colleagues who have been promoted to bigger and better things in Ericsson.

"It confirms the existence of strong and inherent dynamics in Ericsson, an environment we should enjoy and nurture. I see myself now as a good example of what people can achieve in this company, with its total lack of obstacles to personal advancement. Ericsson employees do not have to be driven by career obsessions or ambitions - I wasn't. Just do your job, and do it well. That will be enough to earn all

the support and assistance you need to pursue your own skills development.

Educational policy a question of heart

We asked Sven-Christer Nilsson about his relationship to politics. Through the years, Lars Ramqvist assumed an active role in political debates. Will the new President of Ericsson be as active in Swedish politics?

"I realize political contacts are extremely important to the President of a major international corporation and, naturally, I will focus as much of my interest on that aspect of the job as my predecessor. As for the political debate forum, I shall rely primarily on the Federation of Swedish Industries to speak on behalf of private industry," Sven-Christer Nilsson replied.

"I want to concentrate my commitment first and foremost on Ericsson's customers, employers and owners," continues Sven-Christer Nilsson, but he cannot refrain from expressing his views on one important social issue with very significant effects on Ericsson's future in Sweden.

"It's extremely important that our country improve the quality of Swedish education, at all levels. High-quality education is one of Sweden's most important competitive elements. We must strive to protect the interests of our children and young people by providing guarantees of good schools, with qualified instruction throughout the entire gamut from grammar school to university. We must also invest in more highly qualified research training instructors.

"I am very concerned that education in the natural sciences is overly fragmented in the lower grades and the

stream of qualified teachers in natural science subjects and engineering in secondary schools is inadequate to meet the nation's future needs."

Sven-Christer Nilsson's wife, Anne, is an intermediate school teacher. He knows what he's talking about, accordingly, when he gives his own personal theory for coming to grips with the crisis in Swedish schools today.

"A viable new beginning in Swedish education would be to restore the teaching profession's status at the elevated social station it held when I attended elementary school. The demands and responsibilities of the teaching profession deserve a certain degree of social status."

Cultural cross-fertilization

I know that you as an officer in the military reserve opted to continue your career after the age of 47, when the obligatory period of service ends. What is it that drives you in your military career?

"Basically, it's my positive fundamental approach to Sweden's military defense forces. And, my career as an officer in the military reserve provides opportunities to meet people with different experience and backgrounds, and to work with them under conditions we not familiar with in the industrial world. It has meant a great deal to me in developing my perspectives and theories on leadership. It has also convinced me of how fruitful and rewarding it is to work with people from various cultural backgrounds.

"Cultural cross-fertilization is a concept we have enjoyed for many years in Ericsson. We have a tremendous advantage through opportunities to work with and benefit from our experience with colleagues from many different countries, people with different outlooks on life, different ethnic and cultural backgrounds."

LARS-GÖRAN HEDIN

news

Ericsson network to Arab countries

■ Ericsson will build an optical-fiber network to link the member countries of the GCC, the Arab cooperation council. The agreement has a value of SEK 550 million (USD 69 million) and includes delivery of 1,600 kilometers of fiber cable. The network will be in operation by December 1999 and will considerably improve the communications capabilities between the various member countries both with respect to transmission speed and quality. The GCC member countries are Kuwait, Saudi-Arabia, Bahrain, Qatar, the United Arab Emirates and Oman.

Manufacturing in Söderhamn sold

■ Ericsson Components is selling its transformer manufacturing operations in Söderhamn to the electronics company Aros Quality Group AB, whose core operation is transformer manufacturing. All employees, approximately 80, are being offered employment in the new company.

"That operations will remain in Söderhamn is a positive factor both for the employees and for us as customers. This has been one of our key criteria in discussions with prospective buyers" says Rolf Pettersson, who heads the Energy Systems division at Ericsson Components.

AXE order to Greece

■ Ericsson's partner in Greece, the telecom company Intracom, has reached an agreement with the Greek operator OTE. The order involves a delivery by Ericsson which will include AXE equipment for a value of SEK 1,500 million (USD 200 million). The modernization of the Greek network will take place over a period of five years.

New Mobisafe agreement

■ The Mobile Systems business area has taken the initial step toward cooperation with Swedish company Confidence International. An agreement stipulates that the companies jointly develop and market the Mobisafe localization system for the TACS and MNT analog mobile telecom systems. Mobisafe is used for determining exactly where, for example, an ambulance, police car or taxi is located.

Pay mobile calls in advance

■ Ericsson is unveiling a new function, PrePaid Calling Service, whereby mobile telephone users can pay for their calls in advance.

The service applies for the American D-AMPS and AMPS mobile telecom standard and enables the operators to reach new user groups. For example, this reduces the risk of frauds and enables individuals who are not credit-worthy to become subscribers.

Etsi chose WCDMA as new standard

Ericsson has won an important victory in the struggle for the next generation of mobile telecommunications systems. In Paris last week, the European standardization body, Etsi, decided in favor of the Ericsson-proposed WCDMA technology, as the standard for mobile multimedia, with a special supplement for indoor applications.

The work has been preceded by a unique development effort on the part of Ericsson.

"Etsi's decision is highly satisfying. It proves that our efforts were totally in the right direction," explained the Mobile Systems business area manager, Executive Vice President Kurt Hellström, with satisfaction at a press conference following the Etsi vote.

The work involved in producing the wide-band mobile telecommunications system has been under way within Ericsson since 1989. The development project has been one of the largest conducted within Ericsson. It accelerated sharply during the past two years by virtue of the cooperation with the Japanese telecom giant NTT DoCoMo, which has ordered an experimental system featuring Ericsson's new technology.

The testing system, which was completed in record time, was recently presented to the customer.

Advanced mobile data services

WCDMA (Wideband Code Division Multiple Access) is a new radio interface which is combined with the GSM system's switching component. The new mobile telecom technology can manage transmissions of up to 2 Megabits/s. Thereby it meets the future requirement for advanced mobile data services, such as linking to Internet and various multimedia applications.

The decision by Etsi means that WCDMA has now taken the first step toward becoming the world standard for mobile multimedia. Etsi's position is decisive for the European standard, UMTS (Universal Mobile Telecommunications System). Next, after mid-year 1998, the international telecom union, ITU, will decide on the next generation global standard – also known as IMT2000.

The Infocom Systems business area has announced that 1,000 employees in the Stockholm area will be laid off. The action affects 650 salaried and 350 hourly employees within Ericsson Telecom AB and Ericsson Business Networks AB. Negotiations are now in progress with the trade unions regarding the reductions.

For salaried employees the company and the union have agreed to depart from the so-called last-in-first-out principle. This surplus will instead be solved through something which, in Swedish, means an agreed order of precedence.

Since December, when the business area



Last week, the European standardization body, Etsi, decided in favor of the Ericsson-proposed WCDMA technology, as the European standard for the next generation of mobile telecom systems. Åke Persson, market director at Mobile Systems, was a popular interview personality for the press and other media following the historic decision. In the background is the test van used for the WCDMA experiments in Kista.

Photo: NILS SUNDSTRÖM

"Since Japan supports us in this, there are excellent prospects that WCDMA will be the standard that wins broad acceptance throughout the world, as happened with GSM. I believe that even in the U.S., the Etsi decision has made a strong impression," explains Åke Persson, market director for mobile systems.

Resolute closing of ranks

Behind the winning mobile telecom standard proposal, as mandated by Etsi, stand a number of strong telecom suppliers – which in addition to Ericsson include Alcatel, Bosch, Italtel, Motorola, Nokia, Nortel, Siemens and Sony.

At an early stage, Ericsson and Nokia joined in cooperating on the WCDMA technology, while Siemens and Alcatel, among others, have long supported another solution. However, the parties have been conducting discussions which resulted in a unified proposal during the second day of the Etsi meeting in Paris.

The dominant part of the solution is based on WCDMA as the technical standard for nationwide mobile telecom systems. The supplement pertains to special indoor applications in which Siemens and Alcatel are contributing with their technology – which Ericsson has also developed.

Jan Uddenfeldt, technical director within Mobile Systems, considers it highly unusual that so many suppliers have unified on a proposal for a new mobile telecom standard.

"Now it remains only to write the technical specifications for the standard" says Jan Uddenfeldt. "These should be complete by year-end 1998 or early 1999, which means that the new mobile telecom system can be introduced to the market year 2001 or 2002."

More detailed articles on what the Etsi decision means and what the next generation mobile telecom system means for Ericsson and the users will appear in the forthcoming issue of Contact.

NILS SUNDSTRÖM

Layoff of 1,000 announced for Stockholm

issued the layoff announcement, co-determination negotiations have been in progress regarding the proposed measures. It is these which have persuaded the salaried employees union to accept a bypassing of the traditional order of precedence for layoffs, since it will not work in a company needing to carry out a drastic overhaul of its expertise. The so-called agreed order of precedence, instead, will be applied on the basis of the expertise individual employees possess and the company's future expertise requirements. Accordingly, the coming weeks will be devoted to all salaried employees being subjected to an expertise assessment. The results of this assessment will form the basis for final negotiations as to whom will be terminated.

"The expertise assessments will not be conducted arbitrarily. Numerous fine-tunings and calibrations will be made and each employee will be informed by the immediate supervisor as to the manner his or her expertise is being assessed," promises Ann-Charlotte Dahlström, Human Resources Director within the business area. Ann-Charlotte Dahlström also stated that it is important that the work proceed quickly so that job-related anxiety can be minimized.

Parallel with the negotiations on personnel reductions, the company is also reviewing its costs. This is being done through the Trim '98 program aimed at reducing costs by at least SEK 500 million. Among other items, costs for travel, consultants, conferences and overtime are being examined.

vacancies

AT ERICSSON

■ This is a selection of vacancies within the Ericsson corporation. They are published in the electronic News system, which is being updated once a week.

For further information about advertising here, send a memo to LME.LMEJOB.

Contact EXTRA february 1998

Updated January 26

MET S.A., France

SENIOR SUPPORT ENGINEER

● To strengthen our support activities towards our customers we are looking for three experienced support engineers to work for our GSM FSC at MET-Massy FRANCE (nearby Paris) ASAP. You will work with technical support and troubleshooting. The work also includes tasks like disturbance investigation, introduction of upgrade/update packages and perform AS changes.

If you have a good technical experience in GSM AXE MSC support, this is a good opportunity for you to develop yourself in a new environment. You are interested in working in a team and in transferring your skill to our employees. You have good english knowledge; some french knowledge would be appreciated. Duration: one year, possibly renewed.

Contact: Cecile DRUBAY, MET.ESOMET, Phone +33 1 64 47 50 55 Fax +33 1 64 47 54 87 Ericsson Germany

AS SPECIFIER/PARAMETER ADMINISTRATION

● The X/SO section within our PAX system house is responsible for Product Line Configuration Management for CME20 Switching Systems.

We provide test configuration management for CME20 design projects from feasibility through GA. The AS Handling group is responsible for AS Specification, Program Production, Parameter Administration and Library Specification for Product Area Switching (PAX) and AXE Mobile Core (AMC) development projects. In addition, AS handling activities support Product Line Maintenance Projects for the CME20 Switching Systems (CNP packages) as well as Market TSS production for CME20 ASOs and Stand-alone FSCs.

As AS Specifier you will have to define, create, maintain and release GAS's and FT Test Beds, support main releases with updates to product structures, monitor for applicable CNIs and participate in CNI board meetings from the Source System. Furthermore you should administrate and document the PL/GAS permanent parameters per release. You should actively contribute to continuous improvement of the used processes and methods. You should be familiar with Ericsson product handling principles and have some PRIM experience. Experience in AS Specification and Parameter Administration is advantageous but not a must. Good Cooperation and communication skills are as important as good networking abilities towards Source System Design, Design, Product Line Maintenance, ASOs and Stand alone FSCs. You should be a very initiative person with the ability to work under pressure.

The position is to be filled as soon as possible with a local contract.

Contact: EED/H/R Stefanie Setz, Memo: EED.EEDSSE, Dial: +49-2407-575-112 or EED/X/SOL Elke Busch, Memo: EED.EEDEL, Dial: +49-2407-575-357

The Systemhouse General Packet Radio Service (GPRS) is responsible for the development and maintenance of Products in the field of GPRS and Telecommunications Management and Operational Support (TMOS). GPRS is aiming for the combination of data communication and mobility. GPRS is currently standardized as an extension of GSM. The department EED/D is responsible for the development and maintenance of the GPRS core systems OMS and PXM and for the GPRS applications VLR, SMS and PTM. System house GPRS is looking for an experienced

TECHNICAL WRITER

● The main tasks for the position are: production of customer documentation in SGML/HTML (User Guide, Reference Manual, On-line help), close follow-up of product design, review of GUI parts regarding usability, inspection of the major design documents.

