

T36 discontinued

Production of the T36 Bluetooth phone and consumer DECT telephones has been discontinued as part of a strategy to streamline the product portfolio of the Consumer Products Division and achieve profitability. **4**



Engineers rewarded

A group of Ericsson engineers has been rewarded by the Swedish technology magazine Ny Teknik, for "the year's best Swedish research project within the field of IT." **Technology, 15**

Worldwide WAP

Ericsson is launching a company-wide WAP site. Ericsson's mobile Internet campaign is being launched on: wap.ericsson.com **News, 9**

contact



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Ericsson B share,
Stockholm 27/10

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Agneta Larsson is a machine operator at the Kumla plant. She was relieved following the announcement that the plant will be retooled from mobile phone production to systems manufacturing. "With the marketplace the way it is today, you have to be prepared to accept new job responsibilities," she says.

Photo: Lars Åström

Production plants gear up for 3G

Ericsson is making a serious effort to improve profitability within its mobile phone operations. Plants in Lynchburg, USA and Kumla, Sweden are being retooled to handle the company's increasing order load on the systems side. The news was announced in conjunction with Ericsson's third quarter earnings report last week. Markets reacted very negatively to the report, with the price of Ericsson shares falling sharply. **3-7**



Photo: Lars Nyberg/Pressens Bild

Oskar a hit with Czechs

Oskar is the name of the Czech Republic's third GSM network. Ericsson supplied the equipment, installed it and put the system into operation in record time. The nationwide network already has 170,000 subscribers. **12-13**

Largest 3G order ever

German operator MobilCom has selected Ericsson to be its sole 3G supplier. The order, worth USD 1,35 billion, is Ericsson's largest to date for mobile systems. **7**

TECHNOLOGY

Even though 3G is still in its infancy, researchers are already working on fourth-generation mobile networks. Håkan Eriksson, director of research, predicts an incremental transition to new networks in the future. **14**

AT WORK

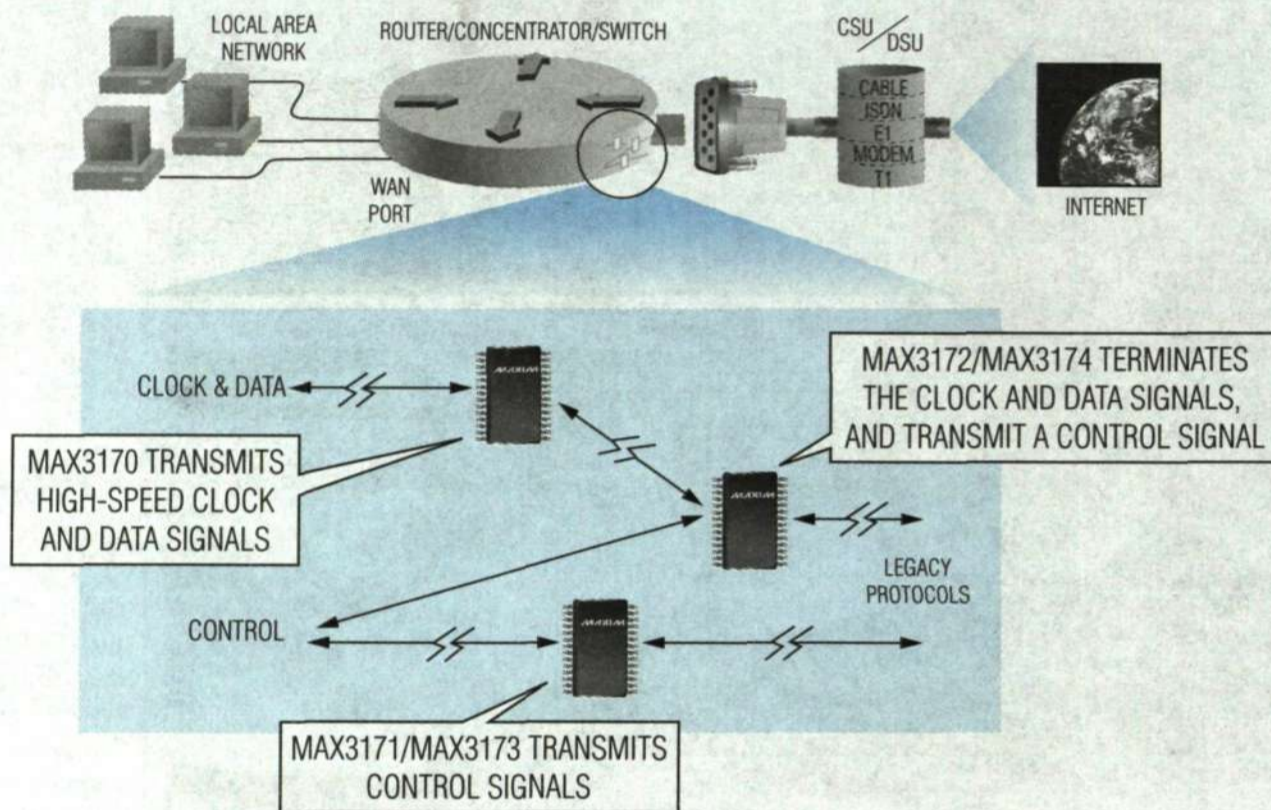
Ericsson in the UK is testing a new employee shareholding program. Its purpose is twofold: motivate employees and prevent skilled workers from leaving for competitors. **21**

WORLD WATCH

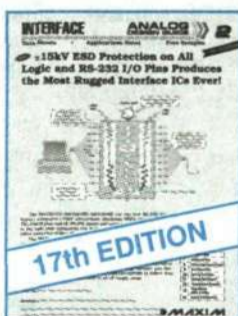
This year's Nobel prizes in physics and chemistry were awarded to researchers who have been instrumental in IT development. **11**

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Stock market decline despite strong order bookings

The sale of mobile systems increased by 44 percent and pretax earnings rose by more than 200 percent, yet the market still reacted negatively to Ericsson's nine-month interim report.

At its lowest point, the Ericsson share price fell by more than one fourth on the OM Stockholm Exchange on Friday, October 20, but closed at SEK 127, a fall of 16 percent.

The pressure to sell was primarily caused by the fact that the losses made by mobile phones were higher than anticipated by the market.

Kurt Hellström chose to focus on three factors in his presentation of the earnings in New York on October 20: the strong growth in orders and invoicing, solid GPRS and 3G leadership, and the losses suffered by mobile phones.

"We now have a worsened, but isolated, situation for our mobile telephone operations," he stated. "By now adjusting estimates of the full-year losses for phones to about USD 1.6 billion, we must also lower our assessment for the company's earnings this year."

Kurt Hellström said that the most important problems had been the lack of components and higher-than-expected pricing competition.

"At the end of September, we began to notice a situation never seen before – a surplus of mobile phones started to build in the market."

Phones important for 3G

When asked if Ericsson should consider selling its mobile phone operations, Kurt Hellström gave a familiar response:



"Ericsson has a large number of expert employees in its mobile phone operations and we have to take care of them. Trying to rectify the situation and standing up for our employees is one way of clarifying what best suits Ericsson," Kurt Hellström emphasized during the interim report press conference in New York.

"We need mobile phones for our systems operations. It is important for Ericsson to be a total supplier of phones, systems and services. We generate a large amount of business based

on this ability, which will be of even greater significance for 3G."

Turning to the outlook for the fourth quarter, there was talk of a ten percent increase in

2000 – A STRONG YEAR

Ericsson's earnings for the third quarter/first nine months of 2000,

SEK billions	Third quarter		Change
	2000	1999	
Order bookings	68,7	58,1	18%
Billing	67,3	49,3	37%
Pretax earnings	5,5	3,6	50%

	First nine months		Change
	2000	1999	
Order bookings	212,9	157,8	35%
Billing	191,5	141,6	35%
Pretax earnings	24,1	7,9	205%

Graphics: Paues Media

billing. This brought questions from the audience, to which Sten Fornell, the company's CFO, responded.

Increase in sales

"We have to make a comparison with the extremely strong fourth quarter in 1999, when sales in Japan and the US underwent substantial increases towards the end of the year. So a ten percent increase compared to that level is not so bad," said Sten Fornell.

"The executive management makes the assessment that Ericsson's full-year sales will increase by at least 25 percent."

Lars-Göran Hedin

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Profitability increase for 2G

Continued strong growth for the 2G system and the reinforcement of the company's leading position in 3G: These factors give Ericsson a unique position as the leading company for mobile systems. The company is growing faster than the market and has a sales level that is higher than those of its two closest competitors combined.

Order bookings in the Network Operators and Service Providers Segment increased by 37 percent during the third quarter, helped along by a 40 percent rise for mobile systems.

The segment's billing rose by 34 percent to USD 13.3 billion, with an operating margin that improved from last year's 11 percent to 18 percent.

The strong growth of 2G was confirmed by several major orders during the third quarter. For example, two expansion orders were secured in China and an order for equipment for the expansion of the CDMA network in Mexico. The 2G system is being constantly developed and there are still many new markets to be conquered.

New contracts

For 3G, Ericsson has been appointed supplier in 16 of the 21 agreements announced to date throughout the world. New contracts during the third quarter came from TIM in Italy, Andala Hutchison and WIND, also in Italy, Mobitel in Slovenia and MobilCom in Germany. Ericsson anticipates that some 90

3G-licenses will have been distributed by the end of 2001. The kick-off for 3G will take place in Japan and will be followed by an intensive series of launches in Europe.

The 3G deliveries are expected to start later this year and the preparations for this have intensified. One step in this process was the opening of the new production unit for 3G base stations at the plant in Gävle, in northern Sweden.

To meet the demands for the rapid delivery of complete 3G networks, collaboration has been established with the construction companies Skanska and NCC. Further steps in the preparations for 3G were the acquisition of Microwave Power Devices (see page 7) and the conversion of mobile telephone produc-

tion in Sweden and the US to mobile infrastructure.

Order bookings up

Mobile Internet is an important area in which Ericsson reinforced its position during the third quarter through its successes with GPRS. In total, Ericsson has 55 contracts for commercial GPRS systems. The Wireline Systems business unit continues its positive development after its reconstruction that was completed earlier this year. Order bookings increased by 19 percent under the positive impact of Engine (see page 10).

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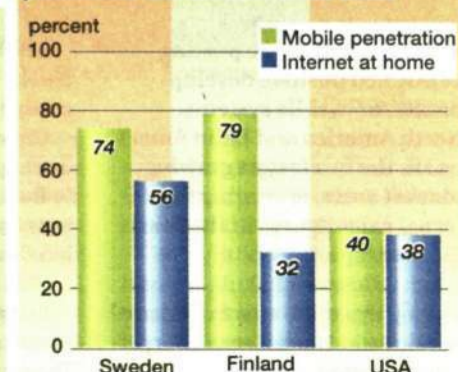
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DID YOU KNOW THAT...

Sweden tops for the combination of mobile penetration and Internet in the home



Source: Ericsson ConsumerLab

Consumer Products Division steps up measures

The Consumer Products Division is stepping up its "Back to Profit" program in order to return its mobile phone operations to profitability again. The program, which began in July, is anticipated to save USD 1 billion per year once it takes full effect in 2002.

The division is implementing a number of changes. It will streamline its product portfolio by reducing the number of models, restructure production and focus more on entry-level phones.

The retooling of plants in Lynchburg and Kumla, announced on October 20, is a concrete example of the steps being taken. Production of mobile phones is being shifted to plants in Eastern Europe, Asia and Latin America – where production costs are lower, due partly to lower labor costs in those areas.

Altogether, 7,000 of the division's 18,000 employees will be affected by these changes: 4,000 in production and another 3,000 within business and marketing units.

Consumer Products lost USD 410 million during the third quarter, reducing operating profits to minus 29 percent, even though sales increased by 47 percent to USD 1,43 billion. Ericsson sold 10.8 million mobile phones, a 52 percent increase.

Component shortage

The primary reason behind the loss was the component shortage, which was caused by a fire at the plant of a key supplier in the US. Ericsson has insurance to cover these kinds of damages, and insurance companies have been informed by Ericsson that it is preparing a damage claim. Changes in currency rates have resulted in losses of USD 200 million.

For the calendar year, Consumer Products anticipates losses of USD 1,6 billion. Competition based on price is expected to increase and the market for replacement phones to weaken.

Moreover, continued difficulties in terms of component supplies are anticipated, although to a lesser degree. Another large sum, almost USD 500 billion, has gone into the Back to Profit program.

Ericsson is narrowing its product

portfolio by focusing mainly on the development of GSM and UMTS phones. The product program for CDMA and TDMA terminals will primarily aim to fulfill the wishes of Ericsson's system customers.

"Lucrative market"

The overall number of phone models will also be reduced. Ericsson is, for example, discontinuing production of its T36 model, as well as consumer DECT phones and certain other product portfolios that have not yet been made public.

"This could also mean that we will be phasing out certain products earlier than anticipated," said Kurt Hellström.

Research and development will be shifted to focus on product development for GPRS and 3G. Kurt Hellström emphasized that the mobile phone market remains a lucrative market. This year, alone, it is anticipated that 420 million phones will be sold worldwide.

"Next year, we're anticipating that the market will reach between 525 and 575 million phones," said Kurt Hellström at the press conference.

Mia Widell Örnung
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It is estimated that 420 million mobile phones will be sold worldwide this year. Ericsson anticipates that the overall world market will jump to between 525 and 575 million phones next year. Photo: Lars Åström

Simpler, more profitable phones

Ericsson's strategy now is to profitably mass-produce entry-level phones.

Value-priced 2G telephones continue to dominate the market.

This past summer, the Consumer Products Division formed a new product unit for entry-level phones.

The unit's task is to develop and put into production mobile phones for the mass consumer market. In order to do that, the unit is seeking out appropriate partners – companies that can develop and manufacture second-generation Ericsson mobile phones on contract.

"We don't simply want to be a strong player in the top category, but also in the lower categories as well. It is there where the really heavy volumes can be found," says Jan Wäre-

by, Executive Vice President, Consumer Products Division.

Johan Paulsson, head of the new entry-level product unit, which is part of the GSM and UMTS products business unit, agrees.

"Operators and retailers want these phones. If you don't have a good selection of phones that people can afford, they won't be interested in buying phones in the more expensive price categories either," says Paulsson.

In certain markets, the net price for a low-priced phone has dropped to less than USD 100. Operators use the inexpensive phones to attract customers. It is not simply enough that the phones are inexpensive, however.

There also has to be added value, especially for operators. Take SMS messaging for example. Almost 10

million SMS messages are transmitted every month over the world's GSM networks. For some operators, SMS comprises half of their income.

Ericsson's telephone manufacturing plant on the outskirts of Kuala Lumpur in Malaysia is now significantly expanding its production. Each year, millions of phones are manufactured here for all market segments. Now, however, a greater focus will be placed on products for the lower price segment.

The same is true for plants in China, Brazil and Mexico.

Brazil and Mexico will produce phones for the American TDMA and CDMA standards, while the plants in Asia will manufacture GSM phones.

Production is being concentrated to a few locations. Development, design, management of the supply chain, industrialization and testing

will all be conducted by Ericsson at various locations in Europe. Most of the production process will, however, be outsourced to subcontractors. This has been done on a smaller scale for several years, but not to the degree that is projected for the future. One new strategy is to relinquish control of overall production to external partners. An example of this is the agreement reached with Arima in Taiwan last August.

"The goal is for the plant in Taiwan to produce several million phones during 2001. That will be an outstanding way for us to both increase our market share and to improve profitability, without taking on too much financial risk," says Johan Paulsson.

Hans Kruszal
edited by Mia Widell Örnung

American markets expand the most

All market areas are posting continued positive developments for mobile systems. North America and Latin America are the two fastest growing market areas, according to external sales figures in the third quarter report.

During the third quarter, external sales in Latin America grew by 73 percent compared with the same period last year.

Asia Pacific posted a 53 percent increase. In Latin America, orders increased by a remarkable 86 percent.

Growth in Western Europe was due largely to positive developments in the UK, Spain and Italy. The issuing of 3G licenses has resulted in an increase in market activity within the mobile Internet field.

In the Central and Eastern Europe, Middle East and Africa market area, Turkey and South Africa are the fastest growing markets. Ericsson

was also named 3G supplier to Mobilnet in Slovenia. In China, orders increased by 82 percent.

Ericsson has signed two major general agreements with China Telecom Group Guangdong Corp. and Guangdong Mobile Communications. The agreements are for next-generation fixed networks and expanded mobile networks.

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Strong long-term forecast

"Ericsson will continue to grow faster than the market and we stand by our long-term financial goals." These were the words of Ericsson President Kurt Hellström when the nine-month interim report was presented in New York.

On the other hand, Ericsson has been forced to tone down its expectations for full-year 2000.

The reason for the adjustment of the short-term goals is the problems in the Consumer Products division. Mobile telephones made a larger loss than expected in the third quarter and this trend will not be reversed until the second quarter of 2001. It is anticipated that only then will mobile phones start making a profit again.

Sales increasing

The sales increase for full-year 2000 will be approximately 25 percent and the operating margin between 6

and 7 percent. Previous forecasts told of a sales increase in excess of 25 percent.

"Considering the earnings to date and the outlook for the remaining part of the year, the cash flow for operations will unfortunately be negative for the full year," says Sten Fornell, the company's CFO.

Ericsson still intends to expand more rapidly than the market, which means having a growth in billing (increase in sales) of more than 20 percent per year.

Mobiles may exceed wireline

The return on capital employed is estimated to be between 20 and 25 percent, with an operating margin of at least 10 percent. In the long term, the cash flow before acquisitions is expected to be positive.

Ericsson continues to have substantial confidence in the market for mobile Internet.

In 2002, mobile communications are expected to exceed wireline tele-



China is one of the markets where there is strong growth.

Photo: Lars Åström

phony in terms of the number of subscribers.

Mobile connections to the Internet will be more common than the wireline network by as early as 2003, according to Ericsson's forecasts, and

it is estimated that in 2005 there will be one billion mobile Internet users.

When it comes to mobile systems, Ericsson is convinced that it can retain its current leading position.

"The sale of second-generation

systems, will continue to be our largest source of income for many years to come," says CFO Sten Fornell.

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Share price tumbles after Ericsson report

Many share investors certainly gasped when they saw the stock market reaction to Ericsson's nine-month report. Although Ericsson was able to show a 200-percent increase in sales, one-fourth of the share's market value went up in smoke on Friday, October 20.

Panic trading in Ericsson shares helped the OM Stockholm Exchange to set a new turnover record.

On the day of the report, share trading totaled USD 4,6 billion, of which two-thirds was attributable to trading in the Ericsson share.

Turnaround

The share reached its lowest level during the afternoon, when it had fallen 28 percent to SEK 109 (Series B share). But that was the point at which it turned around and climbed somewhat. When the OM Stock Exchange closed, the share price had fallen 16 percent.

The main reason for the fall in the share price, according to the analysts, is that the loss in mobile phones is now double the amount they had anticipated. The Swedish business daily *Finansstidningen* was not alone in questioning why Ericsson is involved in mobile phones at all. "It's obviously not for the money. Sell it."

The decline in the share price accelerated as a result of the telephone press conference Ericsson held at lunchtime.

According to the newspapers' stock market reporters, the negative reaction was the result of Ericsson's intention to retain mobile phones. Kurt Hellström did not succeed in calming the stock market with his plan for achieving profitability in the Consumer Products division.



The market had a strong negative reaction to Ericsson's nine-month report and the share fell sharply on the OM Stockholm Exchange and the US Nasdaq exchange. The Swedish newspapers called it "panic trading."

Photo: Scanpix

Another financial daily, *Dagens Industri*, believes that Ericsson's statement that it would save its mobile telephony operations with a restructuring expense simply increased worry in the stock market.

When the Nasdaq Composite Index opened later in the day, the Ericsson share continued its fall.

Despite the fact that the market was otherwise up, the Ericsson share fell by more than 16 percent.

Speculation about leaks

The decline had already begun the day before the report was published, which has led to speculations about leaks

"There were a surprising number of customers in the US who were aware of detailed information about the report's content," a chief broker told *Dagens Industri*.

Despite the stock market's panic reaction to the Ericsson interim report, the company is hardly in crisis and perhaps the market reactions were

somewhat exaggerated. Lars Söderfjell, an analyst at Sweden's *Handelsbanken*, told *Dagens Industri*:

"Today it looks like Ericsson will have growth of 26.5 percent for the full year. I think that the sharp fall of the Ericsson share is an overreaction."

Sara Morge

Restructuring for the 3G ramp-up

The Lynchburg management team broke the news to employees on Friday, October 20, that Ericsson had decided to transfer mobile phone manufacturing to facilities outside the US and to transition its infrastructure manufacturing operations in Lynchburg to SCI Systems, Inc.

Many employees actually seemed relieved to get the news. After weeks of rumors, it was good to finally know what was happening.

The announcement that there would not be big layoffs was greeted with applause and cheers as Peter Nilsson, Vice President, Mobile Systems - Infrastructure, took a moment to quell the rumors of the plant shutting down, or people losing their jobs.

Following these reassurances, Peter Nilsson and Al Ragland, Vice President Human Resources, CDMA/TDMA, went over some of the restructuring details that would affect Lynchburg employees:

- Ericsson will retain several operations in Lynchburg, employing about 1,200 people.
- Ericsson is selling the entire manufacturing operations in Lynchburg to SCI Systems Inc.
- Cellular phone manufacturing is being phased out of Lynchburg. Phone-manufacturing employees will be re-trained to work for SCI making infrastructure equipment.
- The transition will take about 6-9 months after the agreement is finalized.
- SCI is a Fortune 500 company, a world leader in manufacturing, and has competitive pay and benefits. Manufacturing is their core business.

The changes in the Lynchburg operations were an aggressive move



When phone manufacturing moves from Lynchburg in the US, the staff at the plant will be re-trained for the new production of equipment for mobile infrastructure.

Foto: Randy King

by Ericsson to align its manufacturing competencies and resources with the current demand for 2G systems, as well as ramp up for the expected high demand for 3G equipment.

"Mobile phones have become a high-volume, low-cost commodity requiring a specific manufacturing strategy to meet market demand," says Peter Nilsson.

"This can best be accomplished through strategic alliances with



Peter Nilsson

companies who specialize in high-volume manufacturing."

"Ericsson is maintaining its focus on the continuing development of mobile systems, which requires a rather different manufacturing strategy, says Peter Nilsson and continues:

"SCI has been chosen as the best company to provide this type of production and will utilize the competencies we have developed here in Lynchburg to produce our mobile infrastructure equipment. Ericsson will continue with new product introductions and customer-specific configurations."

Employees left Friday's meetings slightly unsure of how their future

would change, but with a positive outlook.

"At first I was worried about the change, but now I realize this is a positive step. SCI ensures that I will have a job to do in the future," Rozelle West, a Mobile Systems - Infrastructure associate, says.



Rozelle West

SCI is one of the world's largest contract manufacturers and supply-chain service providers. They are US-based, operating 41 plants in 18 countries, offering products for the

FACTS/ERICSSON IN LYNCHBURG

Employee competencies in Lynchburg are an important resource for Ericsson in the U.S. Ericsson and SCI employees will share facilities and be co-located. Ericsson will retain the following operations:

- Corporate Functions currently in Lynchburg.
- Home Com, Consumer Product, and Mobile Systems Research & Development.
- Time-To-Market and New Product Introduction for infrastructure and mobile phones products.
- Flow control for mobile infrastructure.
- Node production (system integration) for new products.

computer, telecom, medical and consumer markets. They are also a booming company, having grown from 10,000 to 31,000 employees in the last decade.

"I've been with Ericsson for 35 years and have seen many changes in that amount of time. My time spent with Ericsson has been a good experience, and I look forward to the same in the future here," Lonnie Harper, Supervisor, Consumer Products, says.

"I feel that the new experience will be an excellent learning opportunity for me and the others that I work with."

Randy King

Completely new production lines in Nynäshamn

New production lines are being built at the Nynäshamn plant for the production of antenna-related products for 3G systems.

At the same time, the plant is working at full capacity for today's mobile systems. These products are now being transferred, step-by-step, to contract manufacturers in China and Estonia.

Ericsson is reorganizing its production to ensure that it can handle the 3G contracts. Large volumes must be manufactured rapidly and, in addition, the production volumes for today's mobile system is increasing. The Nynäshamn plant is an excellent example of the way in

which Ericsson is planning for this major technology shift and volume increase.

Doubling each year

"In the past three years, production has doubled each year. During the same period, we have also outsourced a large amount of work to contract producers in order to complete deliveries," says Gert Alm, head of operational planning at the Nynäshamn plant.

Today, there are nearly 1,000 persons employed at Ericsson in



Gert Alm

Nynäshamn, of which approximately 650 are directly involved in the manufacturing process. A large number of production employees are hired from staffing services companies, but this is something that is changing quickly.

"We have nearly reached our ceiling in terms of the number of employees and the dimensions of our plant. We are now employing personnel from staffing services companies in order to create a reasonable balance between our own and our hired staff. It is important to train them so that they can handle increasingly complex products," says Gert Alm.

In two years' time, the Nynäshamn plant will be primarily a 3G plant for Edge and WCDMA. This requires training for all personnel.

"It will become increasingly important to understand the product as a whole in order to manage trouble-shooting and introduction of the products," says Lars Ahlström, training manager at Nynäshamn.

Guaranteeing processes

The Nynäshamn plant manufactures antenna-related products for radio base stations on behalf of Ericsson Radio Access, which has its development operations in Kista. The proximity to the development unit is extremely important for the plant, which has the task of industrializing and guaranteeing the production processes. Subsequently, the product is outsourced to contract manufacturers in low-cost units outside Sweden that are able to

handle the high manufacturing volumes.

"The production process is outsourced partly to come closer to the customer and partly for reasons of cost," says Ulric Brandt, head of GSM operations at Ericsson Radio Access.

The demand is that, for each new generation of products, the production costs be reduced by tens of percent. That means hundreds of millions of kronor each year, according to Ulric Brandt. The plant is now transferring production to Tallinn in Estonia and Dongguan in southern China. China also demands local production and Ericsson thus avoids customs duties and transport costs.

With increased volumes and the



"It is wonderful to talk about positive change," says Anders Bergstrand, site manager at the Kumla plant. On his left is Björn Boström, Senior Vice President, Supply and IT. Seated on the right are Peder Boström of the Swedish Metalworkers' Union and Jonas Brattström of the Association of Graduate Engineers. Photo: Lars Åström

Relief at Kumla plant

There was an atmosphere of relief among the employees and union representatives at the Kumla plant in central Sweden recently.

Phone production is to be moved to low-cost countries and the Kumla plant will start producing base stations for GSM and, later, 3G systems.

Petra Olausson is a machine operator and has worked at the Kumla plant for ten years.

"On the local TV news yesterday, they said that the plant might be closed and there have been rumors circulating, so I felt quite relieved when the announcement came," she says.



Petra Olausson

Unions positive

Petra Olausson is looking forward to further training. It will be the first time she has set foot in the Gävle plant.

"It will be fun to learn something

new and then work will also be different. Nowadays, all jobs are evolving all the time," she believes.

Union representatives are also relieved.

"This is extremely positive for my members," says Peder Boström, local chairman of the Swedish Metalworkers' Union.

"We are accustomed to constant and development, and I envisage no problems with further training," he continues.