Customer documentation is an essential part of our complex products, as they shall guide the user in his operations. Thus, our products will not be used, if the documentation is not instructive and easy to handle. We are looking for a person with excellent English language skills and a solid background in GSM. Good general communication skills are required as well as the ability to understand and illustrate complex technical facts in an instructive way. Former experience as technical writer is definitely of advantage.

As the GPRS organization is still rather young, there is the freedom to be pioneer for processes, system architecture and usage of documentation tools. On the other hand, we have well defined projects and clear delivery deadlines for our assignments. To be first on the market with our datacom products is crucial for our future operations. Do you want to join this challenging race? If you have any questions and/or are interested, please get in touch with us by 16.02.1998.

Contact: Human Resources Doerte Kaulard, Memo: EED.EEDDKA, Dial: +49-2407-575-163 or Manager GPRS Development Andreas Daun, Memo: EED.EEDAND, Dial: +49-2407-575-418

The System House AXE Mobile Core (AMC) is responsible for the development of AXE 10 products commonly used by all Ericsson's digital mobile systems i.e. CME20 (GSM), CMS30 (PDC), CMS40 (PCS) and CMS88 (D-AMPS). We are active in the product areas Intelligent Networks, Data Communication, ISDN Access, Traffic Control, Network Signalling, Charging and Network Operator Products. Due to increasing activities within AMC Product Management we are looking for a

STRATEGIC PRODUCT MANAGER AXE MOBILE CORE

● As Strategic Product Manager you are responsible for the product planning for your product area(s), which means that you define the direction of the development of the AMC products based on your assessment of the competitiveness and economical performance of the product over the entire life-cycle. Therefore you have extensive contacts with the product marketing managers from the mobile applications to consolidate the customer requirements and to evaluate the business opportunities. You write and inspect Requirement Specifications and you approve Functional Specifications.

For AMC projects you are the overall requirement responsible, which includes e.g. packaging the assignment specifications received from the mobile applications into the project content, participation in the AMC Project Steering Group and the AMC Change Control Board.

For your product area you prepare the financial agreements with the Local Design Centers on the development and maintenance of AMC products. You also review the financial agreements proposed by other business units. For projects co-financed by AMC you represent AMC in the Tollgate meetings.

As a suitable candidate you should be business-driven, take initiative, have good communication and cooperation skills and should be able to work under pressure. You should have a technical background with an appreciation of marketing and at least 3 years experience in relevant positions in product management or systems design / management. Experience from any of the technical areas above is a merit. Both local and expat contracts will be offered.

Contact: EED/H/R Doerte Kaulard, Phone: +49 2407 575-163 EED.EEDDKA or EED/U/OXC Ola Melander, Phone: +49 2407 575-255 EED.EEDOME

Ericsson GmbH, Dusseldorf, Germany (EDD)

GSM SENIOR SUPPORT ENGINEER / SUPPORT SPECIALIST

● We are looking for three support engineers with a minimum of 3 years AXE/GSM experience, specialised in either the BSS or the SS area. The successful candidates will be working with a young team in the unit 'Customer Service Center - MMO'.

The unit is responsible for the support activities to our customer, Mannesmann. This involves TR analysis, help desk handling, first and second line emergency support, advanced trouble shooting and emergency correction development. The unit is also responsible for the acceptance test with the customer, FOA implementations and the roll-out of new releases.

Our customers are running one of the biggest GSM networks in the world as well as rapid growing fix networks. Being FOA for new releases and for this reason, we have a very close contact to the development projects within Ericsson. This will give the successful candidate a great opportunity for personal and technical development and work with the latest GSM technique.

You should have a good knowledge of support/supply activities. You will play an active role in providing support/supply and advice to the local engineers and build up the local competence.

The position can be either expatriate or local employment.

Contact: Mikael Strandberg for the job in the support area, phone +49 211 5342359, memo id EED.EDDMIST and Stefan Wannhoff for the Supply jobs, phone +49 211 5342289, memo id EED.EDDWANN.

Ericsson GmbH, Düsseldorf

Unsere neu gegründete Customer Unit Arcor expandiert. Daher suchen wir Sie als

PROJEKT MANAGER-IN

● für mittlere sowie größere Projekte im Bereich der Telekommunikation.

Sie sind im Team mitverantwortlich für die Ausarbeitung und Verhandlung von Angeboten. Fokus ihrer Aufgabe(n) sind Projektlösungen für kundenspezifische Anforderungen. Sie erstellen, präsentieren und verhandeln diese Projektlösungen direkt mit dem Kunden. Bei der späteren Projektdurchführung stellen Sie sicher, daß die Kundenanforderungen intern sowie bei externen Kooperationspartnern durchgesetzt werden. Der Standort Ihrer Arbeit ist zunächst in Düsseldorf. Eine Verlegung nach Frankfurt ist aber geplant.

Dieser anspruchsvollen Herausforderung können Sie sich am besten auf der Basis eines nachrichtentechnischen Studiums sowie mindestens 3-5 jähriger Erfahrung in einer vergleichbaren Position stellen. Hierbei haben Sie sich bereits fundierte Kenntnisse im Projektmanagement und im Aushandeln von Rahmenverträgen innerhalb der Telekommunikationsbranche angeeignet.

Dies setzt auch ein gutes finanzielles Verständnis voraus. Persönlich zeichnen Sie sich durch Organisationstalent, eine klare Teamorientierung sowie die Bereitschaft, Verantwortung zu übernehmen, aus. Sehr gute Englischkenntnisse in Wort und Schrift sind aufgrund unserer internationalen Orientierung unverzichtbar.

Haben wir Ihr Interesse geweckt? Dann freuen wir uns über Ihre Bewerbung mit Angabe des frühestmöglichen Einstellungstermines sowie Ihrer Gehaltsvorstellung. Bitte beschreiben Sie uns besonders die Bedeutung von Kundenorientierung bei Ihrer bisherigen Arbeit.

Ericsson GmbH z.H. Herrn Hans-Jürgen Vratz Fritz-Vomfelde-Str. 14-18 40547 Düsseldorf

Nippon Ericsson K.K, Japan - NRJ/B

MARKETING MANAGERS WCS - JAPAN

● To a newly established marketing unit for Wideband Cellular Systems (WCS) in Japan we are now looking for two Marketing managers. The objectives for these jobs are to secure the first Ericsson contracts for commercial WCS in Japan and later to maintain the created business.

About the job: As a Marketing manager you will be responsible for discussions and negotiations about WCS products and services with customers. You will create business plans, business cases, quotations, contracts and other customer agreements. You will also organize and perform customer presentations.

Qualifications: You have a relevant university degree in Engineering and/or Business. You have experience from Marketing jobs at Ericsson and product knowledge about Ericsson products

We are looking for people who are self motivated and result oriented with a high level of inter cultural skills. Some knowledge about Japanese language and culture is considered a plus.

Contact: Anders Birkedal, NRJ/BC, phone +81 52 586 1671, memoid NRJ.ERJBIRK Kerstin Halén, Human Resources NRJ/P, phone +81 3 3221-8205, memoid NRJ.NRJKERH. Application: Kerstin Halén.

Ericsson Eurolab Deutschland GmbH, Aachen

AXE MOBILE CORE, THE PLATFORM FOR ALL DIGITAL MOBILE SYSTEMS

AXE Mobile Core System Management is responsible for the system development of the core products used commonly by all Ericsson's digital mobile systems i.e. CME20 (GSM), CMS30 (PDC), CMS40 (PCS) and CMS88 (D-AMPS). Within AMC we need to strengthen our competence related to Intelligent Network and especially in the area of Service Control Functions (SCF) on a system level. Therefore, we are looking for a

AXE10 SYSTEM ENGINEER (IN, INTELLIGENT NETWORK)

● Your task would be to perform investigations and issue technical reports related to IN. You would also give IN system expert support towards the four digital mobile systems and towards various committees such as PC-APT, PC-AXE and TC-AMC. Another important role would be to control and monitor ongoing IN activities within BR and BN.

We are looking for a system designer with at least 3 years of Ericsson experience, preferably with SCF or SSF background.

Contact: EED/H: Doerte Kaulard, Phone: +49 2407 575-163 EED.EEDDKA or EED/U/OR: Mikael Boman, Phone: +49 2407 575-241 EED.EEDMRB

AXE Mobile Core System Management is responsible for the system development of the core products used commonly by all Ericsson's digital mobile systems i.e. CME20 (GSM), CMS30 (PDC), CMS40 (PCS) and CMS88 (D-AMPS). AMC System activities are steadily growing, mainly due to fixed mobile convergence. To meet this challenge we need to expand. Therefore, we are looking for a

AXE10 SYSTEM DESIGNER

● We are participating in early project phases and are performing pre- and feasibility studies. We are also evaluating new technologies and perform tasks which require high competence and professionalism.

To strengthen our capabilities for this type of system work, we are looking for an experienced system designer with more than 3 years of Ericsson experience in AXE10 design.

We are particularly interested in people who can provide significant competence in one or more of the following areas: AM System development, Signalling, Data Communication, O&M, Resource Module Platform, IN Development, Hardware Modernization, PDC system, D-AMPS system. Due to the art of work performed, some travelling may be necessary.

Contact: EED/H/R Doerte Kaulard, Phone: +49 2407 575-163 EED.EEDDKA or EED/U/OR Mikael Boman, Phone: +49 2407 575-241 EED.EEDMRB

AXE Mobile Core System Management is responsible for the system development of the core products used commonly by all Ericsson's digital mobile systems i.e. CME20 (GSM),

CMS30 (PDC), CMS40 (PCS) and CMS88 (D-AMPS). Within AMC we need to strengthen our efforts related to System Characteristics. The focus is on In Service Performance and Load Reduction. Therefore, we are looking for:

AXE10 SYSTEM ENGINEER (Characteristics)

● Your job would be to participate in Characteristics projects and to perform investigations/estimations within characteristics area. You will cooperate with colleagues within the Mobile Applications, BN and UAB. We are looking for a system or software engineer with at least 2 years of Ericsson experience, preferable within AXE10.

Contact: EED/H/R Doerte Kaulard, Phone +49 2407 575-163 EED.EEDDKA or EED/U/OR Mikael Boman, Phone +49 2407 575-241 EED.EEDMRB

AXE Mobile Core System Management is responsible for the system development of the core products used commonly by all Ericsson's digital mobile systems ie. CME20 (GSM), CMS30(PDC), CMS40 (PCS) and CMS88 (D-AMPS). We are looking for a:

AXE10 DATACOM ENGINEER

● The border between Telecommunication and Datacommunication is becoming more and more diffuse. AMC needs to strengthen the competence in the datacom area focusing especially on Mobile interworking and TCP/IP. We need a person who can represent AMC on a system level and who can contribute to the evolution of datacom within AXE10.

Your job would be to perform datacom system studies, investigations and to develop datacom strategies. You will cooperate with colleagues within Mobile Applications, PN and UAB. We are looking for a software or system designer with at least 4 years of Ericsson experience, preferable TCP/IP and/or mobile Datacom experience.

Contact: EED/H/R Doerte Kaulard, Phone: +49 2407 575-163 EED.EEDDKA or EED/U/OR Mikael Boman, Phone: +49 2407 575-241 EED.EEDMRB

The Research and Development centre Nuremberg, Germany, Radio Communication is looking for a

QUALITY MANAGER

● The general responsibility of the Quality Manager is to support EED/N in quality matters, such as training and support in quality technical tools and methods. We are aiming for an ISO 9001 certification during 1998 and the next step will be to continue the improvement. New challenge tasks will be process management and TQM. The quality function works very close to the development projects to secure that the activities carried out are a help for the business and the daily work in the organization. You will be a member of the management team at EED/N and will report directly to the president of EED/N. The development and research departments work towards the business units BR and BT.

The emphasis of your tasks is that Quality support is given to our development projects. You will act as a customer representative in EED/N. You are responsible that the operation works according to the requirements as stated (Tex. ISO 9001, EQM and customer specific.).

For this key position we expect an engineer with Diploma or Master degree or equivalent in the field of communication engineering. Due to the international status of our company good spoken and written English is prerequisite. You should have at least three years of industrial experience, preferably within research and development, at least one year of experience in quality assurance or training in quality techniques within Ericsson. You should also be certified as leadauditor. An analytical skill and the ability to listen and communicate efficiently with people is required.

Contact: R & D Centre Nuremberg Radio Communication Norbert Lechner Human Resources Dial: 0911/5217-111 Memo: EED.EEDNLE or R & D Centre Nuremberg Radio Communication Anna Hawkins Manager Quality Dial: 0911/5217-130 Memo: EED.EEDA-HA

Ericsson Radio Systems AB, Kista

TURNKEY PROJECT MANAGERS

"Do You know how to run a turnkey project? The indoor coverage business? Go to Japan and be first to lead business challenge!"