Employment secured

Jonas Brattström, local chairman of the Swedish Association of Graduate Engineers, agrees.

"We will now be working with Ericsson's most profitable operations and my members have previously shown that they can adapt to new production processes."

At the press conference, Björn Boström, Ericsson's Senior Vice President, Supply and IT, began by saying that employment in Kumla is secure.

"Since Ericsson has secured 16 of 21 3G contracts to date, we must start to adapt the production process.

"Kumla certainly needs to be able to handle the expansion we are ex-

pecting in mobile systems. In three years, we will achieve the rate of production it took ten years to acquire for the production of GSM systems," Björn Boström continues.

"Good news"

Production evolves in cycles. Operations in Kumla began in the 1960s, when the plant produced radio and TV sets. At the end of the 1980s, land-based radio stations were produced, to be succeeded by the manufacture of mobile phones.

Now that the plant is to once again produce mobile systems, the focus will be on base stations for the GSM standard, followed by a transition to 3G systems after about a year. The first Kumla employees will travel to Gävle in October to learn how to manufacture mobile systems for GSM.

It is evident that the residents of Kumla are committed. In this small community, many companies are interdependent.

"Ericsson is one of our largest customers, so this is good news for us," says a taxi driver.

Ulrika Nybäck

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new 3G products, production is now expanding outside Sweden. This also affects parts of the subcontracting operations.

"The Nynäshamn plant will now be fully occupied with 3G products for Edge and WCDMA. We are continuously adding new products in Nynäshamn," says Ulric Brandt.

Nils Sundström

nils.sundstrom@lme.ericsson.se

Operator Gunnar Helin fine-tunes new products in the latest production line for future mobile systems. The entire plant is now to be remodeled for 3G.

Photo: Lars Åström



Record order secured

Ericsson is to be sole 3G supplier to Germany's MobilCom. This is Ericsson's largest mobile systems order to date and is valued at approximately USD 1.3 billion.

The company will deliver infrastructure, terminals and services to MobilCom before 2003.

The record contract helps Ericsson to reinforce its leading position in 3G and the UMTS networks. To date, Ericsson has secured 16 of a total of 21 contracts for 3G mobile systems. MobilCom AG is one of six operators that hold UMTS licenses in Germany.

"We look forward to taking the lead role in collaboration with Ericsson for the installation and launch of the UMTS network in Germany. It is extremely important that the network is put into operation quickly and that

we can give our customers products and applications that are easy to understand and use," says Gerhard Schmid, CEO of MobilCom AG.

Under the new turnkey contract, Ericsson will supply a complete infrastructure for MobilCom's 3G network, which is to be installed in 2001 and put into operation in 2002.

The collaboration also applies to such areas as skills development, terminals, applications and the operation of the network.

The contract, which is valid until 2003, is valued at a total of USD 1.3 billion.

"Ericsson views this contract as a milestone and proof of our position as a leading supplier of total communications solutions," says Ragnar Bäck, head of the Western Europe market area.

Nils Sundström

nils.sundstrom@lme.ericsson.se

ERICSSON CLEAR LEADER IN 3G LEAGUE

16 operators have selected Ericsson as supplier for 3G systems

Operators that have secured 3G licenses	Operators that have applied for 3G licenses
NTT DoCoMo, Japan	Tele1Europe, Sweden and Norway
Japan Telecom, Japan	Telenordia, Sweden
Suomen 2G, Finland	Mobility4Sweden, Sweden
Ålands Mobiltelefon AB, Finland	Telecom Italia Mobile, Italy
Vodafone, UK	Andala Hutchinson, Italy
BT Cellnet, UK	WIND, Italy
Telcel, Mexico	Mobitel, Slovenia
Leap Wireless, USA	
MobilCom, Germany	

Graphics: Paues Media

Largest company acquisition this year

Ericsson is reinforcing its position prior to building 3G mobile phone networks.

The USD 1 billion bid for Microwave Power Devices means that Ericsson is making its largest company acquisition so far this year.

Microwave Power Devices (MPD) develops and manufactures power amplifiers for base stations.

"We have to strengthen resources in this area. That is why we need MPD's know-how and this purchase will give us a second leg to stand on. Ericsson's expertise in the MCPA area is located in Kista, Sweden, and now we shall have our second leg in the US," says Åke Karman, Deputy President of Ericsson Radio Access, which is responsible for antenna-related products.

MCPA stands for Multi Carrier Power Amplifiers, which are broadband amplifiers for base stations. Their efficiency allows base stations to be reduced in size, thus also reducing costs.

Since this power amplifier is required in the transition to GPRS, the first step toward 3G, it is an area in which Ericsson must expand and strengthen its expertise.

"We are going to ensure that Microwave Power Devices expands

and we also hope to be able to expand ourselves, since it can then become easier to recruit expert staff to Kista," says Åke Karman.

The reason the choice fell on MPD was that it was simply the best alternative.

It has the best expertise in the field, according to Åke Karman. In addition, Ericsson has had a well-functioning relationship with MPD in the past year and it is also known that the company has a favorable reputation among Ericsson's US customers.

Microwave Power Devices has 370 employees, 200 of whom are in production and 100 are development engineers.

Half of MPD's operations are in the area of power amplifiers and the remainder in equipment for satellite and military communications. The company has its head office on Long Island, New York, and was established since 1967.

Microwave Power Devices is listed on the NASDAQ Exchange and Ericsson is paying a price of USD 8.70 per share.

The total sum is USD 100 M, which makes it Ericsson's largest acquisition so far this year.

Sara Morge

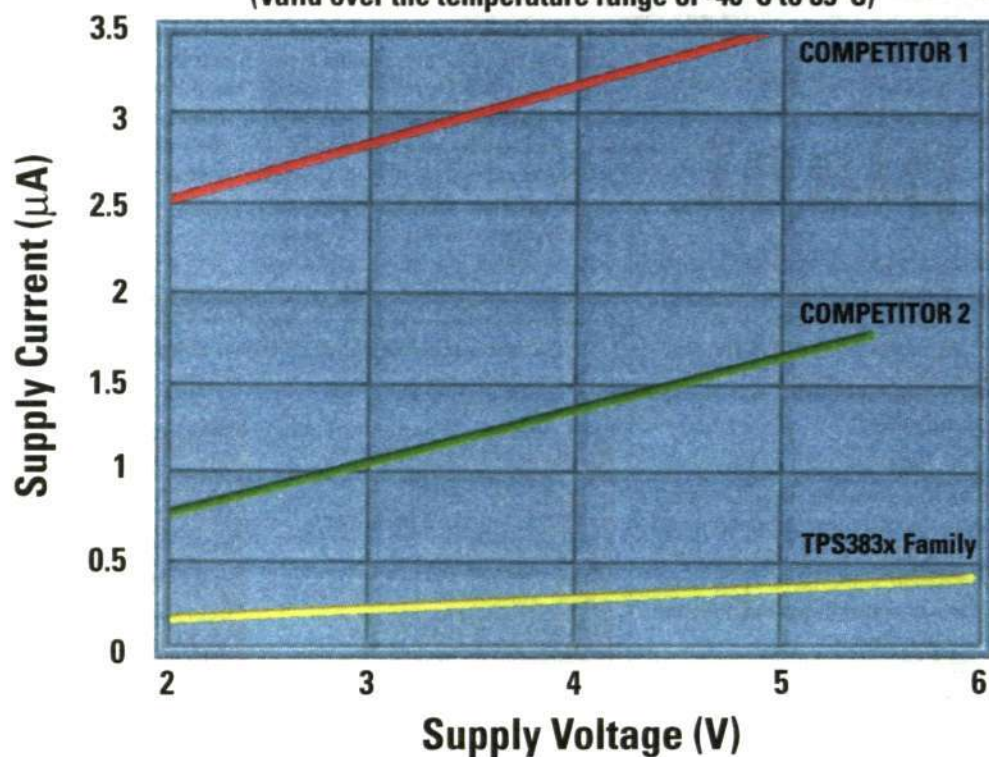
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 - Push-pull active high reset
 - Open-drain active low reset
- TPS383x from only \$0.93 per device in quantities of 1,000

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Global WAP campaign to mobilize masses

In conjunction with its most ambitious advertising campaign ever, Ericsson is launching a company-wide WAP site. Ericsson's mobile Internet campaign is being launched on wap.ericsson.com

"A telephone is more than just a phone. It offers new opportunities for communicating advertising messages and conveying information



Alexandra Ihre

about how users behave on WAP sites," says Alexandra Ihre, head of advertising for both Ericsson's traditional and digital media. She recently joined Ericsson after working for the Internet company Razorfish.

Four aspects

This mobile Internet campaign marks the first time Ericsson has made a concerted effort to take advantage of all the new opportunities that the Internet and mobile



Internet have to offer. The four main messages – "want," "grip," "stay cool" and "mine" – are explained and visitors can download examples of Ericsson's mobile services.

"When you see our advertisements on billboards or on television commercials, you should be able to find out more about the message and test what the mobile Internet is all about," says Alexandra Ihre.

The idea behind the site is to become a WAP version of www.ericsson.com. Eventually, it will be expanded to include local pages from throughout the organization, in the same manner that Ericsson's external website does now.

Various links can also be found there to Ericsson's mobile portal www.mobileinternet.ericsson.com, which offers a number of services.

External site

The campaign can be viewed on the Internet through an external campaign site linked to ericsson.com.

More detailed information about mobile Internet is available there, along with demonstrations of how new mobile services that start with M – such as M-portal, M-payment, M-commerce – operate, i.e. how to buy shares using a mobile phone.

Another important part of the campaign is advertising on the Web and the mobile Internet. Ericsson was the first to incorporate an all-European WAP portal, mviva.com. All mobile phone users who surf to the WAP portal's news service automatically receive ad campaign

messages sent to them. The question is whether everyone actually wants to have advertisements sent to their mobile phones.

"No, some probably won't want that. But many mobile portals, just like today's Web portals, will be financed through advertising and users will want to have services that are inexpensive or even free. How this develops will ultimately be determined by the users," says Alexandra Ihre.

Ericsson's mobile Internet campaign was launched on October 3 in 14 countries and nine languages.

Mia Widell Örnung

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FACTS/TAKE A LOOK

Here's how to see the mobile Internet campaign using WAP:

- Surf to wap.ericsson.com using your WAP phone
- Test Ericsson's own WAP portal: mobileinternet.ericsson.com
- Check out Ericsson's WAP advertisements after registering at www.mviva.com

Erica award winners named

Five charitable and non-profit organizations have been named the winners of this year's Ericsson Internet Community Award (ERICA). The benefits of this year's prize include helping to make it easier for aid workers in Atlanta, Georgia, in the US, to find overnight accommodations for the city's homeless.

Winners of this year's ERICA award are The Fiji School of Medicine, The Gould League, National Downs Syndrome Society, Pathways Community Network and Rhodes University Mathematics Education Project.

Ericsson created the ERICA award in 1999 for the purpose of assisting charitable and non-profit

organizations in developing good Web ideas. Prizewinners receive Web development services from Ericsson worth USD 100,000 per award winner. This year, applications were received from over 700 organizations in 39 countries.

Help for aid workers

Pathways Community Network, in Atlanta, Georgia, will receive assistance in developing a mobile Internet service that will facilitate the aid team in finding available night lodging for the homeless. Instead of having to call around to the various shelters, aid workers will be able to retrieve all the information from a single source.

In South Africa, math teachers from poor areas will be able to

exchange information over the Internet. The Rhodes University Mathematics Education Project will, with the assistance of MathsNet, facilitate the work of inadequately trained mathematics teachers in 6,000 schools in the eastern portion of the country.

The Gould League is Australia's leading organization for environmental information. Ericsson will be assisting them in developing the Australia 2020 website, where citizens will be able to find out how their lifestyles and consumption of natural resources will affect the future of the continent.

The Fiji School of Medicine would like to create a healthcare network that will enable island doctors to communicate with each

other and share information. With such a system in place, patients would receive better and more qualified care since doctors would have easier access to important information and expertise.

Support forum

The New York-based National Downs Syndrome Society would like to offer people with Downs Syndrome in the US an easy way to communicate with each other over the Internet. Ericsson will assist in creating an easy-to-use community on the Internet where people with Downs syndrome and their families can chat and get information.

Sara Morge

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R520 finally hits the streets

The world's first combined GPRS and Bluetooth telephone, the R520, has attracted a great deal of attention in the IT world. Shipments have started, with 3,500 phones already in the hands of operators and service developers, who are now testing them in the new networks.

Test phones have reached some 20 operators and service developers, including Hong Kong based Smart-Tone and the UK's Vodafone. Ericsson is even feeling pressure from US operator Pacific Bell, which will be testing its GPRS network using Ericsson phones.

"The R520 can handle continuous data transmissions for almost 24 hours. At the moment, we clearly have the most stable product on the market," says Björn Zetterström, global product manager for the R520, at Ericsson in Lund.

The phones that have already shipped are fully operational test models. By the end of the year, some 60,000 phones will have reached operators and service developers.

Commercial versions of the phone will be available in stores around the end of the year, with large volumes being reached during the first quarter of 2001.

Development and industrial design of GPRS phones is taking place

in Lund, with production in Sweden, China and Estonia. The R520 phone is roughly the same size and weight as the R320 WAP phone.

Development of the GPRS system and terminals has been conducted in close collaboration between the Consumer Division in Lund and the Mobile Systems Division in Kista.

"Everything has gone according to plan. We've tested the phones both in our own networks and in those of our competitors. It's important that they work everywhere for GPRS to really take off," says Björn Zetterström.

Ulrika Nybäck

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Ericsson R520

First 3G contract in Eastern Europe

Approximately half of Slovenia's two million inhabitants have a mobile phone subscription with the country's leading operator, Mobitel.