● Ericsson Radio Systems and Ericsson Toshiba Telecommunications K.K are looking for experienced Project Managers and Cell Planning Experts.

Ericsson intends to aggressively enter and develop the indoor coverage business in Japan by selling and providing total indoor coverage solutions to our PDC customers. The market potential is huge within the coming 2 years, due to thousands of indoor public areas, first in Tokyo, Nagoya and Osaka. This also means a great challenge for us. We must manage to build a new and profitable concept within a short time and take total responsibility for result, indoor coverage.

We need both commercial and technical experience from similar projects to execute this business successfully. We are looking for:

TOTAL TURNKEY SOLUTION PROJECT MANAGER

● The candidate should have: Practical experience from leading turnkey projects, preferably interest in transfer of Know How. Commercial experience from contracting turnkey business. Strong leaderships and project management skills. Decision maker. Co-ordinator. Starting from 1st of Feb 1998. Minimum required period 12 months.

TURNKEY SOLUTION EXECUTION PROJECT MANAGER

● The candidate should have: Practical experience from executing turnkey projects, preferably interest in transfer of Know How. Strong leaderships and project management skills. Co-ordinator. Starting from 1st of Feb 1998. Minimum required period 12 months.

INDOOR CELL PLANNING EXPERTS

● The candidate should have: Practical experience from executing indoor coverage planning projects, preferably interest in transfer of Know How. RF engineer. Starting from 1st of Feb 1998. Minimum required period 12 months.

TURNKEY SOLUTION DEVELOPMENT PROJECT MANAGER

● The candidate should have: Experience from development of turnkey solutions. Strong leaderships and project management skills. Coordinator. Starting asap. Minimum required period 6 months. Prepared to travel a lot during the period.

Contact: Charlotte Fjellkner, phone +46 8 404 53 45 or Mattias Eriksson, Human Resources, phone +46 8 404 73 23 Application: Ericsson Radio Systems AB J/HPS Ann Beer 164 80 STOCKHOLM

Ericsson Radio Systems AB, Kista

OSS IMPLEMENTATION & MAINTENANCE SUPPORT EXPERT

● Our local company in Chile (CEC) is looking for a candidate to work with OSS implementation and maintenance support.

To qualify you must have worked with installation/support/test of OSS systems and have a broad knowledge of Unix HW & SW, Sybase, X.25 and preferably Radio and Telecommunications. You will be primarily responsible for OSS customer support and transfer your knowledge to local engineers. You should be self-motivated and work easily on your own and within a team to achieve goals and customer requirements.

We are offering a one year contract position starting as soon as possible.

Contact: John Glimtoft, memoid ERA.ERAGLIM, tel, 08-4046916 Application: Ericsson Radio Systems AB AH/H Tom Larsson, 164 80 Stockholm

LM Ericsson International AB, Riga, Latvia

AXE-SYSTEM ENGINEER TO LATVIA

● We have got a Frame Contract with a Customer in Latvia. The first phase, 1998-99, within this contract covers one International Switch, 100k lines Local Switching, XMate and a Service Agreement.

We are now looking for a System Engineer for 12 months to be our main interface to the Customer during a very interesting groundbreaking period. This System Engineer shall be at the Customer's disposition as an Operation & Maintenance Expert and to assist them with AXE knowledge and handling experience during their competence build-up period. Another task is to participate and take an active role in the establishment of a local support center in Riga.

We believe that you have well documented technical knowledge and at least 3 years prac-

tical experience of installation, testing and Operation & Maintenance of AXE systems. It is also important to know how the Customer Support Organization operates. You have experience from and are interested in close customer relations. You are a good initiator and have good communication and social skills. English is a requirement.

Contact: Anders Jonsson, +46 8 7198617, +46 70 5424383 or Helena Sandberg, +46 8 7193469, + 46 70 594 8278 Application: Anders Jonsson, etx.etxanjs or Helena Sandberg, etxt.etxhesa.

Nippon Ericsson

Ericsson is taking a very active role in the development of 3rd generation mobile systems, in ITU called IMT-2000. Since Japan is taking the lead in the development and standardization of IMT-2000, it is very important for Ericsson to be present in Japan and to actively take part in the Japanese activities. Ericsson has been selected as vendor to two operators in Japan who are setting up W-CDMA experimental systems, NTT DoCoMo and Japan Telecom. These will be the first IMT-2000 experimental systems for wireless wideband multimedia in the world.

The unit for Wideband Cellular Systems at Nippon Ericsson is responsible for Ericsson's product management and standardization activities in Japan related to IMT-2000, both with respect to the W-CDMA experimental systems and future commercial IMT-2000 systems, as well as the IMT-2000 standardization work.

The work in Japan is now expanding and therefore we are looking for the following highly qualified personnel to join our unit:

PRODUCT MANAGER - RADIO INTERFACE, LAYER 1

● You will be responsible for radio interface standardization and related issues for the WCDMA experimental systems as well as future commercial IMT-2000 systems. This means that you will have extensive contacts with NTT DoCoMo and other Japanese operators related to layer 1 issues, and you will be driving the standardization of WCDMA in the Japanese standards body ARIB. This position requires minimum 5 years of research and/or development of radio interface technologies and at least two years experience of W-CDMA.

PRODUCT MANAGER - RADIO NETWORK CONTROL

● You will be responsible for radio resource management related standardization in ARIB and product management for W-CDMA experimental systems and future commercial IMT-2000 systems. This means that you will have extensive contacts with NTT DoCoMo and other Japanese operators related to radio resource management issues, and you will be driving the standardization of radio resource management for WCDMA in the Japanese standards body ARIB. This position requires several years of experience from working with radio resource management for cellular systems e. g. PDC, D-AMPS, GSM or W-CDMA.

Contact: Håkan Ohlén, Senior Manager Phone:+81 3 3222 4361. Memo: NRJ.NRJHOHL E-mail: hakan.ohlén@ericsson.co.jp

Ericsson Eurolab Deutschland GmbH, Aachen

The Systemhouse General Packet Radio Service (GPRS) is responsible for the development and maintenance of Products in the field of GPRS and Telecommunications Management and Operational Support (TMOS). GPRS is aiming for the combination of data communication and mobility. GPRS is currently standardized as an extension of GSM. The department EED/D is responsible for the development and maintenance of the GPRS core systems OMS and PXM and for the GPRS applications VLR, SMS and PTM. For further support of our team we are looking for

5 GPRS SOFTWARE DESIGNER

● The main tasks for the position are: either design of the GPRS bearer service (SMS, VLR, class A/B mobile support, PointToMultipoint) or O&M product development (OMS,PXM)

The job is performed in teams with a large degree of responsibility and authority, comprising all parts of the product life cycle from early requirement analysis up to maintenance after GA. There will be a close cooperation with the I&V subproject at EED. Thus, we have the chance to see our products being integrated and verified in the real GSM datacom network.

As the GPRS organization is still rather young, there is the freedom to be pioneer for

processes, system architecture, usage of programming languages and platforms. On the other hand, we have well defined projects and clear delivery deadlines for our assignments.

For the GPRS bearer service, the languages ERLANG and C is used. O&M applies C++, JAVA, ERLANG and CORBA.

We are looking for persons with the ambition to get acquainted with a new technology, new applications and a strong team orientation. Knowledge of C and a solid SW engineering background is a requirement. A local contract is offered for this position. If you have any questions and/or are interested, please get in touch with us by 28.02.1998.

Contact: EED/H/R Doerte Kaulard, Memo:EED.EEDDKA, Tel:+49-2407-575-163 EED/D Andreas Daun, Memo:EED.EEDAND, Tel:+49-2407-575-418

The EEDIXIP department is a typical design centre within the GSM development area of the Ericsson family. The GSM development is targeted towards the European and American systems with close coordination to a number of design offices worldwide. The Development support group in EEDIXIP is looking for an experienced designer/tester to reinforce the

LOCAL SUPPORT ORGANIZATION (LSO) FOR AXE-10 DESIGN AS A METHODS & TOOLS ENGINEER

● A Methods & Tools Engineer works independently within one competence area of user support, application system maintenance and administration. Your main tasks and responsibilities include: Provides user support about methods, tools and related training activities. Maintains, investigates, installs and introduces new methods and tools. Conducts seminars to ensure that correct working methods are used. Training on tools or introduction of new design support releases. Creates Requirement Specifications for future improvement of methods and tools. Participation in projects. Cooperates with, supports and advises other groups in the field of methods & tools

As a suitable candidate you should have experience and worked within the AXE-10 environment as a designer, tester or APS tools developer. Experience in the LSO area and knowledge of UNIX is advantageous but not essential. It is more important that you are service minded, team-oriented and have good communication and cooperation skills. The department and Human Resources will give support for your implementation and start in the new position.

Contact: EED/H/R Doerte Kaulard, Memo-Id:EED.EEDDKA, Tel: +49-2407-575-163 EED/X/P Dave Hendersson, Memo-Id:EED.EEDDHE, Tel:+49-2407-575-630

The system group within XIP PAX design department has the product responsibility for the mobile application 1/APT 210 25 and the sub-system MSS within the CME20 / CME40 switching system. We also run the product committees for these products, PC-1/APT and MSS, and and perform system studies. For further support of our system group we are looking for a

SYSTEM DESIGNER

● As a System Designer your main tasks include: Participation in prestudy, feasibility- and quickstudies. PRIM & CNI handling. Writing of technical reports.

As a suitable candidate you are an Ericsson employee with at least three years of design experience in the area of switching systems. Furthermore you should be familiar with 1/APT mobile applications. Good knowledge of mobile telephone systems and in Data communications is a clear advantage.

Being initiative, self-driven and showing good analytic abilities as well as good communication and cooperation skills are important personal qualities. In addition you should also be able to cope with a high work pressure.

Contact: EED/H/R Doerte Kaulard, Memo:EED.EEDDKA, Tel:+49-2407-575-163 EED/X/P Frank Plettenberg, Memo:EED.EEDFRP, Tel:+49-2407-575-253

Ericsson Telecommunicatie B.V., Operations & Customer Services Rijen, The Netherlands

TMOS TECHNICAL SUPPORT SPECIALIST

Number of positions: 5

● Key responsibilities: Customisation, testing and implementation of new products and/or market adaptations. introduction of corrections without problems in 99% of the cases. intro-

ductions of functional changes without problems in 99% of the cases. Solving a trouble report within the agreed contractual time, follow company processes, consultancy tasks towards customers and Ericsson personnel on a specific technical area, escalate to colleagues and management in time when contractual agreements with customers may not be met, coaching of trainees.

Qualifications/Experience: Thorough knowledge of UNIX (Sun Solaris and/or HP-UX) and SQL, (Sybase and/or Oracle), Preferably TMOS experience (OSS/SMAS/NMAS)

Skills/Competences: Excellent communication and presentation skills, high level of adaptability and discipline.

Contact: Recruiting Manager: Marcel Wils, Competence Manager TMOS TechnicalPhone: +31 161 242 291 email: etm.etmwils@mesmtpse.ericsson.se

Ericsson Canada

LINE MANAGER FOR SERVICE PLATFORM DESIGN GROUP

● The RMOA Product Unit for WIN Applications and Platforms is extending its current product portfolio of products with a next generation platform for WIN applications and services. This platform, which is based on state of the art technologies, is being developed to an aggressive timescale.

The unit wants to recruit a line manager for LMC in Montreal, for the design group for this next generation system. The ideal candidate should have a proven track record in delivering software and hardware to very aggressive timescales. Of course the candidate must have strong communication and interpersonal skills, with strong team building skills.

In addition the candidate must have a well established network within Ericsson. Knowledge of the state of the art in software engineering would be an advantage. An academic degree is an advantage but not a prerequisite.

Contact: LMC/KC Laurence Mc Donald (LMC.LMCLAMD) Phone: +1 514 738 8300 Ext. 5818 or +1 514 823 1332

Business Unit Public networks

BUSINESS MANAGER FOR INTERCOMPANY BUSINESS CO-ORDINATION CHINA / ASIA

● We are looking for a market and commercially oriented individual that want to be a part of our team to successfully develop and implement intercompany business relations for China and possibly additional markets in Asia.

Your main responsibilities will be: Commercial relations with our local companies. This require a knowledge of the various local business situations, as well as knowledge in the business framework that applies within Ericsson. To in co-operation with the companies improve the efficiency of operations. To support the companies within the Business Unit's organization.

We believe that you have: A personal enthusiastic attitude, team working skills and a desire and drive to exceed expectations.