In anticipation of the distribution of 3G licenses, Mobitel has named Ericsson a supplier. Together, they will conduct tests of the UMTS system.

"This is a good example of how Eastern European markets are just as well developed as those in Western Europe," says Per Skyttvall, sales representative for Mobitel in Slovenia.

3G licenses are expected to be issued during the first part of 2001. On October 10, both companies signed a contract for the installation and testing of a UMTS system. At the same time, a letter of intent was signed, which states that Ericsson will be the sole supplier of 3G should Mobitel receive a license.

This is the first 3G contract within the Central and Eastern Europe, Africa and Middle East market area.

Ericsson and Mobitel have worked together in Slovenia since 1992, when an NMT network was installed.

Expanded mobile collaboration

Siemens is now joining other mobile phone giants in the MeT collaboration. This past April, Ericsson, Nokia and Motorola combined forces to find a common and simple way of providing secure economic transactions over the mobile network.

Recently, Siemens decided to join the collaboration.

"It's important that all the players work in the same direction so that we get a uniform system. First and foremost to make things easier for customers, but also to hasten developments in this area," says Bo Albertson, marketing and information manager at Ericsson's Consumer Division.

Ericsson grows in Korea

Ericsson is investing USD 36 million to acquire ten percent of the Korean e-business company Littauer Technologies. The reason for the acquisition is to give Ericsson a share of the Korean market, which is believed to have considerable potential for mobile Internet growth.

Littauer Technologies is listed on the KOSDAQ exchange and is a leader in the Korean market when it comes to e-business solutions.

The largest shareholders are Littauer Investment and Hutchison Whampoa.

New switch uses Compaq server

Ericsson and Compaq are entering into a partnership to build a new generation of AXE switches.

The switches consist of powerful computers based on Compaq's Alpha-Server.

Using Compaq's standardized technology, Ericsson will be better able to meet the increased demand for switches for both fixed and mobile networks. Moreover, the switches will meet the demands for the Compact PCI standard (cPCI). This means that Compaq will conduct ongoing service and support on servers worldwide.

Gathering offers glimpse of future

Ericsson commands a leading position in the supply of multi-service network solutions. Orders for wireline systems increased by 19 percent during the third quarter, stimulated by the Engine concept.

The Multi-Service Networks Division recently gathered to present its visions and goals.

"As the world moves towards multimedia, there are three areas that we need to focus on: service providers, operators and access – we are strong in all three segments," said Einar Lindquist, Executive Vice President, Multi-Service Networks Division, before an audience of a thousand employees who had gathered in Stockholm from various market units.

Convey a concept

Rohan Diaz, solution manager, emphasized the importance of multimedia.

"Multimedia is important to our customers, since they have to find new services for their customers. Ericsson has a coordinated concept for multimedia, which we convey to our markets."

In a video presentation, Jan Udenfeldt, Senior Vice President, Technology, emphasized the importance of Ericsson having a shared vi-

sion for the future of fixed and wireless networks.

"With a shared platform, servers in the new architecture can be shared, enabling us to coordinate resources for future development. It's important for Ericsson to be successful within the multimedia and IP areas," said Jan Udenfeldt.

Not shy

Einar Lindquist did not mince his words when he spelled out the most important challenges:

"We're going to lead the development of broadband access by 2003, capturing more than 20 percent of the market. We will dominate the migration market with a 40 percent market share. And we're going to retain our current position within circuit-



Einar Lindquist and the Multi-Service Networks Division are reaping success with the Engine concept.

switched solutions, where we intend to have at least 14 percent of the market," said Einar Lindquist.

Kris Walmsley

FACTS/SUCCESS FOR ENGINE SOLUTIONS

Engine is the all-encompassing name for several solutions that support migration towards a multi-service network based on ATM and IP instead of today's separate fixed networks for voice and data. Engine solutions include systems for switches, media gateways, access systems, communications servers and operation and control systems.

Various solutions are adapted according to different types of customers to migrate from existing circuit-switched networks to packet-switched multi-service networks.

Engine is based on an open archi-

ture and can be combined with the products of other manufacturers.

Engine has attracted a great deal of interest around the world, and has, to date been selected by 28 operators – from the world's first contract for a hybrid switch for BT, to access solutions for France Telecom. Telia International Carrier and Germany's Callino are the latest in a long line of operators to select the solution for their new multi-service networks.

Altogether, Ericsson estimates that it controls 35–40 percent of the migration market.

Multimedia show raises curiosity

The event Get Insp(w)ired, has helped generate attention for Ericsson's Engine solution. According to analysts and operators, it has transformed telecommunications into something "hot and sexy."

One year after the first presentation of the next-generation multi-service network, two new events are continuing to spread the message about Engine: the traveling Engine Studio and Get Insp(w)ired Light.

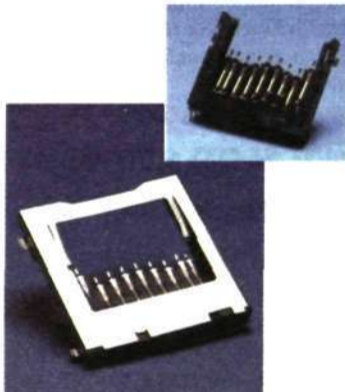
Both are aimed at smaller target

audiences than the original event, and are more focused on securing deals than raising awareness about the brand itself. Get Insp(w)ired Light premiered in Venezuela in September.

Engine Studio, which premiered in Finland in August, will be visiting a new country every other week. This interactive, traveling show is even more intimate than Get Insp(w)ired Light and tailors its information to specific clients and countries.

John Ambrose

YAMAICHI SD Card Connectors already available



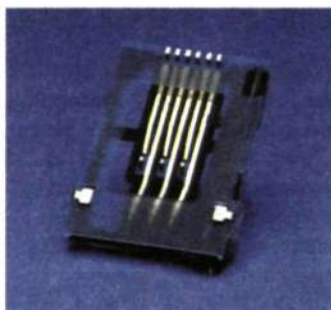
YAMAICHI is at the forefront of developing and manufacturing high-end connector technology for the new industrial standard SD (Secure Digital) Card, and are one of the first companies to invest in fully automated production lines for high volume manufacturing. YAMAICHI already offer a wide range of connectors for this new card standard.

Main features:

- manual version (standard or short body length)
- spring ejector version
- push/push mechanism version
- reversed version (for PCB bottom mounting)
- low profile version (height 2.8 or 3.1 mm) with card locking mechanism
- Backwards compatibility with the MMC Card
- Mating cycles of min. 10,000 times
- All versions available with card detector and/or write protection switch option

SIM Card Connectors

YAMAICHI Electronics now offer a new SIM Card connector featuring a push-in/push-out mechanism. The series also includes a low profile version (2.3 mm height), with body size barely larger than the card itself. Down-sizing was made possible through the development of a locking lid which picks up the SIM Card and ensures optimum contact in mobile devices.



Telecom/Datacom Connectors

YAMAICHI Electronics presents its new Mobile Telecom and Datacom connector catalogue. All available Memory and Smart Card connector designs are included. Additionally, YAMAICHI offer mobile I/O connectors such as a GSM System connector as well as miniature connectors for internal use.



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Chip inventors win Nobel Prize in physics

This year's Nobel Prize in physics is shared by three researchers who have contributed to advances within information technology. The best known of the three is Jack S. Kilby, who invented the computer chip in 1958.

"Although I am receiving the prize, you should not forget the thousands of engineers who have continued to refine the chip right up to the present moment," says Jack S. Kilby commenting on the award.

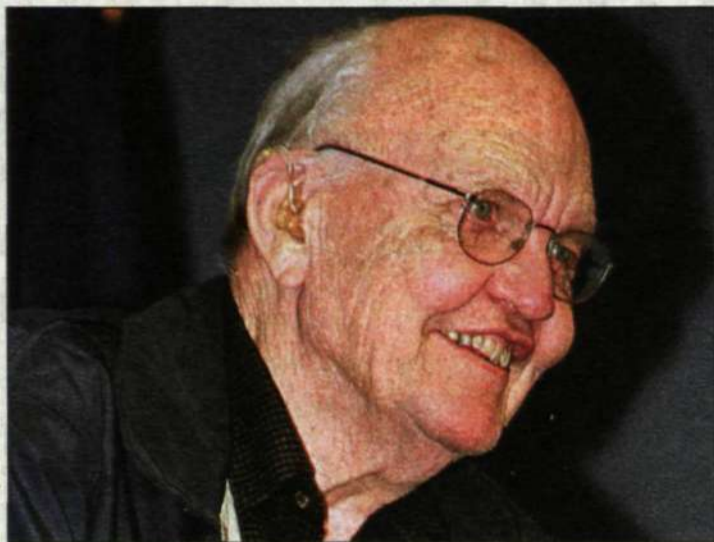
Since its invention, the integrated circuit, or chip, has been subject to virtually perpendicular development and is today one of the world's largest industries. However, it cannot be denied that America's Jack S. Kilby was the first person to successfully build transistors and various other components based on a semiconductor material, primarily silicon.

Worked together

Jan Johansson, a senior executive responsible for contact with universities at Corporate Technology in Kista, once worked with Kilby at a Texas Instruments laboratory in Richardson, just outside Dallas, Texas, at the beginning of the 1960s.

"The ingenious thing about Kilby's invention is the way in which he combined different operations, or disciplines, such as materials, components and circuitry technology," says Jan Johansson.

This year, the Nobel Foundation has prioritized inventions that have been fundamental to the advancement of information technology.



Jack S. Kilby, 76, invented the first integrated circuit, the computer chip, as early as 1958. He has now been awarded the Nobel Prize in physics.

Photo: Pressens Bild

Jack S. Kilby was awarded one half of the Nobel Prize, while the other half is shared by German-born Herbert Kroemer and the Russian, Zhores I. Alferov.

The latter laureates have invented and developed layered, or so-called semiconductor heterostructures as used in fast transistors in, for example, GSM network base stations and in the laser diodes that drive the flow of information in fiber-optics or in normal CD players. Other applications for heterostructure technology are the light-emitting diodes used in car brake-lights, traffic lights and other warning lights.

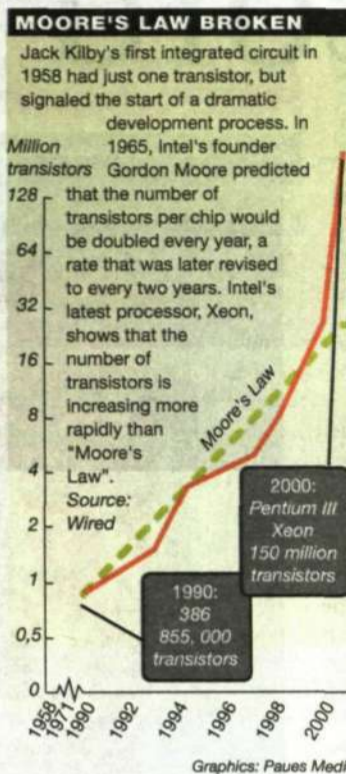
Cheaper than expected

The Nobel Prize in Chemistry has also been awarded for discoveries that have become useful within the

information and communications technology areas. Alan J. Heeger and Alan G. MacDiarmid from the US and Japan's Hideki Shirakawa share the prize for their work in the discovery and development of conductive polymers, which has yielded important practical applications in the area of small display screens in, for example, mobile phones.

All of these inventions are important in some way to Ericsson. When Jack S. Kilby put together the world's first integrated circuit during the space of a few summer weeks, no one imagined that it would find such extensive applications within the computer or telecom sectors.

It would take many years before his integrated circuit became commercialized and started to be used in consumer electronics. The reason being that no-one believed that



the chips could be manufactured sufficiently cheaply. The first markets to react to Kilby's invention were mainly military in nature, plus the US aerospace research industry.

The person who made commercialization possible was Robert Noyce, one of the founders of Intel. His work led to the first Intel micro-processor, a 4-bit processor with 2,300 transistors. This signaled the start of what was later to be called the PC revolution.

Mats Lundström
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Bill Clinton shows the way for 3G

US President Bill Clinton has assigned the Federal Communications Commission (FCC) to arrange license auctions for 3G in the US within two years. This aggressive time plan is due to several countries in Europe and the Far East having already awarded, or being in the process of awarding, 3G licenses.

In the US, 3G frequencies are already being used, which means that the issue has been neglected until now. Bill Clinton has assigned the US Department of Commerce and the FCC to report by November 15 on which frequencies can be released.

A regulatory system for third-generation telephony is also scheduled for next summer. Auctions will commence September 2002 at the latest.



Telia's outgoing President, Jan-Åke Kark, has the support of Board Chairman Lars-Eric Petersson and Acting President Marianne Nivert.

Photo: Pontus Lundahl/Pressens Bild

Turbulence in Telia's management

Jan-Åke Kark, President of Swedish operator Telia, which is 50-percent government-owned, resigned at the beginning of October. He was followed a couple of days later by Telia's CFO Reinhold Geijer.

Marianne Nivert has been appointed Acting President, but says that she is not interested in the job on a permanent basis. The background to the resignations is the falling price of the Telia share, which has declined since the operator was listed in the summer.

Mixed results from telecom giants

Last week, Nokia presented an interim report that exceeded analysts' expectations.

Motorola and Lucent issued profit warnings in their quarterly reports.

The Nokia interim showed pretax profits of SEK 34.8 billion, up SEK 1.8 billion on what analysts in general had expected. Despite the positive tone, the report later confirmed that the company's profit margin on mobile phones had narrowed.

During the third quarter, the margin was 19.6 percent, compared with 22 percent in the corresponding quarter of 1999 and a margin of 25 percent in the second quarter of 2000. On the other hand, Nokia succeeded in increasing both production and sales of mobile phones. Sales in the mobile telephony area rose by 59 percent during the third quarter and Nokia anticipates that more than 400 million phones will be sold throughout the world this year.