Experience or interest in acquiring additional experience in the areas of sales, marketing, finance and/or logistics. Good communication skills in English, preferably also knowledge in other foreign languages. University degree or equivalent in technical and/or economical areas.

When you are ready to for this challenging opportunity please send your application together with your CV to:

Contact: Intercompany Business Co-ordination Christina Westerlind, +46 8 719 3230 ETX.ETXCHER Claes Elmén, +46 8 719 8489 ETX.ETXCEX or Marketing Far East Jan Hellgren +46 8 719 1870 ETX.ETXHEGE Johan Sandberg, +46 8 719 3244 ETX.ETXJHSA Application: Public Networks; Global Marketing, Human Resources Ylva Löfstrand memo: ETX.ETXLYL

Ericsson Australia TOTAL NETWORK SOLUTIONS The Network Design Centre - SE-Asia/Australia

"Secure the business success of telecom operators through the provision of technical and business advice on design of networks."

NETWORK CONSULTANT

● The Network Design Centre (in EPA Professional Services) is looking to expand! Our role is that of an architect, the link between the business idea, the practical design and the realisation.

You will need a strong business sense: We

are a major part of a global Ericsson organisation. We focus on public networks. We advise in building efficient telecom networks, both Fixed and Mobile networks. We develop new network concepts for new technologies. We emphasise an understanding of how different networks are interrelated and interact.

The successful candidate will typically have experience in some of the areas of network planning and design, dimensioning (Switching, Transport, Access), signalling, charging, interconnect, Intelligent Networks, quality of service, public datacom. The successful applicant should also be familiar with writing Business Cases and Business Plans.

It is an exceptionally stimulating opportunity and requires the best analytic skills, project management skills, financial analysis skills, a consultative approach, strong team player, communication skills, cultural awareness, willingness to travel.

Computer tools are a fundamental part of our work environment, PC tools and skills are a must. There are 2 positions available for senior experienced people and two additional roles for people with at least two years experience.

Contact: EPA.EPATOR (Tor Eriksson on +61 3 9301 4406). Application: Employee Services (Sue Holman) EPA.EPASM by 2nd February 1998

Ericsson Telecommunications Sdn Bhd, Kuala Lumpur, Malaysia

MANAGER FOR PRODUCT MANAGEMENT AND NETWORK DESIGN CUSTOMER DIVISION CELCOM MALAYSIA.

● Job description: Celcom is Malaysia's Largest Cellular operator with a market share of approximately 50 % and more than one million subscribers. Celcom are currently operating two Cellular Networks. One network is ETACS supplied by Ericsson the other one is GSM supplied by Ericsson and Lucent. Celcom are implementing a fixed network supplied by Siemens. Deutsche Telecom has in recent years bought shares in Celcom and has also supplied staff for various positions within Celcom.

The Product Management and Network Design Department caters for the MND function in the Core 3 organisation in Customer division Celcom. The main tasks are Technical Presentation/Discussions, Network Design, Business Opportunity Tracing, Co-ordination of Technical activities towards Celcom.

Requirements: Good product knowledge in a wide range of Ericsson Products, particularly in GSM and preferably also ETACS. Knowledge in competitor products and in German Market requirements could be beneficial. Ability to efficiently communicate technical matters towards customer. Ability to develop the local staff within the Ericsson. Selfgoing and willing to develop new ideas and drive improvements. Open for exploring business opportunities in any area of telecommunication together with the marketing department.

Contact: Dan Fahrman, Manager Product Management and Network Design Customer division Celcom, Ericsson Telecommunications Sdn Bhd. Memo ECM.ECMDANF TEL +60-3-7087220

Ericsson Argentina

RESOURCES FOR CMS88 FSC

● Do you wish to become a member of a successful team to support the most challenging AMPS/DAMPS market? We can offer you the best scenario.

Three customers, 56 switches -APZ 212 20, 212 11 and 211 11 now and APZ 212 25 soon-, 1400 RBS (400 RBS 882D, 1000 RBS 884), 4 Stand alone ERICSSON HLR/SCP. We are the world wide FOA site for Pack C3 (AS142) The market is very dynamic, always demanding the introduction of new features and services. Our team includes specialist in the switch and radio fields, dealing with a diversity of interesting problems.

The base site is Buenos Aires, where you can enjoy life and huge tender steaks. You will have the chance to travel to some of the most exciting places in South America, as Iguazu Falls, Ushuaia -the southernmost city in the world-, the glaciers, Bariloche ski resort, etc.

SPECIFICATION OF RESOURCES FIELD SUPPORT CENTER

● Length of Assignment: 1 (or 2) year(s) contract

Start time: from February 1st, 1998 to May 1st, 1998

Main assignments: Trouble-shooting activities on/off sites. HW/SW upgrades such as APZ upgrades and AS-changes. Participate in the

On-call roll to handle emergency situations (APZ, IOG, billing, traffic restrictions) Introduction of new features and services.

Competence requirements: We are looking for a person with a solid technical education (BS Eng., engineering technology or equivalent work experience) As a suitable candidate you are an Ericsson employee with AXE competence in the area of AXE testing or support. You are experienced in mobile telephony (preferably AMPS/DAMPS). You are very familiar with trouble-shooting activities (Test system) etc. APZ knowledge is highly desirable.

The job requires a calm and a methodical approach to solving customer's problems. You will have to be flexible and have the ability to work under pressure. The candidate should be able to transfer knowledge to newer members of the team. Good knowledge of spoken and written English and Spanish is highly desirable.

Contact: Jorge Gonzalez, phone +54 (1) 3195611 memoid : CEA.CEJOGZ FAX : +54 (1) 3195697

Ericsson Eurolab Deutschland GmbH, Aachen

The AXE Mobile Network department, within our AMC System House, will reinforce our System Integration unit for the AXE Mobile Core (AMC). The AMC consists of the core subsystems that are common to the mobile applications CME20, CMS30, CMS40 and CMS88. For more information see: <http://www.eed.ericsson.se/international/amc/>

The system Integration unit will have as main responsibilities to perform integration verification of the AMC product components and have an active role in AMC customer support activities. The unit will furthermore also be responsible for integration verification project both on main (AMC) as well as subproject level. These projects perform in an international and intra-culture environment and is covering a vast range of development areas at the leading edge of technology, such as ISDN and Internet accesses. To strengthen our activities we are looking for

SYSTEM INTEGRATION & CUSTOMER SUPPORT ENGINEERS

● Your main authorities and tasks are: Definition of the prerequisites to perform a verification of the test object on AMC level in both target and simulated environment. Performance of the System Integration execution and reporting of the result verification. Trouble shooting.

As a suitable candidate you have good knowledge of mobile telephony systems, you are flexible, show initiative and have good communication & cooperation skills. The ability to work under pressure is also an important personal quality.

Furthermore, fluency in written and spoken English is required. Experiences from System Verification/Test and/or Customer Support is a clear advantage.

SYSTEM INTEGRATION TEST LEADERS

● Your main authorities and tasks are: Plan, control and report System Integration activities for AMC projects. Initiation and coordination of subproject planning and reporting. Initiation of reviews of the System Integration document. Technical approval of the subprojects System Integration plans and reports. Selection of test environment (simulated or target). Performance entry and exit criteria checks. Coach the team.

As a suitable candidate you have good knowledge of mobile telephony systems, you are flexible, show initiative and have good communication & cooperation skills. The ability to work under pressure is also an important personal quality.

Furthermore, fluency in written and spoken English is required. You should be familiar with System Verification/Test and/or Customer Support. Previous managerial experience, e.g. as Project leader/Testleader is a clear advantage.

Contact: EED/H/R Doerte Kaulard, Memo-Id:EED.EEDDKA, Tel +49 2407 575 163 EED/U/TV Mats Erlandsson, Memo-Id EED.EED-MERL, Tel +49 2407 575 635

Ericsson Taiwan Ltd, Taipei, Taiwan.

Following successful implementation of GSM 900 and 1800 networks here in Taiwan our customers are now ready for service.

Taiwan is a highly competitive market with 6 countrywide networks split over 10 licenses out of which Ericsson has delivered to 3 licenses. This requires us to provide high quality support to our customers. We are therefore looking for the following people to work in our FSC.

SUPERVISOR SS PRODUCT SUPPORT

● Job description: To supervise and co-ordinate the Trouble Shooting on products in the SS product line of CME20 in customer's GSM Networks in Taiwan.

Key responsibilities: Supervision of Support to Customer's O&M and Trouble shooting teams in SS products in GSM System. Lead technical competence transfer to Local Staff. Co-ordinates implementation SW corrections and upgrade packages. Work most of the time without direct supervision

Requirements for the job: 5 years experience of AXE and at least 2 years experience of CME20.

Contact: Martin Sadle ERT.ERTMASA tel.: +886 2 746 1909. Application: Belinda Hu ERT.ERT-BEHU +886 2 746 1729.

SUPERVISOR BSS PRODUCT SUPPORT

● Job description: To supervise and co-ordinate the Trouble Shooting on products in the BSS product line of CME20 in customer's GSM Networks in Taiwan.

Key responsibilities: Supervision of Support to Customer's O&M and Trouble shooting teams in BSS products in GSM System. Lead technical competence transfer to Local Staff. Co-ordinates implementation SW corrections and upgrade packages. Work most of the time without direct supervision

Requirements for the job: 5 years experience of AXE and at least 2 years experience of CME20.

Contact: Martin Sadle ERT.ERTMASA tel.: +886 2 746 1909. Application: Belinda Hu ERT.ERT-BEHU +886 2 746 1729.

SENIOR ENGINEER, UNIX BASED PRODUCTS SUPPORT

● Job description: To support and maintain the UNIX Based Network Elements such as OSS and BGW in GSM Network's in Taiwan.

KEY RESPONSIBILITY: Trouble shooting, support customer's Operation and Maintenance of UNIX Based Network Elements in the GSM System. Those Elements includes BGW and OSS.

Trouble shooting and support customer's requests of network protocol (ex. X.25, TCP/IP) and database (ex. Sybase), which are used in the UNIX System Network.

Co-ordinates local or foreign second line Sun/VAX/UNIX experts for fixing advance UNIX system problems.

Work most of the time without direct supervision. Transfer technical competence to support engineer.

Requirements for the job: 3 years experience of TMOS and at least 1 year experience of CME20.

Contact: Alex Kuang ERT.ERTAKU tel. +886 2 746 1759 or Martin Sadle ERT.ERTMASA tel.: +886 2 746 1909. Application: Belinda Hu ERT.ERTBEHU +886 2 746 1729.

MET S.A., France

2 BSS SUPPORT ENGINEERS

MET Mobile Network Division is building up a BSS competence center to support his main customer in FRANCE and abroad. Would you like to join a start-up team based in PARIS?

● We are looking for contractors and local staff.

KEY RESPONSIBILITIES: AS Verification, Correction Handling, AC-A, CN-A, Trouble Report Handling, Trouble Shooting Testing, Technical Expertise during Customer Acceptance Test.

Skills : GSM experience CME 20 with minimum two years working experience on BSS subsystem in Test/Validation and Customer Support Activities.

We are looking for persons who are very customer oriented with a solid technical background and enjoy working and showing experiences in a start up team.

Contact: Gilbert Clement +33164475864 Memo MET.METGLC

Ericsson Ltd, UK

MANAGER, STRATEGIC PRODUCT MANAGEMENT

● Division: Airline Business Unit Sector/Department: Product Management

Job Specification: Main Duties & Responsibilities / Key Job Tasks: Reporting to Head of Product Management this candidate would be responsible for guiding the strategic direction of the Airline product. Airline is a point-to-multi-point radio access product that provides microwave links to businesses to sup-

ply telecom services. The successful candidate will have a blend of highly developed technical skills with an appreciation of marketing and market dynamics.

The position involves: product planning and evolution, liaison with design groups both internally and externally to resolve technical issues. Marketing support (UK and Overseas). Preparation of Specifications for New functionality. The position is within a newly formed Business Unit addressing the point-to-multi-point market place, with full product line responsibility.

Competencies: Technical, e.g. What product knowledge? Etc.

The successful candidate will have a technical background with an understanding of either Radio engineering. Experience in one or more of the following (or similar): microwave engineering, cellular/PMR/cordless, environment, cell planning, WLL, AND/OR Multiplexing/transmission/transport. Experience in some or all of the following (or similar): multiplexing, switching, ATM, Frame Relay, ISDN, interfacing, V5.x signalling, POTS interfacing.

Business/Human, e.g. Communication skills, etc. This position demands well developed interpersonal and presentation skills dealing with external contacts at high level. The position will involve overseas travel for short periods of time. The demanding nature of the role requires flexibility on the part of the individual to changing requirements

Ideal Background/Experience, e.g. HND, x years experience in field etc. Degree qualified, the candidate would have had at least 5 years in relevant positions, in Product Management or Systems/Design Engineering

Contact: Recruiting Manager: Paul Challoner or Sector/Group Head: Nadeem Siddiqui

2 PRODUCT ENGINEERS

● Division: Airline Business Unit
Sector/Department: Product Management

Job Specification/Main Duties & Responsibilities / Key Job Tasks: Reporting to Manager, Strategic Product Management this candidate would be responsible for guiding the strategic direction of the Airline product. Airline is a point-to-multi-point radio access product that provides microwave links to businesses to supply telecom services. The successful candidate will have a blend of highly developed technical skills with an appreciation of marketing and market dynamics.

The position involves: product planning and evolution, liaison with design groups both internally and externally to resolve technical issues. Marketing support (UK and Overseas) Preparation of Specifications for New functionality The position is within a newly formed Business Unit addressing the point-to-multi-point market place, with full product line responsibility.

Competencies: Technical, e.g. What product knowledge? Etc. The successful candidate will have a technical background with an understanding of either. Radio engineering.

Experience in one or more of the following (or similar): microwave engineering, cellular/PMR/cordless environment, cell planning, WLL, AND/OR Multiplexing/transmission/transport Experience in some or all of the following (or similar): multiplexing, switching, ATM, Frame Relay, ISDN, interfacing, V5.x signalling, POTS interfacing

Business/Human, e.g. Communication skills, etc. This position demands well developed interpersonal and presentation skills dealing with external contacts at high level. The position will involve overseas travel for short periods of time. The demanding nature of the role requires flexibility on the part of the individual to changing requirements

Ideal Background/Experience, e.g. HND, x years experience in field etc. Degree qualified, the candidate would have had at least 3 years in relevant positions, in Product Management or Systems/Design Engineering

Contact: Recruiting Manager: Paul Challoner or Sector/Group Head: Nadeem Siddiqui

2 PROCESS ENGINEERS

● Division: Airline Business Unit
Sector/Department: Product Management

Job Specification: Main Duties & Responsibilities / Key Job Tasks: Reporting to the Head of Product Management this position is responsible for process implementation and co-ordination throughout the Airline Business Unit. The role is to champion process issues and drive them through to realisation. The successful candidate will have a wide ranging remit from Order process, Forecasting and Logistic handling to Product structure and Documentation. A thorough understanding of engineering and business methodology is required together with an understanding and

empathy for other discipline's requirements.

The process requirements do not end at the shipping department, but extend to the Ericsson local companies and to the processes of the PTO's that deploy our product. Successful process flow allows for delivery of more equipment and results in business success for the unit.

This responsible position holds the key to the successful operation of this newly formed business unit. A commitment to process flow and its importance is reflected by the management team and channelled through this position. The role has a progression to more senior appointments based on effective performance. As a new business unit the role has considerable scope for development.

Competencies: Technical, e.g. What product knowledge? etc. The ideal candidate will have a good technical understanding of telecoms and a thorough understanding of engineering principles. The technology will be new and a desire to learn and develop new skills will be important

Experience of Ericsson systems such as PRIM and CHES would be an advantage as well as an understanding of database structure and IT systems.

Business/Human, e.g. Communication skills, etc. This position and its demanding nature requires a well motivated individual to be successful. The need to interface to a large number of internal and external contacts makes polished interpersonal skills a necessity. The successful candidate will be comfortable with presentations to customers. A combination of attention to detail and a drive to shape the way the business unit works are required for success. Some overseas travel may be required.

Ideal Background/Experience, e.g. HND, x years experience in field etc. Preferably Degree qualified the applicant will be experienced in the Telecoms environment with a background in process engineering. Ideally with over 5 years in a related position.

Contact: Recruiting Manager: Paul Challoner or Sector/Group Head: Nadeem Siddiqui or Personnel Representative: Emma Knapp

Ericsson A/S, Norway

At ETO Mobil Datacommunication is an area of special focus. The department XIM works with product development for BR within both Circuit (AMC - GSM and D-AMPS) and Packet (GPRS) switching with special focus on application software development. We are located in Arendal/Grimstad area, beautiful place at the south coast of Norway. We need Engineers for

SYSTEM STUDIES, SOFTWARE DEVELOPMENT

● with competence/ interests within: CORBA, JAVA, TCP/IP, Internet, C, C++, SDL/UML, UNIX, network, Mobile systems. Realtime systems. Configuration Management.

Application marked "X/M": Contact: Inger Johanne Hjelseth +47 370 51714, Solfrid Fløystad +47 370 51729 or Bjørn Tellefsen +47 370 51456.

Same place there is vacant positions as

SECTION MANAGER - SOFTWARE DEVELOPMENT QUALITY COORDINATOR - SOFTWARE DEVELOPMENT

Contact: Bjørn Tellefsen +47 370 51456

Ericsson Taiwan Ltd

DATA TRANSCRIPT ENGINEER

● DIVISION/DEPARTMENT/SECTION: F Division/Engineering & Product Management Department/Switch Network Design
FUNCTION AREA: Switch Network Design
POSITION CODE: ERT/F/T/X
REPORT TO: ERT/F/XC

JOB PURPOSE: To assemble the switch data transcript, based on technical data & other inputs from radio network design engineers, network design engineers, and the customer. This includes routing, number ranges, number & routing analysis, access barring, hardware allocation, charging information, and traffic recording.

ORGANIZATION PLACEMENT: Refer to Doc. F Division-Engineering & Product Management Organization Chart, Doc. number ERT/F/T-970034.

RESPONSIBILITY: Gather required inputs, and assemble switch data transcript. Provide data transcript engineering support to Implementation organization and to the

Customer. Utilize applicable tools; DTSS, ELISA/PASCAL, EMSIM, & PARADOX. Implement Ericsson quality standard to ensure customer satisfaction. Other assignments assigned by supervisor.

AUTHORITY: Make technical decisions & negotiate relevant technical agreements with customer.

INFLUENCE AREA: Internal: F/T/X staff.
External: Project Managers, Engineers, Subcontractors, Customer's technical personnel.

F/T Staff Meeting, Once/Month, department affairs. F/T/T Staff, Meeting, As needed, Progress reporting.

COMPETENCE PROFILE: General Telecommunication knowledge. Ericsson system/products knowledge. Network & traffic engineering knowledge. AXE hardware & plant engineering knowledge. Quality assurance knowledge. Communication skills.

QUALIFICATION: University graduate with major in EE, computer science, or related field. At least 3 years work experience in Telecommunication or related field. Independent, self-motivated, ambitious, strategic and results oriented. Knowledge of Ericsson quality standards and industry-wide quality assurance standards and practices. Good team working & team development skill. Good command of English (and Mandarin - preferred). Good technical skills.

TRAINING PATH: General Telecommunication knowledge training. LEU 108 655/C introduction to Telecommunications. Ericsson system/products training. LZU 108 852 CME20 System Survey. LZU 108 3540 CME20 Dimensioning Course. LZU 108 371/C AXE10 Introduction. LZU 108 3558 Network Planning. Quality assurance training. Communication training.

Contact: ERT.ERTBEHU

Ericsson Systems Expertise Ltd. (EEI/S)

EEI/S division is based in Athlone, Ireland. Our main business area is Network Element Management with Product Unit responsibilities. They encompass Product Management including Marketing and Sales support, Product Provisioning including sourcing from 3rd parties and delivery to end customers. We employ c. 300 engineers in system management, design, verification and integration.

To complement our new Product Management team, the following opportunities are now available.

MARKET MANAGER(S)

● We are looking for a person(s) who can develop, support and manage the sales channel(s) for PU-NEM products into a specific market area(s) (e.g. Western Europe, Asia Pacific, Latin America etc.)

Area of responsibility include: Creating and updating the Marketing plan for the region. Developing excellent product competence and knowledge in the sales channel. Managing the marketing activities within the region to ensure that sales objectives are achieved. Providing feedback on business opportunities within the region to the product managers. Forecasting sales and orders on a monthly and annual basis Providing Technical Support to the sales channel on the complete NEM product offering. Providing sales support using sales tools such as literature, demonstration and presentation materials. Actively participating in customer and sales channel presentations including trade shows Providing tactical and strategic information/intelligence on the market and on the competition. Actively participating in the product management team. Developing a good understanding of the complete product range and becoming an expert in one area providing support to the market manager team.

Key attributes: Excellent Presentation and Communications Skills. Skilled in Valued based selling. Experience in sales channel support in the Telecommunications Industry. Self starter/motivated by sales and building up the sales channel

This role requires that the person travels extensively visiting the major sales organisations frequently. The person will operate from a major city in the region or from Ireland.

MARKET COMMUNICATIONS MANAGER.

● We are looking for a person who can create and implement creative marketing communications programs:

Area of responsibility include: Development of the annual marketing communications plan to increase profit and increase awareness in the sales channel and in the market. Development of marketing communications strategies/programs to support specific sales

activities/promotions. Management of new product introductions and launches. Development and implementation of WWW and Intranet home pages. Development and coordination of sales support materials and tools Trade Show Support. Product Marketing Libraries. Co-ordinating Marketing Communications activities within Ericsson and with partners/vendors. Press Relations and communications. Management of customer contact and competitive databases

Application: Michael McGann, Personnel and Competence Services Manager, Ericsson Systems Expertise Ltd., Cornamaddy, ATHLONE. Phone No. +353 902 31258 or email:eeim-mg0eei.Ericsson.se

Ericsson Radio Systems AB, Sundbyberg

MOBILE NETWORK DESIGN MANAGER, LEBANON

● The Mobile Network Design unit in Lebanon is supporting our GSM customer FTML (France Telecom).

We are looking for an MND manager for a short or long-term assignment in Lebanon. The MND work includes product management, hardware dimensioning, cellplanning and other activities tied to MND.

As an MND manager you will also have responsibility besides the technical issues for budget, salaries and competence development of the involved staff.

The MND manager should have a technical university degree and a very good knowledge of the Ericsson product portfolio with a focus on mobile network design. You should have an in-depth experience of mobile telephony, preferably in the areas of both switching and radio. Frequent customer contacts put requirements on your commercial skills and your ability to cooperate with people from other cultures. You should be self-motivated, flexible and fluent in English, both oral and written.

We need an MND manager in Lebanon at very short notice and a person who can meet that requirement and the conditions above can anticipate favourable terms of employment.

Contact: Sture S Nilsson, +46 8 764 16 32, ER-AC.ERASN pr Mikael Eklund, +961 1 488 000, STL.STLMIEK Application: Ericsson Radio Systems AB SG/ERA/LP/HA Siw-Britt Johansson, 164 80 STOCKHOLM

Ericsson Toshiba Telecommunication Systems K.K., - ERJ

IN APPLICATIONS MANAGER

● We are now looking for an IN Product Manager to our Regional Office in Nagoya. This position is to ensure an efficient fast track development of IN applications by having a strong presence close to the customer. It covers both technical product management and project management aspects of the IN applications developed with SMAS.

We think the applicant should have a genuine telecommunication experience, with knowledge about AXE in general and IN applications in particular. As this position will be the main customer interface for the projects, excellent communication skills are needed. Previous project management experience is a plus.

Starting date: February 01, 1998 or sooner
Location: Nagoya, Japan

Contact: Peter Nilsson, phone +81 45 475 6761, memoid NRJ.ERJPENS e-mail NRJ.ERJPENS@memo.ericsson.se Application: Ericsson Toshiba Telecommunication Systems K.K., Peter Nilsson, Shin-Yokohama Office, Shin-Yokohama Hayama Dai-4Building, 2-1, Shin-Yokohama 1-chome, Kohoku-ku, Yokohama 222, JAPAN

Ericsson Toshiba Telecommunication Systems K.K., - ERJ

PROJECT MANAGERS -

TTM PROJECTS

● Major FOA and Rollout Projects and/or Fast Track and IN Services

We are now looking for Project Managers to our head office in Shin Yokohama. You will work with Project Management of Major FOA and Rollout Projects and/or Fast Track and IN Services Projects. We are looking for experienced Project Managers who can transfer knowledge to local Project Managers and strengthen our team.

REQUIREMENTS: Project Management Experience. Ericsson experience of Development/Testing/Verification and Implementation of AXE software. Ericsson experience of AS Replacement. Ericsson experience of FOA Projects. Ability to efficiently com-

municate technical matters with organizations within Ericsson, and towards customer, on both technical and senior management levels. Ability to develop new ideas and drive process improvements. Excellent management/leadership skills as well as team skills. Interpersonal and presentation skills.