Nokia's revenues during the first nine months of the year were 57 percent above the corresponding period for 1999. The com-

pany's goal for next year is to grow by 25-35 percent annually. Although this still reflects rapid growth, it is half the rate of the current year.

Major player

Motorola and Lucent issued profit warnings in their reports published at the beginning of October. This created a drop in the market value of both these American telecom giants of between 20-30 percent during the same day.

Lucent does not sell mobile phones, but the company is a major player in the fixed and mobile telephone systems sector. The company reported substantially lower sales in a number of operating areas and also issued a profit warning for the next quarter.

Mobile systems was one of few areas in which Lucent showed distinct growth. For the market, it came as no surprise that Lucent did not achieve its established goals. Even so, the share price dropped by as much as 30 percent following the report.

Motorola's third-quarter report was published the same day. Despite an 18-percent increase in overall profit to around USD 600 M, the

share price fell by about 20 percent. The operating areas in which Ericsson and Motorola compete are mainly mobile telephony and mobile systems. Motorola is reducing its forecasts for mobile phone sales but was successful on the other hand in improving its margins on sales. How was this possible?

"Difficult to say," comments Bo Edvardsson, telecom analyst at Fischer Partner. "The earlier forecasts were clearly too high, but there is general concern in the sector with regard to mobile phones, which is due to the warnings issued earlier this year by Nokia. Motorola claims that the decrease in terminal sales is attributable to European operators ordering fewer telephones."

A few days after the report, the senior executive for Motorola's telephone operations, Merle Gilmore, resigned. In the speculation surrounding his successor, Bo Hedfors name has been mentioned. He was formerly employed by Ericsson.

For the first time in many quarters, Motorola did not report any component shortages.

This is one reason why the company can maintain its margins,

despite having stated in an earlier quarterly report that the margin would be in the region of 10 percent during the fourth quarter, a forecast that has now been adjusted downwards to 6.5 percent.

Mobile systems stable

"It would appear that Motorola needs to strengthen its finances prior to the investments that are expected in terms of third-generation mobile networks. But keeping margins up while simultaneously retaining market share on the terminals side is a tough nut to crack," says Bo Edvardsson.

In terms of mobile systems, which is the other area in which Ericsson and Motorola compete, Motorola is showing stable development. Sales rose by 23 percent, due to the company securing several major contracts recently.

However, Motorola has a market share of just 20 percent, while Ericsson holds more than 50 percent of the world market.

Mats Lundström

Sara Morge
sara.morge@ime.ericsson.se

Packet-switched WAP in Tetra

Tetra IP is the name of a new solution developed by Nokia. It is intended to function in the private radio network Tetra, which is an independent mobile network divorced from GSM that is capable of handling packet-switched data. This means that a private radio network can handle more advanced services than just ordinary circuit-switched calls.

Tetra is adapted for use by police and fire services and other public authorities or companies that work with various types of alarm systems. Ericsson's equivalent of Tetra is called Edac.

Sale strengthens Vodafone's finances

The world's largest mobile phone operator, Vodafone, is selling the Italian fixed network operator Infostrada for more than SEK 100 billion.

The purchaser is the Italian electrical group Enel, which is planning to incorporate Infostrada in Wind, a company it owns jointly with France Telecom.

The divestment is in line with Vodafone's focus on mobile telephony. The funds will be used to reduce debts created by the expensive 3G licenses secured in the UK and Germany, among other markets.

Oskar goes online in record time

As soon as I enter at the arrival hall at the Prague airport, I am met by a red poster with Oskar's smiling face. Later I see him on billboards around the city. There's no doubt that Cesky Mobil, the Czech Republic's third largest mobile operator, is making a concerted effort to market its mobile network, otherwise known as Oskar.

► Ericsson supplied the equipment and put the Oskar system into operation in record time. It was just about one year ago that Ericsson received the order, worth USD 160 million, which also included GPRS.

Companies behind this venture include the Canadian firm Telesystem International Wireless (TIW), a large privately owned Czech bank and a European broadband communications company. TIW, which is a majority shareholder, also operates Canada's GSM network, Microcell.

Tender preparation

Together with Vodafone, TIW operates Mobifon, Romania's second largest operator, and is currently seeking GSM and UMTS licenses in several European countries.

"It involved comprehensive tender preparation together with eight of Ericsson's Global Account organizations before Ericsson landed the deal," says André Grce, Key Account Manager (KAM) for Cesky Mobil. Competitors Alcatel, Nortel, Nokia and Siemens were also involved in the bidding. The fact that the latter landed a portion of the deal is understandable considering the company's strong position in the country.



André Grce

Ericsson supplies switch equipment to the entire country and radio infrastructure to the eastern portion, while Siemens supplies radio equipment to the western part.

Two other GSM networks were in place in the Czech Republic prior to the introduction of Oskar. Both have approximately one million subscribers and are growing.

"In operation for just over six months now, Oskar has already attracted 170,000 subscribers. The network offers nationwide coverage and capacity is constantly being expanded," says André Grce.

Urgent project

"This was one of the toughest assignments that I've been involved in during my years at Ericsson," says Bert Hult, head of operations.

A strong statement, considering the fact that he has worked on large projects for the company since 1978. The reason this was such a difficult assignment was that the timetable was very tight, in addition to being a turnkey project, which means that Ericsson had total responsibility for everything.

That responsibility extended not only to the network itself, but also to everything associated with it, such as acquiring sites for base stations and ensuring that the network was ready to be put into service. Simply arranging building permits involves an incredible amount of bureaucracy.

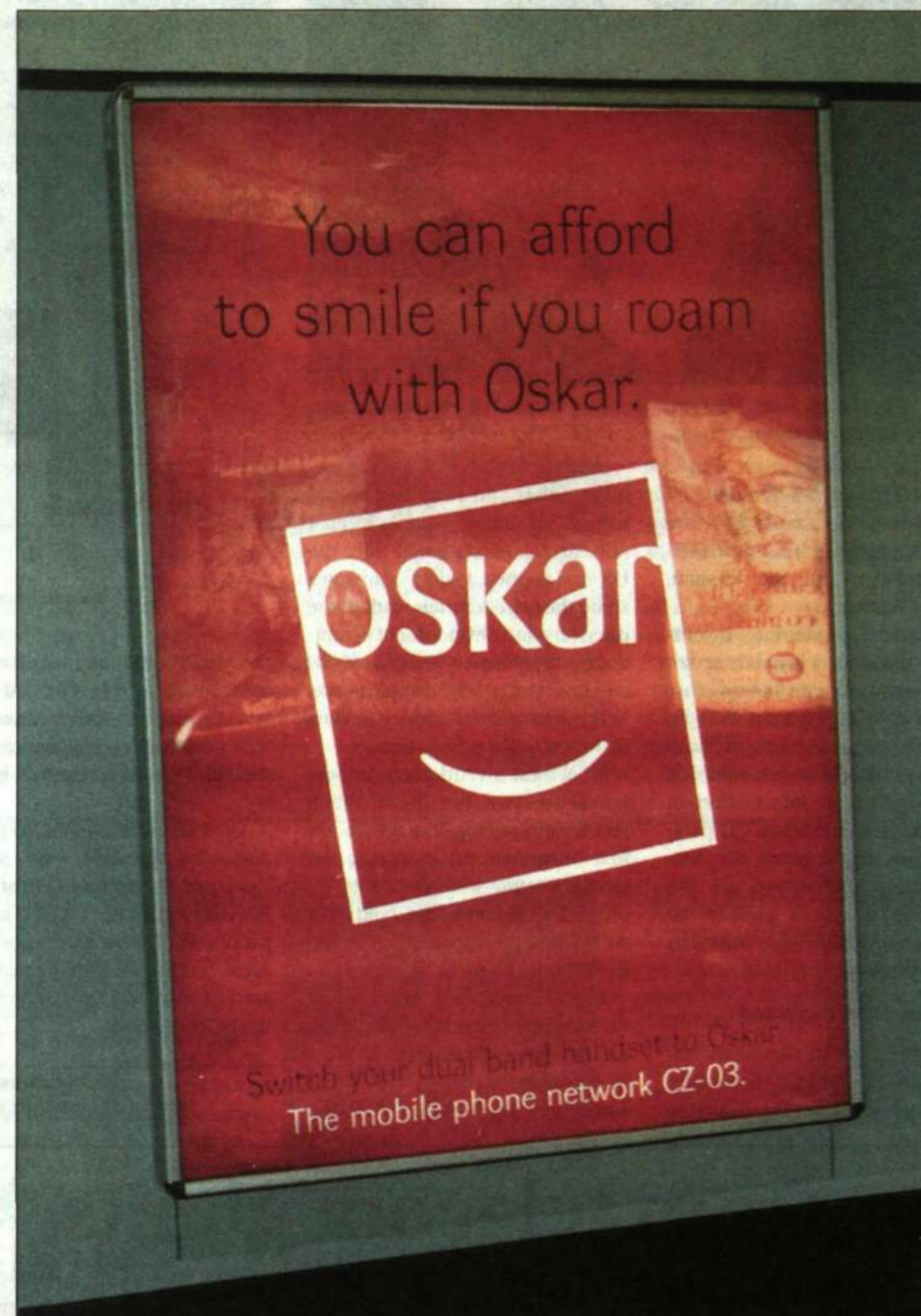


Photo: Gunilla Tamm

"Our first milestone was to install and put into operation 510 base stations by July 1, which we did. That means that the network provides coverage for 83 percent of the nation's population. The next goal is another 300 base stations by the end of November, when 92 percent of the population will have coverage," says Bert Hult.



Bert Hult

"The ability to provide rapid deliveries is becoming increasingly important in landing contracts and I believe that the rollout pace we have followed on the Oskar project will not be unusual within a few years," he says.

Considerable experience

Work on the project began on a small scale in February, successively increasing to the point where Ericsson had 300 people involved in the project. In addition to Prague, there are project offices in four other locations around the Czech Republic. Ericsson's subcontractors included, almost 2,000 people were involved in the project.

The project has been affected by the compa-

ny's reorganization into divisions, but thanks to Bert Hult's extensive experience at Ericsson, he has been able to find employees through his own personal contact network. Last spring was a demanding period for everyone involved, working almost seven days a week.

Friendly face

The Oskar project has been a high priority for material shipments from Sweden, which helped make the rapid installation work possible. Until now, work has not been conducted according to TTC Global guidelines, but once the project enters a calmer phase, it will.

"Then we will also have the time to transfer expertise to the local employees here," says Bert Hult.

The next day, when I fly home, I see Oskar's happy smile on an ad inside the Czech airline's magazine:

"The first thing you need in a foreign land is a friendly face..." Now I know that there are many employees at Ericsson who have helped bring that smile to Oskar's face.

Gunilla Tamm
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In the Czech Republic, the telecom market is now being liberalized, and many large international operators view the country as a bridge into Central Europe. For all tourists to Prague, Charles Bridge is one of the many well-known attractions. Photo: Lars Nyberg/Pressens Bild



FACTS/CZECH REPUBLIC

- The Czech Republic, is roughly 78,864 square kilometers in size.
- The country has 10.3 million inhabitants and of these, 1.2 million live in the capital city Prague.
- The most important industries are machinery manufacturing, transportation, beer and tourism. Skoda is the country's single largest employer.
- Mobile phone penetration is roughly 38 percent.
- Ericsson has conducted operations in the country since the late 1800s, during the beginning of the 1990s under the name Schrack Ericsson. The current local company, formed five years ago, has roughly 150 employees. Collaboration with other Ericsson companies in the region occurs in the form of public telephony with Croatia and on the terminal side with Hungary.

Photo: Lars Nyberg/Pressens Bild

Bridge into Central Europe

Major changes are taking place at Ericsson in the Czech Republic. Enterprise, formerly the backbone of the company, have been spun off into a separate company.

Today, next-generation telephony systems dominate. Developing expertise for the future is a priority.

► "The Czech Republic is an attractive country for many of the large companies within the telecom industry, who view the market as a springboard into Central Europe in connection with the potential EU membership," says Bo Hildingsson, President of Ericsson spol.s r.o.



Bo Hildingsson

At the same time, he shows a map of constellations among various operators with many large, international companies represented, such as France Telecom, Deutsche Telekom, AT&T, British Telecom and KPN of the Netherlands.

The Czech Republic's telecom market is in the process of undergoing a liberalization, which explains the interest from foreign operators.

Long waits

"Many new operators are establishing a presence, usually together with an international partner. We can count on customers for Next Generation Network, based on Engine, and we hope to be able to acquire market share in the mobile operators segment, once 3G licenses are issued," says Bo Ohlsson, New Account Manager.

Today, penetration of both fixed and mobile telephony is about 38 percent. Waiting times for new fixed telephone subscriptions are long, which has caused many people to opt for mobile telephones instead.

During just the last twelve months, the number of mobile phone users has doubled - today there are over three million subscribers among the country's three GSM networks.

"By the end of the year, the telecom authority will decide whether the issue of UMTS licenses will be an auction or a beauty contest," says Ivan Tulenko, head of business development.

"Four licenses will be issued, three to established operators and one to a newcomer."

When it comes to the market for fixed telephony Siemens and Alcatel are dominant and Ericsson has not been involved.

With new players and new products, such as

IP-based technology, new opportunities will be opened for Ericsson, predicts Ivan Tulenko.

"MINI-LINK is an important product for us and, in addition to Cesky Mobil, we have also been suppliers to the country's two other GSM operators," says Bo Hildingsson. "The Czech Republic is Ericsson's fourth largest market for MINI-LINK, following Spain among others."

Michal Lojek is head of terminal sales at Ericsson in the Czech Republic. He says that Ericsson holds 15 percent of the market, an increase over last year's ten percent. The most popular models are the T10 and A1018. Nokia and Alcatel are market leaders, followed by Siemens and Motorola.