Starting date: February 01, 1998 Location: Shin-Yokohama, Japan

Contact: Peter Nilsson, phone +81 45 475 6761, memoid NRJ.ERJPENS e-mail NRJ.ERJPENS@memo.ericsson.se Application: Ericsson Toshiba Telecommunication Systems K.K., Peter Nilsson, Shin-Yokohama Office, Shin-Yokohama Hayama Dai-4Building, 2-1, Shin-Yokohama 1-chome, Kohoku-ku, Yokohama 222, JAPAN

Ericsson Research, Montreal, Canada

A new Product Unit for HLR/SCP & IN Services is opening in Montreal. Why not join the team now-

SYSTEM INTEGRATION ENGINEER

● As a System Integration Engineer you will support/lead First Office Application (FOA) on site, analyse complex system faults and provide solutions, as a member of the task force help solve major system software problems, prepare and test Implementation Procedures (IP), perform implementation activities on site, participate in AC-A, CNA and AS FOA activities on site and provide technical support for the HLR/SCP, SMAS/SMA/SIP. You will also be expected to provide technological transfer and mentorship to junior engineers.

As a suitable candidate you should have a University degree in Engineering or Computer Science plus at least 4 years of relevant experience, a solid knowledge of AXE, HLR/SCP and CMS 8800 products, a good command of the English language and good communication, presentation and interpersonal skills. A work-

ing knowledge of IN Services would be an asset. Travelling is expected.

Besides-Montreal is a fun city! Ask anyone who has worked here.

Contact: Helene Schwelb, tel: +1-514-345-7957 Memoid: LMC.LMCHESC or Sonia Gregoire Memoid: LMC.LMCSOGR or for technical information Maryse St. Germain Memoid: LMC.LMCMAGE

Ericsson Radio Systems AB, Sundbyberg

NEXT CHALLENGE - UKRAINE

Our activities in Ukraine are rapidly expanding. To be able to better handle this expansion we need to recruit following experienced person to our office in Kiev on a Long-term assignment.

FINANCE & ADMINISTRATION MANAGER

● A key position will be the Finance & Administration Manager. You will be responsible for building up the Finance and Administration function and establishing administrative routines within the office. The focus in the beginning will be on local routines and human resources.

The main tasks will be to build up areas like accounting and financial reporting, IS/IT support, Real estate support, office administration, recruitment, training and development of local staff. You will also have the responsibility to implement Ericsson's values, personnel policies and strategies, Process management and Quality assurance.

Preferably you should have a B.Sc. in Business administration or Human Resource management and you should have at least five years experience in the finance & Administration areas.

To be successful in your position you need a lot of drive and determination combined with

a humble attitude to local habits. You need to be a good official representative of the company.

Contact: Leif Edvall, UKR, phone +380 44 462 5220, fax +380 44 462 5221 Göte Hedblom, Human Resources, +46 8 585 31479 Per Skyttvall, Finance, phone +46 8 585 30451 Application: Ericsson Radio Systems AB SG/ERA/LP/HA Siw-Britt Johansson 164 80 STOCKHOLM

Ericsson Telecommunications Romania S.R.L

GSM - SUPPORT ENGINEERS

● We are looking for two Support Engineers for Switching and one Support Engineer for Radio Base Stations to our Field Support Center for a long-term contract (1 year). The Field Support Center was established in May 1997.

You should have good knowledge of support activities, providing emergency and day to day support to the customers, by answering their queries, providing solutions and visiting sites.

You will play an active role in providing support and advise to the local engineers and build up the local competence.

You should have 3-5 years of AXE experience, good knowledge of GSM systems and trouble shooting skills.

The above positions are mainly located outside Bucharest (Timisoara, Cluj, Bacau) but with close co-operation with the head office in Bucharest.

Contact: Martin Nebe - FSC Manager, memo: ETR.ETRLMNE, or Pauli Liimatainen - Resource Manager, memo: ETR.ETRPALI. Phone number +40-1-336 57 05. Fax number +40-1-336 57 08. Application: Martin Nebe - FSC Manager, memo: ETR.ETRLMNE, or Pauli Liimatainen - Resource Manager, memo: ETR.ETRPALI

Guangdong Ericsson Telecommunication Engineering Co.Ltd. CHINA - GUC

Ericsson Guangdong is the Joint Venture in the South of China. China is for the time being the most expanding market in the world for telecommunication. And right now we are looking for more experienced employees as follows:

PSTN EXPERT

● Provide AXE 10 system expertise to the customer. Act as primary knowledge source in technical questions and transfer of knowledge within the division. Minimum of 5 years relevant experience, with at least 3 years in Ericsson. High-level trouble shooting competence. Good knowledge of switching, traffic concepts, telecom.network, inter exchange signalling and product functional descends.

BR SUPPORT MANAGER

● Support Manager for GSM/TACS/AMPS FSO South China. Support for FSC AMPS China. Resource resp.for S-FSC GZ Branch.

Contact: Peter Karlsson. (etc.gucpeka)

IN SUPPORT ENGINEER

● To support the IN design team for function test of the IN services. To support the customer during acceptance test of the IN services. To support after the services in commercial use. prepare IN exchange date. At least 2 years experience in IN area and to be able to find and fix problems for IN2.1 and IN2.2 platform.

Contact: Henry Yu (etc.etcheng) or Lam Minh Duc (etc.etcmdla)

O&M ENGINEER

● Participate in developing routines for O&M. Run O&M project at customer site and assist

ARE YOU GOING IN THE RIGHT DIRECTION IN YOUR CURRENT JOB?

Due to changes in our Business Area we are now looking for competencies to meet our customers current and future demands

We at System Supply and Integration work with the toughest customers the telecommunication market has to offer. The customers are new operators who are expanding globally.

We are working in a teambased organisation where different roles interact closely. We work with fixed network solutions which include sourced products, IN solutions and Unix. In order to stay ahead in the competition we are focusing on competence development. To meet these new market demands we now need employees who want to take on this challenge and follow us in to the next millennium. We are focusing on your competence development. We need you in the following roles:

SYSTEM TESTER

We need you who has AXE experience, to work with software handling according to the PL GAS concept. We also need experience from Intelligent Network, Virtual Private Network and Application System Replacement. We are producing and implementing Customer Network Solutions. The work is to be performed both in Sweden and at our customer sites around the world.

INTERNAL SUPPORT/TROUBLE SHOOTING

We need you with deep experience in AXE for trouble shooting and/or support towards the different software and configuration tasks in the customer delivery phase. This position requires you to be an open-minded person with ambition to always help your colleagues in different areas. The work is to be performed both in Sweden and on our customer sites around the world.

SPECIALISTS

You work with requirement handling towards product units as well as internally in order to secure continuous improvements and competence activities. You will work with Network Integration and support our customer network solutions projects. We need your expertise in two major areas:

Data Transcript, where you secure that standard data is produced and maintained for different functions in a network

Intelligent Network (non AXE products), where you participate in verification, implementation and upgrade of IN products in planning and analysis phase.

DATA TRANSCRIPT ENGINEER

You collect information from the customer network/sites which you use to create, verify and implement Network Configuration Data. The work is to be performed both in Sweden and at our customer sites around the world.

PROCESS MANAGER

You will work with a systematic approach to organising, managing and continuously improving the processes within Operations. You will work closely with teamleaders and specialists to capture process and operations improvements and secure that they are known and used by all employees.

CUSTOMER ENGINEER

You work close to the customer in our customer team in order to secure customer satisfaction. You have a dedicated customer which you follow through the entire customer order flow. It means being responsible for the software and data configuration and the integration of the customer network solution. You are also responsible for the co-ordination of customer demonstration and integration activities.

NETWORK INTEGRATION ENGINEER

You will work with integrating our customers network with both Ericsson provided equipment as well as other suppliers equipment. AXE act as the central part of the infocom network and by adding fibre, radio and internet products to the net new dimensions and customer solutions is obtained. Your job is to get it all going.

SYSTEM ADMINISTRATOR FOR IN-PLATFORMS

Our verification projects are getting more complex and we get more and more orders. To make sure that the delivery projects are successful we need you to be in charge over the planning and booking of IN test equipment. Besides the planning part of the work you are also doing hands-on work in order to administer

the equipment and setting up our complex networks for different customer solutions.

To keep yourself up to date with new products and platforms you also assist the projects both at home and also on customer site depending on the situation.

The IN platforms we handle today are SMAS (Sun/Unix) and SDP (HP/Unix). We think that you are a system administrator today and that you want to broaden your competence and have the possibility to travel.

GENERAL INFORMATION

For all positions we want you to have technical qualifications in telephony/communication engineering or related subjects. For all positions it is essential that you are open-minded, have the ability to work with people and that you communicate fluently in English.

CONTACT PERSONS:

Jorma Kekki, memo ETX.ETXJKE

Telephone: 08 / 719 5125

Mikael Lundgren, memo ETX.ETXDOLF

Telephone: 08 / 719 4332

Roger Johansson, memo ETX.ETXROJO

Telephone: 08 / 719 3038

Ola Nyrén, memo ETX.ETXOAND

Telephone: 08 / 719 7960

Maria Söderblom, memo ETX.ETXMASC

Telephone: 08 / 719 9013

Maria Palmkog, memo ETX.ETXMIPP

(Human Resources)

Please visit our homepage:

<http://www.hf.ericsson.se/osg/>

Send your application with a CV no later than 970228 to:

ERICSSON TELECOM AB
HF/ETX/PN/OSH Maria Clewemar
126 25 Stockholm

ERICSSON 

customer services in technical questions regarding O&M work. Teaching customer and Ericsson locals the basics of O&M. Have 5-6 years experience from O&M work in a GSM network. Experience from work with both MSC, HLR and BSC is required.

OPTIMISATION ENGINEER

● Participate and run optimisation projects in a team with engineers from both Ericsson and the customer. OSS, TEMS and EET are the important tools using in the work. Have good knowledge with a GSM network and previous experience from optimisation work is required. Have good knowledge of STS and the performance dependent parameters in both MSC and BSC.

Contact: Ingrid Alveteg (etc.gucidag)

SENIOR SUPPORT ENGINEER (supply)

● Working with software management. Experience from Ericsson Support and Supply organization. Previous experience from PCM, ESO or similar software management organization. To be able to participate in the build up of SA-PSC GZ branch.

SENIOR SUPPORT ENGINEER (BSC/MS)

● Working with BSC. Experience from Ericsson Support and Supply Org. Previous experience from ESO, FSC or FSO to be preferred but also staff from function and as testing can be considered.

SENIOR SUPPORT ENGINEER (TACS/AMPS)

● Working with TACS/AMPS switching support. Experience from Ericsson Support and Supply org. Previous experience from TAC or PSC to be preferred but also staff from function and as testing can be considered.

All the above Senior Support Engin. position must be customers focused and prepared to transfer knowledge to local staff. And for further inf. please contact Mikael Abrahamsson (etc.etcmikz)

MSC/BSC TESTING SUPERVISOR

● Lead and supervise MSC/BSC testing team and testing activities. Give weekly report of progress and problems on site to MSC/BSC testing manager. Be able to carry out hand over test or demonstration test. Be responsible for handing over the switch to customer and support org. and to return final report and the signed hand over document. Technical and supervisory skill. Administrative and creativity, Enthusiasm and team leading. Excellent knowledge about applied installation techniques and engineering, installation and documentation. 1 year experience from MSC/BSC installation test.

MSC/BSC SYSTEM INTEGRATION TEST SUPERVISOR

● Check that all testing has been completely with the hardware, all connections are available between MSC/BSC/BTS. Check that all tools and documentation are available. Lead and supervise the System Integration team in the integration activities. To carry out the acceptance and hand over test. Responsible for handling the switch to the customer and support org. and to return final test and signed hand over documents. Verify HW & SW configurations. Have excellent knowledge in the MSC/BSC hardware testing. Min. 1 to 2 years experience of hardware testing.

Contact: Hussein Qattan (etc.guchq) or Saleem Raza (etc.gucraza) Application: Guangdong Ericsson Telecom. Engin.Co.Ltd. 50 Jianzhong Road, Tianhe High-tech Industrial Development Zone, Guangzhou 510665 P.R.china Att.Laura Pok - HR Dept (memoid:etc.guclapo) Tel No : +86 20 85538868 Fax NO : +86 20 85536191

Ericsson Telecommunications Romania S.R.L. Bucharest - ETR/N

SENIOR PROJECT MANAGER TO ROMANIA

● Do you wish to become a member of a successful team to pursue our GSM break-through in Romania?

Romania of today is an exciting country, now turning towards the West. This is certainly the case when it comes to GSM, which was introduced during this spring/summer by two consortia, managed by international opera-

tors. It was a flying start, which surpassed all expectations and we now need to strengthen our local organisation.

In February we signed the contract with our customer, MobiFon, dominated by Airtouch and TIW. In March a temporary system was launched, followed by commercial operations in April and the "cut-over" to the permanent system in June. The tempo is high, the customer is in a tough competitive situation, but by offering the right support at the right time, we want to contribute to keeping MobiFon as the leading mobile operator in Romania.

We are now entering a second phase, and we are establishing a Market Operations unit locally. In this connection we are looking for a senior Project Manager. Your responsibility will be to lead the continuous implementation projects. Furthermore, you will build up the project management function within the Market Operations unit: i.e. introducing routines and processes, recruiting local personnel and training them in order to take over the responsibility in the long run. A Technical Manager, a Project Manager and an Area Manager are the three members of a Core Three team. The three team members report to the same manager. Jointly the Core Three Team has the main responsibility for the customer relation and support.

We are looking for a person with a solid technical education with experience from mobile telephony. You should have thorough experience of your field of expertise. You can work independently, you take initiatives and you communicate well with others. You are used to working at a high speed and make your decisions quickly. You must have a commercial understanding and you must be a good representative of the company. Good knowledge of spoken and written English is mandatory.

Contact: Per Karlborn: +46 8 757 2238 alt. +46 8 70 557 2384 or Human Resources, Pauli Liimatainen: +40 1 33 657 05 Application: SG/ERA/LP/HA Siw-Britt Johansson 164 80 Sundbyberg

Ericsson AS (ETO), Norge

Ericsson AS har en dominerende rolle i det norske markedet for telekommunikasjon. Virksomheten omfatter forskning og utvikling, samt markedsføring nasjonalt og internasjonalt av systemer og produkter for offentlig og privat, fast og mobil kommunikasjon. Ericsson i Norge har ca 1000 ansatte og en årlig omsetning på over 2 milliarder norske kroner.

PRODUCT MARKETING SØKER AXE OG IN KOMPETANSE

● PRODUCT MARKETING er en fellesressurs i Marked Norge som bistår markedsavdelingene med kompetanse på produkter, tjenester og løsninger. Ericssons aktivitet i markedet er sterkt økende, og vi søker flere medarbeidere til denne avdelingen med kompetanse innenfor:

AXE relaterte produkter: Mye av vår virksomhet og styrke er i dag, og i denne posisjonen og produktens videreutvikling vi skal utnytte for å etablere ny virksomhet i våre markeder framover. Intelligente nett: IN er et satsingsområde for ETO. Vi styrker for tiden vår kompetanse på tjenesteutvikling både i Asker og på Hisøy. Product Marketing skal øke innsatsen på området tilsvarende.

Product Marketing er en markedsorientert karriere vei for deg med teknisk bakgrunn. Jobben gir innsikt i markedet og en oversikt over et bredere produktspekter.

Høres det interessant ut å ha ansvaret i Ericsson i Norge for flere produkter/områder. delta i Ericssons internasjonale markeds- og produktfora for produktledere. lage kundeløsninger basert på Ericssons og underleverandere produkter. være med på utviklingen av det deregulerte telemarkedet.

Kontakta: Stian Solberg på. tf. 88 00 11 65 / 41384, pr. memo: eto.etos eller mail:etos@eto.ericsson.se eller Leidulf Årset på. tf. 66 84 13 53 eller pr.memo.eto.etoiei. Vi du vite mer kan du besøke vår hjemmeside: http://www.eto.ericsson.se/org/a_e/. Arbeidssted vil være Billingstad, Norge Ansøkan: CV, vitnemål og attester merket A/E sendes personalavdelingen. Søknadsfrist: 28 Februari 1998

Matra Ericsson Telecommunications-Paris-France

SUPPORT ENGINEERS-FIELD SUPPORT CENTER

● As a result of a strong expansion in our market, we are seeking Support Engineers to work with the fixed network and for global operator As a customer support engineer, working as a part of a team, you will support the MAS

based on 12.3/12.4.1 line maintenance and Translocal AS. You will be responsible for trouble report handling, trouble shooting, testing on STP, operation and maintenance, consultation and emergency support.

Requirements for the job: You have AXE experience, are familiar with PLEX software and ASA programming, and HLPLEX will be appreciated. You have successfully worked for 1 or 2 years in testing support or design, with trouble and fault fixing ability

Contact: C.V. to Martine de Bouville-Fax: 1 64.47.57.73 - E.Mail: Martine.deBouville@met.fr Phone number: 1.64.47.49.67.

MET Commutation, Paris, France

PROCESS MANAGEMENT RESPONSIBLE, FIXED NETWORKS DIVISION

● The Division is responsible for providing products and applications for the fixed network in France. Our main customer is France Telecom (french PTT), and we are currently working with other operators entering the french market.

We are currently looking for a PROCESS MANAGEMENT RESPONSIBLE to improve and strengthen our Process Management structure and network. The structure aims at efficiently controlling, improving, adapting and communicating the full set of development and support processes used in the projects at the Fixed Networks Division.

Candidates should have 3-5 years experience in AXE development, preferably with activities related to Project Management or Quality Assurance. Good relational skills, leadership and motivation are a must. Knowledge of the CMM is a plus]

Contact: Dany Nassif MET.METDNF Tel. +33-1-64 47 55 93. Application: Martine de Bouville, Human Resource Dept MET 19 Ave Carnot, 91348 MAssy Cedex, France. Fax :+33-1-64 47 49 67 66

Ericsson Radio Messaging AB, Hallonbergen/Sundbyberg

Ericsson Radio Messaging AB (ERM) is a part of Business Area Mobilsystems within the Ericsson group. The company develops and markets Wireless Messaging Systems (paging) all over the world. ERM, with 200 employees, is the small company within the large group, and we are now looking for you with broad sales experience to be the Manager for our Marketing and Sales Department.

MARKETING AND SALES MANAGER WIRELESS MESSAGING SYSTEMS

● You will be in charge of a department with global responsibility for all sales and customer projects of Wireless Messaging Systems (paging). The sales includes everything from turn key projects to sales of individual components i.e. base stations.

You will manage a team with highly motivated and qualified sales- and project managers. The unit consists today of two sales units (regionalised) and one unit for customer projects. The sales is done either through Major Local Companies/Local Companies, agents or direct to customer.

Qualifications and experience: Experienced manager/coach from a marketing unit. Own sales and negotiation skill. Good commercial sense and international experience. Technical education M.Sc., B.Sc. or similar.

Contact: Per Jakobsson, phone +46 8 757 09 33, e-mail: per.jakobsson@erm.ericsson.se or Elsa Brodin, Human Resource, phone +46 8 404 28 24 e-mail: elsa.brodin@erm.ericsson.se Application: Ericsson Radio Messaging AB HS Doris Hagala 172 98 SUNDBYBERG

Ericsson Radio Systems AB, Kista

MANAGER OPERATIONAL DEVELOPMENT

● Your position will be at Business Management, Europe and Africa at business unit RMOG.

Your mission is to plan, drive and support improvement of ERA/LG ways of operating by means of IS/IT, Business support and Quality system.

You will be responsible for a group consisting of 3-4 people, and projects involving other units and companies in the region. You will also be responsible for directing our PC/LAN support from Ericsson Data.

Requirements: You have an open and communicative management style, to support the internal unit development (methods, staff coaching), and the extensive communication with other functions, units and companies.

Ability to work with several things at the same time is essential.

An academic degree in the area of computing.

Experience in the areas of: the European telecommunication industry. ERICSSON activities in the field of cellular business. process management. IS/IT support and tools for the corresponding business activities. experience from a management position.

High skills in communication in English.

Contact: Christer Lundberg, +46 8 757 07 29 Application: Ericsson Radio Systems AB KI/ERA/LGHS Ingela Vikenfolk 164 80 Stockholm

Ericsson Radio Systems AB, Kista

MANAGER - ACCOUNT MANAGEMENT

JMIF SALES within RMOJ has as from 97.10.01 the responsibility for Account Management, Order Management and Supply & Engineering. In order to meet the requirements at the Japanese market, we will in co-operation with RMOG and RMOA implement CORE 3, a way of managing our marketing and sales projects from start to completion.

● In order to seize the opportunities at the Japanese market, we look for a MANAGER - ACCOUNT MANAGEMENT. As the ideal candidate, you will have both commercial and technical competence relating to switching and radio products. With regards to marketing and sales, you will be responsible for the co-ordination of all sales activities, contract care, support to the regional offices and co-ordination of prices structures, etc.

You are an outgoing, independent, self-motivated individual with strong inter-personal and communications skills. You should have a university degree, preferably M.Sc. or MBA along with three to five years telecom or data-com industry experience ideally from a similar position or in a position closer to the customer. Fluency in English is required.

Contact: Stefan Karlsson, phone +46 8 404 7729 Application: Ericsson Radio Systems AB J/HPS Ann Beer, 164 80 STOCKHOLM

Ericsson Radio Access AB

In order to strengthen the common market activities and to improve the co-ordination between our various business segments, we are establishing a new position as

DIRECTOR OF MARKETING

● Your main responsibility is to market RSA and its products both within Ericsson and externally. You will be a member of the management team, take part in the strategic management and development of RSA, co-ordinate the development of RSA marketing activities, cooperate with Ericsson Local Companies (LCs/MLCs) and operators all over the world.

You will: implement a sales system, supporting various sales/marketing aspects, and translate the detailed contents into clear, concise commercial arguments and convey the benefits, both financial and product wise, to the field, consisting of MLCs, operators and certain units within BR. activate sales- and marketing development programs for all resources within Sales/Marketing, and the business intelligence activities. actively support the sales activity of the segments in certain core customer matters. continuously take responsibility for the measurement of customer satisfaction. co-ordinate main promotion activities such as major exhibitions (CeBIT, Singapore etc), attractive packaging of market campaign material, press releases, trade press articles and promotional material ("give aways").

You are technically oriented and have several years of marketing communications experience, preferably within Ericsson.

You are outgoing, independent, creative and self-motivated. Your interpersonal and communication skills will allow you to convey a very positive and professional image in this highly visible position.

Contact: Mats Tronelius, RSA/HC (Director Human Resources and Competence Development), telephone No. +46 8 757 15 00, or Bernt Högberg, RSA/VD (General Manager), telephone No. +46 8 757 15 00. Application: Mats Tronelius, Ericsson Radio Access AB, Box 11, 164 93 STOCKHOLM

Ericsson Telecom BV (ETM), Netherlands, Global Customer Support Services

CUSTOMER SUPPORT MANAGER, NEW AND GLOBAL OPERATORS

Continued worldwide deregulation, competition, and the sharp growth in new style

Telecom operators is rapidly increasing the demand for services that can support these customers in the exiting and challenging environment.

New and Global operators have new demands on their networks, and new services they want from Ericsson. They are always looking at new and creative ways of getting business out of their NETWORK.

● You will be working in close co-operation with the customer, Ericsson Global Account Managers, technical support staff in the GCSO and other local companies, Software supply organisations, and of course other Customer Support Managers, to deliver excellent customer support. You will work with your customer(s) at all stages in their relationship with Ericsson.

We need high calibre managers to help support these customers in their operations, and provide them with top quality Customer Support with a business attitude and maintain a global Ericsson approach to ensure our continued success with customers.

You have a strong customer focus, are result driven, and fluent in English. Your strong communication skills, will ensure customer satisfaction, and a business success for both the customer and Ericsson.

Contact: Gunilla Johansson (ETM.ETMGUJO) or Per Lindskog (ETM.ETMPLOG).

Ericsson Radio Systems AB, Kista

MANAGER - CMS8800 PRODUCT MANAGEMENT, SYSTEM CORE

Cellular Systems - American Standards is one of the fastest growing business units within Ericsson Radio Systems. We are the market leader for cellular telephone systems and services based on D-AMPS/AMPS. Today, over 50% of the world's cellular subscribers are served by D-AMPS/AMPS systems. To further strengthen our product management department, we are now creating a new function within product management to handle System Core issues.

● Your responsibility will be to build, manage and develop the CMS8800 Product Management - System Core unit within CMS 8800.

The unit will consist of around 8 persons and be responsible for strategic product management and sales support. The products included in System Core is mainly AMC, Application Modularity, Adjunct Processor, DMH/Charging, STS, Echo Cancellers and Transcoders.

Your organization will be responsible to define new solutions and products within System Core, work out business cases to influence the development of any needed new products, and enhancements to existing products, make customer presentations and support product introduction of new solutions and products.

The ideal candidate has a M.Sc. or B.Sc. in CS or EE and experience with switching technology. Fluency in English is required, Spanish or

Portuguese a plus. You have good co-operation and leadership capabilities and initiative, you are result and customer focused.

Contact: Tomas Dahlberg, phone +46 8 757 25 46, memoid: ERA.ERATODG Application: Ericsson Radio Systems AB, AH Anette Spångberg, 164 80 Stockholm

Ericsson Radio Systems AB, Kista

Product Unit Base Station Systems (BSS) provides competitive Radio Networks for GSM Mobile Systems. Strategic Product Management has the profitability for the products during their life time. We are now looking for line managers as well as product managers.