"A real boom is underway on the mobile phone side, so it is unfortunate that Ericsson is unable to manufacture enough phones to meet demand in the Czech market. That is true of all our models," he says grimly.

Defense products

Jindrich Springl's business card says "Government Account Manager."

"Yes, this is a special account that was created two years ago, and we primarily work for the Ministry of the Interior and the Department of Defense," he says.

Of the five current projects, one named ARTHUR (Artillery Hunting Radar) used to localize artillery, is the most important. It has jointly been developed by Ericsson Microwave Systems with its subsidiary in Norway, Ericsson Radar.

Another important assignment involves Ericsson's tactical communications system Eri-Tac/MRR.

Jindrich Springl explains that Ericsson has good ties with the country's government, which could be valuable even when it comes to areas besides defense products.

Collaboration with the university

Now, as Ericsson's operations are changing course, the issue is not only skills development for existing employees, but also to find new recruits. Finding technicians is not that easy, even if the theoretical technical training is very good.

"Together with our client, Cesky Mobil, and the technical university, we have initiated a collaboration when it comes to applications and services for mobile Internet," says Bo Hildingsson. At the university, Ericsson has installed GPRS equipment, which students will be able to use to increase their practical technical skills. This training center will open at the end of the year.

Today, Ericsson has offices in three different locations within Prague, although later this autumn, all employees will be gathered under one roof. This is an appropriate move in anticipation of the new telecom world that is waiting.



Jindrich Springl



Ivan Tulenko

Gunilla Tamm

New generation demands attention

Fifty times today's bandwidth, with a transmission speed of 20–100 Mbit/s and a totally different and more human way of using the terminals.

These are the features that will characterize the mobile networks of the future, predicts Håkan Eriksson, research director at Ericsson.

► To achieve such a dramatic increase in capacity, the networks must be divided up into small cells so that the distance between the terminal and the base station antenna is reduced.

In an urban environment, the solution could be a substantial increase in the number of radio base stations, with essentially one on every lamp-post. It may be necessary to redefine what is meant by the term "base station," which could require a new network architecture. In that case, access points would need to be considerably simpler and cheaper than they are today.

In rural areas, intelligent adaptive antennas with directional lobes could handle the enhanced performance, while in a city square, for example, where there are many users, ad hoc networks – whereby all users become parts of the network and the terminals themselves serve to relay signals – could be the best solution.

Open-ended research

However, such a solution would naturally require a high level of security for information transfer.

This is a possible scenario for the mobile network of the future, sometimes referred to as 4G.

Håkan Eriksson is anxious to emphasize that 3G will continue to be a major component of 4G:

"Nothing about 4G is specifically defined. For example, there is no allocated frequency spectrum, as there was for 3G when research got under way in that area about ten years ago. As far as we are concerned, 4G is a matter of open-ended research at Ericsson Research. The research will serve to increase the performance of 3G networks by using WCDMA, as well as being used in the next generation of networks, 4G. It is important to remember, however, that 4G is a further development of 3G."



Håkan Eriksson

Ten-year cycles

He prefers to play down all the talk about generations.

Essentially, "generations" occur in ten-year cycles. Development of GSM (2G) began in the early 1980s and was ready for its commercial launch around 1991, while work on WCDMA began around 1990 and is expected to become commercially available in 2001. It follows that research on 4G should be starting now – which it is – in order to produce a marketable product soon after 2010.

But developments are also constantly under way within each generation. Thus 3G is superseded by 3.5G, as one might call it. In any case, once 4G is in the pipeline, 3G will al-



The key to increasing transmission speeds in fourth-generation mobile systems (4G) is to reduce the size of the cells. One solution could be to make every user in the network into a relay point for other people's signals.

Photo: Fredrik Sandberg

ready be considerably more potent than the version released in 2001, probably handling transmission speeds of 8–10 Mbit/s.

A question preoccupying a number of people is what the increased bandwidth will be used for.

"We want a higher bit-speed so that we can create new and more human applications," explains Håkan Eriksson, sketching a scenario in which improved sensors would enable people to have 3D experiences in virtual reality.

The idea is that users will no longer have to click their way through menus but will be able to control their terminals using voice commands or hand movements – a totally different and more human-friendly process.

"You will be able to converse with someone in another place and yet have the feeling that he or she is in the same room," continues Håkan.

The research into the networks of the future that is being carried out today is aimed at making this vision a reality.

And this research is a major focus at Ericsson Research, which is a global organization with some 20 local units and a total of approximately 650 employees.

The research undertaken covers virtually all of Ericsson's research areas: radio technology, optotechnology, applications, signal handling, EMF, audiovisual coding, access networks and backbone networks.

"It may be interesting to note that at this stage of the research there is no real competition between different companies," says Håkan. "It is in everybody's interest to arrive at a solid basis for a standard for the next generation of mobile systems."

A workable standard is absolutely crucial for the entire industry, and the foundation for such a standard is laid at the research stage.

Ericsson's views have had a profound influence on 2G and 3G, and the process is set to continue with 4G.

Lars Cederquist

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Krister Svanbro shows how the Rocco algorithm works: An IP packet has a header with various kinds of information, including an address and what the package contains. Rocco shrinks the IP header in such a way that makes it easy to recreate sent messages, even if parts of the message are lost. ('Tal' is Swedish for 'voice'.)

Rocco secures wireless Voice-over-IP

Last week, a group of Ericsson engineers were rewarded for a technical solution that has revolutionized wireless Voice-over-IP. The solution, an algorithm named Rocco, has reduced bulky IP packet address information from 40 bytes down to just a single byte.

► The group of engineers received Swedish technology magazine Ny Teknik's major Advancement award for "the year's best Swedish research project within the field of IT." Rocco allows for a doubling of capacity and means added revenues for mobile phone operators.

On September 6, Ericsson announced the first successful test for Voice-over-IP on a WCDMA network. The test was conducted by Ericsson and Japan Telecom.

The purpose of the test was to demonstrate that using a real 3G WCDMA system, voice quality could be just as high as in today's GSM network, despite significant compression of the IP header.

Less wrapping paper

The problem that the Rocco algorithm solves is the ability to send voice, data and video over the Internet in an efficient way via radio, which is a sensitive medium with lots of interference.

Voice contains very little information compared with video, for example.

If Voice-over-IP is given a complete IP header, a disproportionate amount of "wrapping paper" is included in the IP packet. More than half of the entire spectrum is devoted to this wrapper. That is not a favorable option for operators, who pay lots of money for their licenses.

Nor is it possible to wait for more voice data in real-time communications. And if the IP header is compressed too much, there is a risk that it will be impossible to recreate and that radio interference will cause a complete disarray of data packets that are difficult to identify. The result would be very poor speech quality.

Created efficient radio Voice-over-IP

"Consequently, our goal was to create an efficient wireless Voice-over-IP," says Krister Svanbro at Ericsson Research in Luleå, who oversaw the development of the Rocco algorithm (Robust Checksum-based header Compression) in conjunction with the University of Luleå.

"We began in the spring of 1999 by seeing what was on the market and found that the algorithm that was originally designed for fixed networks, CRTP (Compression for Real Time Protocol), was able to shrink the header from 40 down to 2 bytes. But it could not handle packet losses and was therefore unsuitable for radio, which drops significantly more packets than fixed transmissions."

"In other words, we were forced to develop our own algorithm. We were also forced to complement our expertise within radio with

experts on datacom and compression and found the ideal solution in Mikael Degermark, from Luleå Technical University, who earned his doctorate in compression of IP headers and whom we hired as a consultant for the project. We also pulled in Hans Hannu, Lars-Erik Jonsson and video expert Anton Mårtensson to get the appropriate balance," says Krister Svanbro.

The research and the newly developed algorithm was presented in July 1999 to the IETF (International Engineering Task Force) where Internet protocols are standardized.

That led to a new working group being created through IETF, which will eventually result in an international IETF standard, ROHC (Robust Header Compression), which is based largely on Rocco, with some additions proposed by Nokia.

ROHC will be incorporated into the third-generation mobile system's first release of WCDMA.

Cyclical checksums, sequential numbers, robust coding and compression profiles are key concepts in Rocco.

A 20 millisecond-long voice packet of roughly 30 bytes (octets) can have a header of 40 bytes, which consists of 12 bytes RTP (Real-Time Transport Protocol), 8 bytes UDP (User Datagram Protocol) and 20 bytes IP (Internet Protocol version 4, more in IPv6).

One transmission sufficient

The principle behind compression is that you only need to send the entire IP header once, with the first voice packet.

Since the headers in a packet stream thousands of packets long are largely similar, or change only in a predictable manner, unnecessary information can be removed, sending only the changes. The header is then compressed and expanded by the recipient.

Should a packet be lost, an inquiry from decompression is sent regarding an update of the header.

The problem with using CRTP for radio is that the algorithm has to be updated after every lost packet, and during this back-and-forth, all of them loose packets.

Rocco can drop several packets before it needs to be updated, thanks to checksums and sequence numbers that replace the expanded header and ensure that everything is correct.

GSM class

RTP includes a sequential number field and a part of that is included in the compressed header.

It also contains a CRC (Cyclic Redundancy Code), which is a cyclical checksum, calcu-

lated prior to compression, which shows if anything is wrong. When the recipient expands the header, a similar checksum is checked and compared with the one received.

Should the checksum indicate that something is wrong, then the decompressor demands an updated header, but even then it is not a complete header but rather a partial one, roughly 15 bytes in size.

"The sequence number code means that you can tolerate losses on the link and the checksum verifies that the repair work is being done properly," says Krister Svanbro.

"You can drop up to 16 packets in a row and still be able to rely on the checksum pointing the right way. We have still not had any problems here with Rocco; the algorithm seems to be maintaining GSM class."

It is possible to compress even further if you

know what kind of flow it is. Compression profiles can be optimized for certain flows, such as whether it is real-time or not.

The profile for real-time flow is able to compress all kinds of flows, with varying degrees of compression. For example, it is possible to compress voice headers more than video headers.

Ny Teknik's prize consists of a diploma and a sculpture of a golden foot. It was distributed for the fifth time at the annual Gold Mouse Gala. The jury's reasoning read as follows:

"Sound in real-time poses problems when Internet traffic is being used to transmit voice in an already tight spectrum. The Luleå researchers indicated the problem, came up with a solution and did such a good job that their work is now the basis for a new standard in the field."

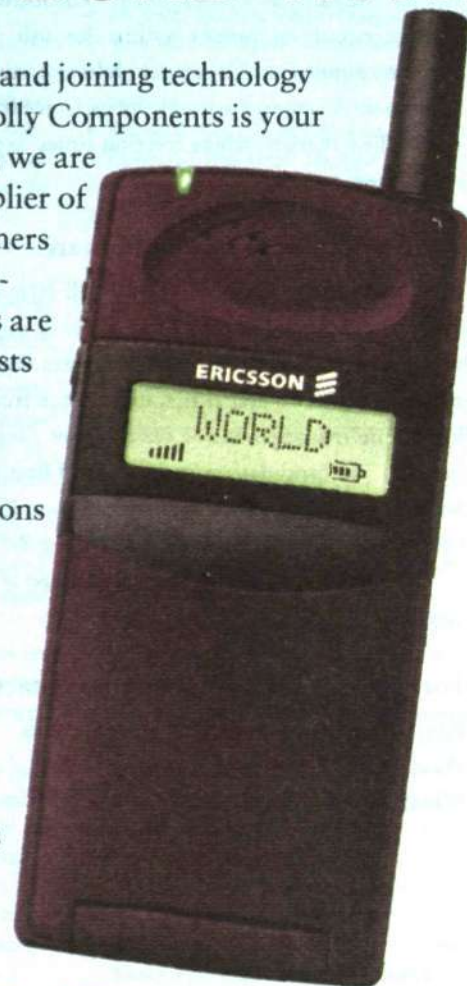
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The position will report to the *Manager of Customer Services.*

For further information please contact:

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New Features Support Engineer, CME 20 (NFS)

The main responsibilities for this position will be to manage, co-ordinate and participate in the new features: investigation, adaptation and implementation on highest technical level and to address customers' expectations/needs. Provide technical advice and assistance to engineers, managers and product marketing. Transfer knowledge to less experienced team members. Curiosity, interest and the ability to learn new features/functions is important. The competence requirements are: Minimum 4 years working experience on AXE 10 application systems, of which at least 2 years experience should be on CME20/CMS40 systems preferably design and verification. Radio network features knowledge is desired. Candidates need to have excellent trouble shooting skills, experience with other mobile application systems/product lines will also be considered advantageous for this position. Candidates need to have excellent human, inter-personal and multicultural skills. The candidate must have good English skills, both spoken and written. *Driving license is a must.* The initial contract period will be for 1 year.

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SS Support Engineer, CME 20

The main responsibilities for this position will be to manage co-ordinate and participate in network investigations and trouble-shooting activities on highest technical level and to address customer's expectations/needs. Provide technical competence for resolving complex problems in the networks. Provide technical advice and assistance to engineers and managers. Transfer knowledge to less experienced team members. Curiosity, interest and the ability to learn new features/functions is important. You would also need to participate, periodically, in the 24-h emergency support. The competence requirements are: Minimum 4 years working experience on AXE 10 application systems, of which at least 2 years experience should be on CME20/CMS40 systems preferably verification and/or support/supply. Experience on IN is desirable. Candidates need to have excellent trouble shooting skills, experience with other mobile application systems/product lines will also be considered advantageous for this position. Candidates need to have excellent human, inter-personal and multicultural skills. The candidate must have good English skills, both spoken and written. *Driving license is a must.* The initial contract period will be for 1 year.