MANAGER - PRODUCT MANAGEMENT RADIO NETWORK AND APPLICATIONS

● You will manage the unit responsible for Radio Network Functionality and Applications. You should have leadership skills as well as business knowledge and competence within the product area, i.e. Radio network functionality and/or the applications to be supported, i.e. Wide area GSM, GSM Indoor, Diatom, Positioning or similar.

MANAGER - PRODUCT MANAGEMENT BSS INFRASTRUCTURE

● You will manage the unit responsible for Infrastructure, i.e. the BSC Platform and Transmission. You should have leadership skills as well as business knowledge and competence within the Product area, i.e. AXE and/or Transmission areas such as ISDN, SDH, ATM/IP, etc.

Contact: John Montgomery, phone +46 8 404 1767 or Kristina Johnsson, Personal, phone +46 8 757 1449 Application: Ericsson Radio Systems AB LV/HS Kerstin Almblad 164 80 Stockholm

Ericsson Philippines.

PRODUCT MARKETING MANAGER

Switching and Value Added Services. The Philippines market is characterised by a high degree of competition between telecom Operators. To support these Operators efforts to differentiate themselves in the market we require a Product Marketing Manager to control the Value Added Services and Switching business as well as Manage the team of Sales Engineers.

● A Product Marketing Manager will require good technical knowledge of the AXE and proven management skills. Your team supports the account management functions in preparing proposals and identifies new business opportunities and negotiates with clients.

The position will involve the technical management of product marketing activities for all related Switching, IN, ISDN, Call Centres,

Telecom Management and Billing Systems from the Ericsson portfolio.

The successful candidate should also be able to translate the technical functionality of the products into clear, commercial arguments which highlight our customer needs and product value.

Candidates for this position will require at least five (5) years experience with the AXE and two years experience with Intelligent Networks or other VAS product in the telecom industry. Experience and interest in leadership is important. MSc or BSc (Eled/Data) is also required.

Contact: Jozsef Soos ENQ.ENQSOOS +63 2 635 1828, Eddie Gavafalk ENQ.ENQEGAV or Human Resources Joselito Rivera ENQ.ENQJORI +63 2 637 1600.

Ericsson Radio Systems AB, Sundbyberg

SATELLITE COMMUNICATION -

If you are looking for a real challenge in the new and exciting field of GSM based cellular satellite communication, then we can offer you an interesting position. To be able to support and provide the satellite operators with a total satellite system we are working closely with several satellite companies.

A satellite system can be global or regional. The satellite "footprint" for one of our regional projects, Thuraya, covers 49 countries. The first phase for Thuraya includes approx. 6-7 gateways. The implementation schedule for Thuraya is 36 months. During this time we will support our partner in the US and of course the satellite operator in UAE, work on the development of new satellite features within CME 20, coordinate our local companies. Ericsson's role is within the ground segment and to provide the MSC/VLR/HLR/AUC. We are looking for:

MARKETING SALES MANAGER

● The candidate should have: Ability to build and maintain good customer relations. Experience from several markets/regions. Strong sales & leadership skills.

The candidate should also have: Master of Science or similar. Good written and oral skills in English. Be well organized, independent, serviceminded and team oriented. Experience in tender preparations. Excellent presentation skills.

We are looking for resources to be located both in Stockholm and in the US.

Contact: Catharina Jedberger, phone +46 8 4044464 memoid: ERAC.ERACAJE Ulf Borison, phone +46 8 7571580 memoid: ERAC.ERAUBOR Application: Ericsson Radio Systems AB LP/HA Siw-Britt Johansson 164 80 STOCKHOLM

Ericsson Radio Systems AB

BUSINESS MANAGER

● A recent re-organisation within RMOG has opened up for new challenging positions within Market Operation Europe and Africa, existing customers (LG).

Within our Business Management units we are looking for experienced marketing persons to take on positions as Business Managers.

You will together with the Business Director be part of a team of 4-5 persons with the overall responsibility to secure successful long-term business with a number of our existing customers within our product area, mainly GSM.

Your main responsibilities and tasks will be: Together with the local companies establish business strategies and market plans for "your" customers. Support the Key Account Manager at the MLC (KAM) in marketing and sales activities locally and in Sweden. Push new products and solutions. Build relations with customers. Setting and follow-up of goals

You will have responsibility for 1-3 defined accounts within Europe. Your counterparts at the MLCs will be the KAM and his organisation as well as the general management.

The position requires substantial experience and knowledge in international marketing of telecom solutions.

Apart from being experienced in marketing you need to be an open-minded person, able to establish good relations with KAM organisation and customers. You are result oriented and have a strong drive. You are willing and able to travel regularly within Europe. In return you get the satisfaction of working in a flexible organisation devoted to the task of developing the mobile business for Ericsson within Europe and Africa.

Contact: Thomas Schullström, phone 46-(0)8-757 19 97, mobile 46-(0)708-66 12 40, Memo:ERAC.ERATSC or Christer Ahlner, phone 46-(0)8-404 84 07, Memo:ERAC.ERACRAR Application: Ericsson Radio Systems AB. LFHS Ingela Vikenfolk, 164 80 STOCKHOLM

Ericsson Telecom AB

PABX/VOICE NETWORK SOLUTIONS MANAGER

● We need you for one of our largest global operators! We are an expanding unit with the mission to take full responsibility for our technical solutions, with high quality, on time. For all our customers we are responsible from RFQ and until final acceptance.

We are looking for 1-2 persons with: PABX/voice network experience with particular product knowledge of the MD110 and associated applications, DNA, voice mail etc. ability to use everyday PC applications such as word, excel etc. personal attributes in the form of ability to deal with different people on different matters and levels, to build working relationships and to face customers.

We work in Customer Teams, in close relation with account management, project management and product management.

We want you to be open, flexible and unafraid of new challenges. For more information, please contact

Contact: Victoria Strand, TN/ETX/PN/OSC, ETX.ETXENV, +46 8 719 4103 or Kjell Östergren, HF/ETX/PN/OSH, ETX.ETXKOSN, +46 8 719 0993.

New positions at Nippon Ericsson for 3rd generation mobile systems

Ericsson is taking a very active role in the development of 3rd generation mobile systems, in ITU called IMT-2000. Since Japan is taking the lead in the development and standardization of IMT-2000, it is very important for Ericsson to be present in Japan and to actively take part in the Japanese activities. Ericsson has been selected as vendor to two operators in Japan who are setting up W-CDMA experimental systems, NTT DoCoMo and Japan Telecom. These will be the first IMT-2000 experimental systems for wireless wideband multimedia in the world.

The unit for Wideband Cellular Systems at Nippon Ericsson is responsible for Ericsson's product management and standardization activities in Japan related to IMT-2000, both with respect to the W-CDMA experimental systems and future commercial IMT-2000 systems, as well as the IMT-2000 standardization work.

The work in Japan is now expanding and therefore we are looking for the following highly qualified personnel to join our unit:

Product Manager - Radio interface, layer 1

You will be responsible for radio interface standardization and related issues for the WCDMA experimental systems as well as future commercial IMT-2000 systems. This means that you will have extensive contacts with NTT DoCoMo and other Japanese operators related to layer 1 issues, and you will be driving the standardization of WCDMA in the Japanese standards body ARIB.

This position requires minimum 5 years of research and/or development of radio interface technologies and at least two years experience of W-CDMA.

Product Manager - Radio Network control

You will be responsible for radio resource management related standardization in ARIB and product management for W-CDMA experimental systems and future commercial IMT-2000 systems. This means that you will have extensive contacts with NTT DoCoMo and other Japanese operators related to radio resource management issues, and you will be driving the standardization of radio resource management for WCDMA in the Japanese standards body ARIB.

This position requires several years of experience from working with radio resource management for cellular systems e. g. PDC, D-AMPS, GSM or W-CDMA.

For more information and application on positions contact:

Håkan Ohlsén, Senior Manager

Phone: +81 3 3222 4361.

Memo: NRJ.NRJHOHL

E-mail: hakan.ohlsen@ericsson.co.jp

ERICSSON 

contact

Ericsson, HF/LME/I, Room 811023, S-126 25 Stockholm



Time for CeBIT again

How do we wish fair visitors to perceive Ericsson? Ericsson's conduct at an exhibition is a key element in brand building and in the soul of a company.

Products are not all that is on display at an exhibition. A company's values are also exposed for all to see. The CeBIT Fair is one of the world's largest telecom and electronics fairs. This year, about 700,000 are expected at the exhibition in Hannover in March. Therefore, this is an excellent occasion to display Ericsson's soul as well as its products. This year, there will be two stands, one for mobile telephones and another for other Ericsson products. Both stands will portray the same image of Ericsson.

The exhibition is scheduled for March 19-25, so it is high time to invite customers or for you personally to decide to attend. This year, Ericsson will focus on three areas:

- An understanding of Ericsson's solutions based on the contexts in which they are applied. For example, at home or on the job.
- An understanding of the various cus-

tomers groups, depending on the context. ■ Network solutions and infrastructure.

During two of the fair days, Ericsson will hold lectures of its own in the fair area's conference building. On Friday (March 20), among others, Åke Persson, Mobile Systems marketing director, will talk about the third generation of mobile telecom systems, and Staffan Åstrand will deliver an address on video conferences over Internet. On Monday (March 23), Malin Johansson will lecture on how to derive the maximum utility from a call center, and Mats Wennerberg will talk about how intelligent network services can best be introduced.

There will be a total of 23 lectures of a

half hour each. The lectures are open to all interested attendees.

Behind Ericsson's presence at such a large fair there is a great deal of work on the part of a large number of people. Many have been involved with preparations for up to a year. The personnel most closely associated with CeBIT are those present at the stand. There is still a chance to be one of them. Check Internet to see how to apply.

PATRIK LINDÉN

More information is available at Ericsson's intranetpage <http://inside.ericsson.se/cebit/> and at the CeBIT fair's own page: http://www.messe.de/cb98/index_e.html

The CeBIT Fair is absolutely one of the largest industry fairs. Ericsson will maintain two sites during the Fair. The main stand is in Hall 17, stand 31, with the mobile telephone stand in Hall 26, stand 68. In addition to telecom, there will be a large number of data and electronics companies at the CeBIT Fair. This year, the arrangers are expecting about 700,000 visitors.

Photo: THORD ANDERSSON

end line

A new man, a "go getter"

So, there is a new boss. And at the top at that. Sven-Christer is taking over from Lars and mounts the ladder at a single step from being a relatively unknown person to becoming an industrial super-celebrity, at least in the Kingdom of Sweden. Bravely done, in my opinion.

Last week, I was privileged to spend a great deal of time together with our new CEO. We worked on the major interview to be found on pages six and seven, with photos taken and numerous preparations completed of the type demanded for making the climbing of the ladder from an unknown to a celebrity as deft as possible. Therefore, I know of what I speak when I say that we who work for Ericsson can be pleased that the Board of Directors appears to have made a very wise decision when deciding who would succeed Lars Ramqvist. At least from a standpoint of sociability. One very nice man is succeeded by another.

Those who have read the interview understand that a great deal will happen in Ericsson in the immediate future. This is always the case following a succession to the throne. Lars Ramqvist caused a considerable shake-up when he succeeded to the top job in 1990. At that time, I was new to the corporate editor's post but was highly gratified to be present at the "Sonthofen" when President Lars presented his matrix organization and the new names in the management constellation. It was already known that the man was a "go-getter" and that big things would happen in the company and the industry. The mobile explosion had not quite taken place, but it was not long until the first GSM operator lit the fuse.

When President Sven-Christer assumes his new duties on March 30, he will have the chance to introduce his own ideas on management and organization. However, two clear signals have already been sent, signals which I believe will be very positively perceived in this increasingly younger company.

Sven-Christer sees his task as implementing a rejuvenation in leadership and wishes to clear the way for more women to move into leading positions. Considering how the outside world is in the process of changing – not least the markets from which Ericsson derives sustenance – these are indeed wise measures. Since our customers are becoming increasingly younger, those who represent Ericsson must do the same.

We at the Contact editorial office wish Sven-Christer every success in the new job. I already know from our conversations that he sets a high priority on the need for communication. Our task is, of course, to ensure that all his, hopefully, good ideas and initiatives are properly disseminated throughout Ericsson.

At the top of the wish-list of communications-enhancing measures is that the new Ericsson head place a prohibition on unit abbreviations and acronyms in speech and writing. Nonetheless it is, of course, a bad habit that even a CEO would discover is hard to break.



LARS-GÖRAN HEDIN

 **CeBIT 98**
HANNOVER