BSS Support Engineer, CME 20

The main responsibilities for this position will be to manage, co-ordinate and participate in investigations and trouble-shooting activities in the BSS area at highest technical level and to address customers expectations/needs. Provide technical competence for resolving complex problems in the radio networks. Provide technical advice and assistance to engineers and managers. Transfer knowledge to less experienced team members. Curiosity, interest and the ability to learn new features/functions is important. You also need to participate in the 24-h emergency support periodically. The competence requirements are: Minimum 4 years working experience on AXE 10 application systems, of which at least 2 years experience should be on CME20/CMS40 systems preferably verification and/or support/supply. Candidates with excellent trouble shooting skills and experience on other mobile application systems/product lines will also be considered for this position. Candidates need to have excellent human, inter-personal and multicultural skills. The candidate must have good English skills, both spoken and written. *Driving license is a must.* The initial contract period will be for 1 year.

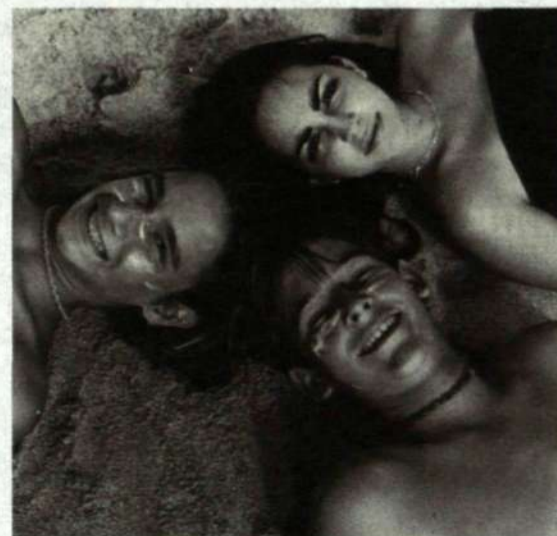
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Ariel Castrillon's estancia is situated less than ten kilometers away from an urban area. As a result, he has access to good mobile phone coverage. Ariel Castrillon says that he has not even considered getting a wireline phone.

Photo: Katarina Susena

Rural users go mobile

Uruguay is a country that has undergone a rapid transformation. Twenty years ago, private messages were transmitted using radio broadcasts. Today, many people own mobile phones. Ericsson plays a central role in this development.

► Freelance journalist Alvaro Susena recently paid a visit to his native country and what he saw was a transformed Uruguay.

"Going back to my homeland stirred up many memories from my childhood and teenage years. I grew up in Florida, a small town with strong agricultural ties. Even though our family did not own an estancia (large estate), I spent many days during my childhood at such places. I so wanted to become a gaucho, the Uruguayan equivalent of a cowboy," says Alvaro Susena.

At that time, few of the estancias had access to electricity. Even fewer had a telephone.

"When I went out to visit a friend in the country, I had to submit a radio telegram that was read over the local radio station. Everyone in the country listened to the radio. That was their only way of maintaining contact with friends and relatives in town. 'To Martin Mariezcurrena, Molles del Timote. Alvaro will be arriving by train tomorrow morning. Please send someone to pick him up.' Those were the kind of messages that were still sent just ten or twenty years ago. Today, if I want to go visit Martin, I call him on Ruralcel."

Far between towns

Ruralcel is the mobile phone network that covers rural areas. Together with ordinary mobile telephony and an expanded fixed network, there has been a radical transformation in

communications in Uruguay in just the last few years. Radio telegrams still exist, but few people listen to them today. In order to understand how the mobile network is built in Uruguay, you need to know a few things about the country. There is a large divide between the capital city of Montevideo, and the rest of the country. Just over a million people inhabit the capital, almost half of the nation's entire population. Each and every one of the country's 19 counties has its own capital of varying size. The remainder of the country is very sparsely populated.

Uruguay is, in other words, a country divided in two – Montevideo and the interior.

In the capital city of Montevideo and its suburbs, there are two mobile operators, the state-owned Ancel and the privately held Movicom. Ancel accounts for two thirds of all subscriptions in the area. Ericsson is the force behind Ancel, operating and maintaining its mobile phone network. Ancel is the only operator in the country's interior.

"Social telephony"

Ruralcel uses fixed telephones that connect to the mobile phone network. The Ruralcel network is not that big, and as Ancel's coverage improves, fixed telephones are becoming increasingly rare.

"In Uruguay, telephony is viewed as a public service. People talk about social telephony, that is, that the operator must provide coverage to everyone who wants it. There is an ambition to attain coverage throughout the entire country, but today most efforts are being concentrated in built-up areas," says Lars Lindén, head of Ericsson in Uruguay.

This policy means that Ancel has just as

many infrastructure costs in rural areas as it does in the city, even though a majority of mobile telephony revenues are generated in the capital city.

While many people can be seen talking on mobile phones in the streets, there are in fact not all that many subscribers. Currently, there are only about 340,000 mobile phone subscribers throughout the country, 220,000 of whom have chosen Ancel as their carrier, while 120,000 have chosen Movicom.

Second in South America

The fixed network has seen enormous development during the 1990s. Today Antel, the state-owned telco, is a very modern company. The network is entirely digital and the number of people who own phones is the second highest in South America after the Caribbean island of Curaçao. Antel estimates that there are one million telephone lines, corresponding to 75 percent of all households. Antel's network is operated and maintained by two companies: Ericsson and Siemens, with Ericsson responsible for the operation of 600,000 lines.

"Ericsson in Uruguay is unique in that we operate and maintain both Ancel's mobile network and portions of Antel's fixed network," explains Lars Lindén.

Ericsson also has a third task. On the outskirts of Montevideo, Ericsson is responsible for a WLL network that serves as a cable replacement over short distances. Operation is overseen completely by Ericsson. The big question for subscribers who live in rural areas is whether to sign up for a wireline subscription or be satisfied with a mobile phone.

"You can see a general trend in Uruguay that people in rural areas are content to just have a mobile phone."

The fixed network has, perhaps, reached its limits. It costs USD 200 to sign up for a new mobile phone subscription and about as

FACTS/ERICSSON URUGUAY

- Ericsson has operated in Uruguay since 1934.
- Internet penetration lies at around 7–8 percent, mobile phone penetration at 11–12 percent.
- Ericsson has 131 employees in the country.
- Currently, the most important projects are the transition from 1G to 2G on the mobile side and the introduction of ISDN with ERISTREAM and ENGINE Access Ramp on the fixed side.
- Ericsson enjoys a 45 percent market share of mobile network subscribers, 60 percent of wireline subscribers, and a 30 percent share of the mobile phone market.

much to sign up for a wireline subscription in urban areas. The price for a wireline subscription in rural areas varies depending on the conditions encountered, but is usually much more expensive.

"Uruguay is also an expensive mobile phone country due to the monopoly-like situation," says Lars Lindén.

He is optimistic about developments within the telecom sector in Uruguay, however.

In March of this year, Jorge Pattle was elected the new President of the country. His ambition is to deregulate large portions of the public sector, including telecom.

"That will make it especially interesting for us. Ericsson will be one of the leaders and acquire market share within the PCS and 3G areas."

Moreover, eight new operators have received licenses for landline broadband with wireless connections. Ericsson also expects to gain several new customers there.

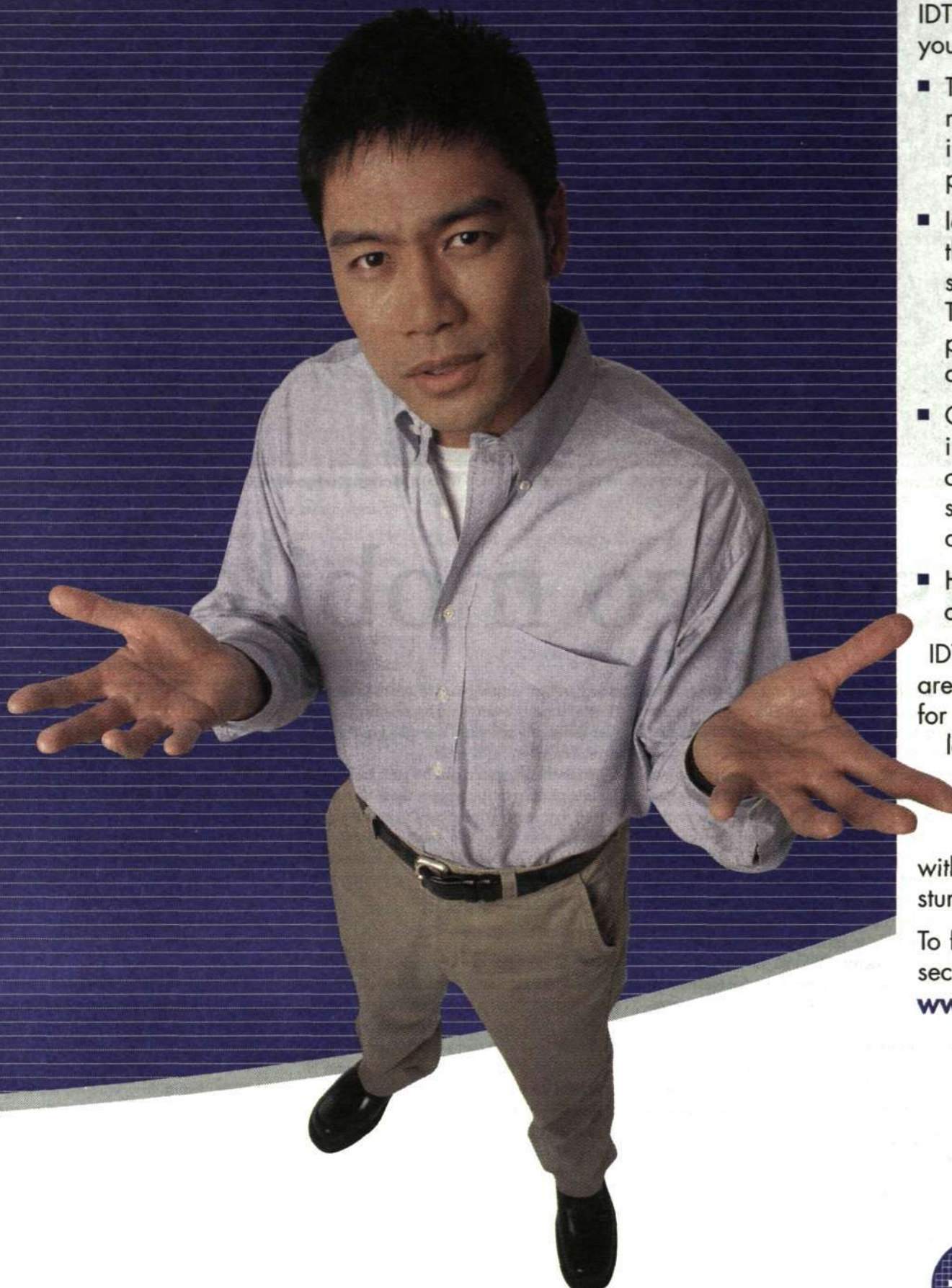
Jesper Mott

jesper.mott@lme.ericsson.se



Lars Lindén

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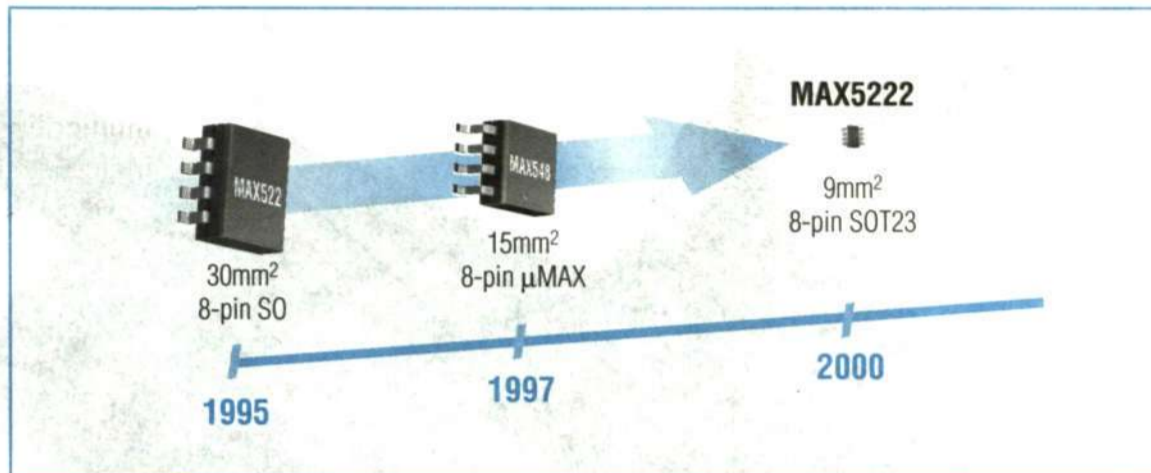
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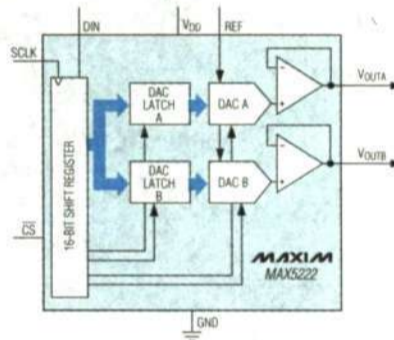
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MAX5223*	8	2	2.7 to 5.5	250μA	8-SOT	3 WIRE
MAX5382	8	1	2.7 to 5.5	230μA	5-SOT	2 WIRE
MAX5385	8	1	2.7 to 5.5	230μA	6-SOT	3 WIRE
MAX548A	8	2	2.5 to 5.5	500μA	8-μMAX	3 WIRE

*Future product—contact factory for availability.



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The Corporate Downsizer.



Introducing the new Ericsson R380, the ultimate corporate communication tool. It combines the functions of four key devices (mobile phone, laptop, organizer and notepad), and it's so easy to use, it's irresistible. So junk your organizer and leave your laptop behind.

With the R380, you can get secure access to the Ericsson corporate network and e-mail server, handling up to 200 mails, 1000 contacts, 100 notes and 700 appointments simultaneously – with full PC (e.g. Outlook®) synchronization, naturally.

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This is the one everyone's been waiting for – so make sure you're at the front of the queue. Check out the R380 website at www.ericsson.com/r380 to find out how you can downsize your corporate tools.

Share scheme likely model for the future

Both employees and union representatives at Ericsson in the UK are satisfied. However, the happiest person of all is no doubt Phil Hooper, head of Human Resources. Ever since the company introduced an employee shareholding program this past summer, he has been a very popular man.

The company is offering employees an advantageous way to get involved in long-term investment in Ericsson shares.

► Under the new program, employees are able to set aside up to 7.5 percent of their gross salaries for the acquisition of company shares.

For every share purchased, Ericsson contributes an additional one for free. In other words, employees immediately double the value of their investment.

Employees are required to wait at least three years before selling their shares and realizing any profits, however.

"Of course, there is always a risk in owning shares," according to union chairperson Lee Stubberfield. "But this is undeniably a very good offer. Even if the value of Ericsson shares were to drop by half over a three year period, you would still come out even."

Although participation in the program is voluntary, 75 percent of employees have elected to join. One of them is Iain Govan who, after just a few months, has already noticed a change within the company:

"People are more involved and interested in how Ericsson is doing in the market. These days, there is a lot more discussion around the office about the company's activities, and people are constantly monitoring and taking an interest in the success of the company in relation to our competitors."

According to Phil Hooper, one of the goals behind the program is to increase employee involvement and identification with the company.

"It increases the motivation to perform better. The program also helps us in our recruitment as well as employee retention," says Phil Hooper.

Employee turnover dropped

During the five months that have passed since the Share Scheme, was introduced, employee turnover has dropped from twelve to eight percent. Phil Hooper is convinced that there is a correlation with the shareholding program.

Similar programs are very common in the UK, especially among technology and telecom companies.

"We were the exception by not offering such a program. And that contributed to employee attrition, so we were forced to take action."

Britt Reigo, Senior Vice President, Human Resources, says that discussions are underway about possibly implementing a similar program companywide at Ericsson.

"The UK is a pilot case. We view it as a positive way of generating involvement in the company. Whether or not it is deemed necessary for the entire company is not something

that the corporate executive team can decide. Rather, that decision must be made by the board and there after by the shareholders at the Annual General Meeting," says Britt Reigo. Should such a decision be forthcoming, it is likely that programs would vary from country to country, depending on laws and tax regulations, among other factors.

When Phil Hooper and the union representatives developed the program for Ericsson in the UK, domestic tax regulations largely determined how it would be set up. It was also important to construct a simple system that would be easy for employees to understand. This simplicity is something that Fraser Hodgson appreciates:

"Everything is taken care of automatically. There is no extra paperwork, the money is deducted from my salary before I even see it."

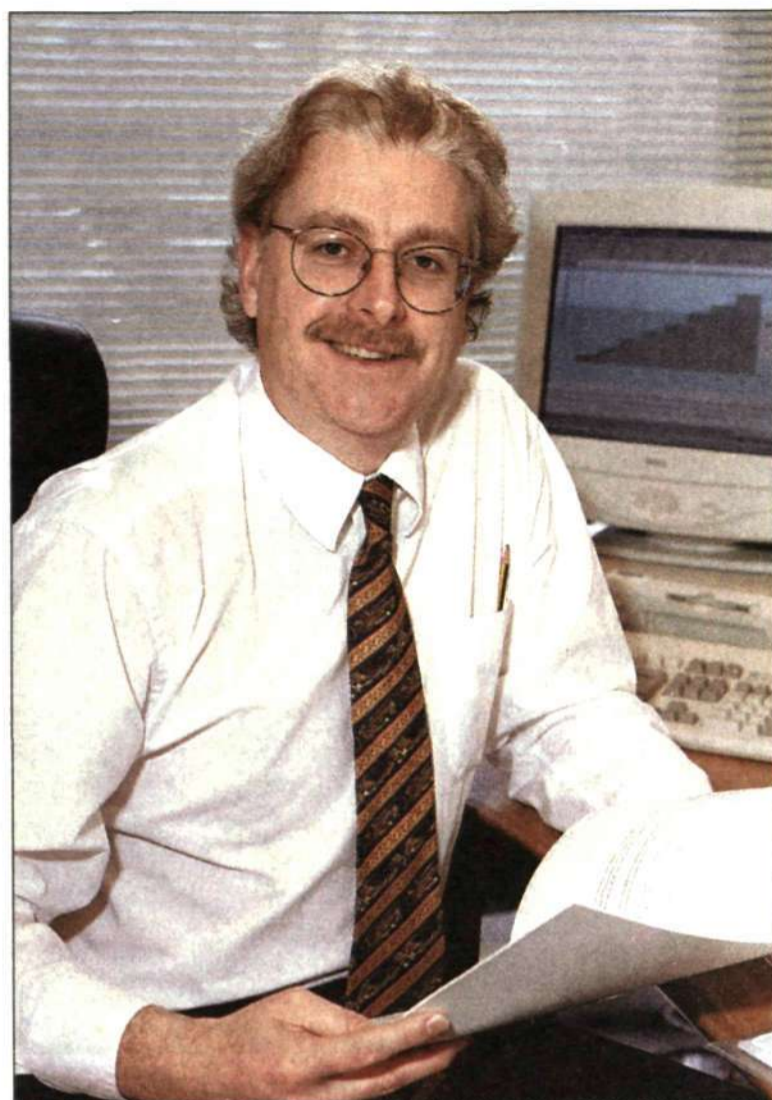
Fraser Hodgson has no immediate plans to sell his shares. He feels that they provide him with a little extra security for the future. Although there might be a motorcycle a few years down the line.

"Most of all, however, this program makes you really feel as if you are a part of Ericsson. I think the fact that I have to make a personal investment, in order to reap any benefits from the company helps strengthen that tie," he says

Team bonuses an incentive

According to Phil Hooper, employee involvement in the program extends to all areas of the company and all occupational categories. Still, one can question why 25 percent of employees choose not to participate.

"I think that in some cases, it is a situation



Ever since the program for employee shareholding was introduced, the atmosphere in the company has changed for the better. It is difficult to pinpoint exactly what has happened, but Phil Hooper, head of Human Resources at Ericsson in the UK, says he senses the changed attitudes. Photo: Mark Curtis

where they can't afford to set aside any money," says Lee Stubberfield. "That would be the only negative aspect with this program."

Employees decide themselves how much they wish to set aside each month. "For some people, it is difficult to prioritize saving over their other monthly commitments," says Lee Stubberfield. Obviously, that is one of the aspects that must be taken into consideration when evaluating the program, according to Phil Hooper.

Employee shareholding is one aspect of a changing compensation culture, which began with the implementation of performance-based salaries three years ago. Team bonuses are also awarded to entire workgroups for goals that have been achieved together.

Lee Stubberfield believes that this has been a positive change and an incentive for employees, a sentiment that Iain Govan agrees with.

"Times change. People don't want to work year in and year out for raises that are only keeping pace with the rate of inflation. I think that

many people like having concrete, short-term goals and being rewarded for them," he says.

Jan Löwstedt, acting professor of business economics at the Stockholm School of Economics, says that it is clear that workers today are much more attuned to employment benefits than in the past. This is especially true with in occupations where labor is in great demand.

"It's difficult for individual companies to tow their own line," says Löwstedt. "By nature, we make comparisons with each other and wonder why employees at other companies earn more or have better benefits and so forth."

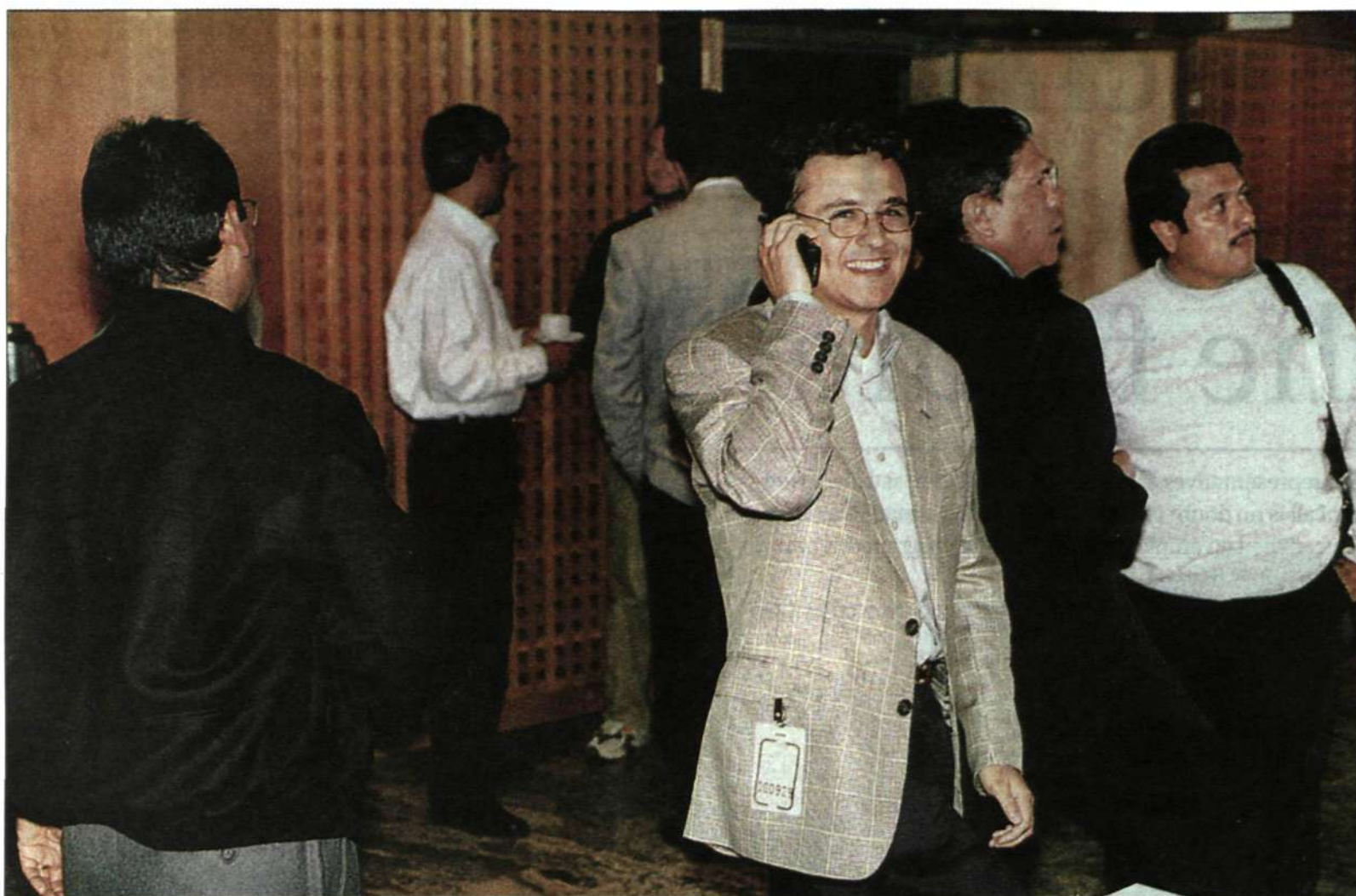
So far, Phil Hooper has heard only positive responses to the introduction of the Share Scheme.

He considers the expense involved in giving away shares to employees to be money well spent, especially when compared to what it costs the company to lose skilled people.

Maria Paues
maria@pauesmedia.se



Iain Govan and Fraser Hodgson feel a greater sense of participation in the company since they began investing in Ericsson shares. Lee Stubberfield, the union representative, believes that the Share Scheme has added a new dimension to everyone's work.



Jorge Flores from Mexican operator Telmex found his visit to Creative World very rewarding.

Photo: Ann Ek

The connected home

At Creative World, visitors to Ericsson can experience how broadband will transform daily living and how today's products will evolve into tomorrow's.

This year, "the connected home" has been added to the exhibit, and visitors are flocking to see it. The idea behind the exhibit is simple – all customers are end users.

► A group of about 15 people follow Maria Barck-Holst with interest as she guides them through the living room, the kitchen and the bedroom of the connected home, which is equipped with the latest technology. This group of visitors comes from Mexican operator Telmex.

In the kitchen they are shown a prototype of a new refrigerator. Via a display on the door, family members can communicate with each other and the equipment in the home.

Thanks to a broadband service made available through an ordinary phone jack, a multimedia world is opened via the TV in the living room. Video films are available for downloading from the Internet at any time.

A bedroom equipped with the latest technology can make daily living easier for elderly and disabled persons, for example. Maria Barck-Holst shows how simple technical aids can be used to check that everything in the house is turned off without having to run around the house.

International visitors

The guests are impressed by what they see.

"Two or three years ago, we would never have believed that we would see such things so quickly," says Telmex engineer Sergio Garcia, who adds that he was most impressed by how easy it is to use the new technology.

Today, in addition to the Mexican group, Creative World receives visits from the Israeli minister of communications, the Swedish Foreign Office and groups from Malaysia and Chile.

Ronny Bergqvist, who is responsible for Creative World, reports that this is nonetheless a relatively quiet day.

"We receive between 200 and 400 visitors each week," he notes.

In addition to the connected home, Creative World has a lot to offer the more technically interested visitor. A multi-service network, which makes it possible to offer the many services, is also demonstrated at Creative World.

Ericsson divisions often bring their customers to Creative World and stage presentations in one of the facility's lecture halls. Nearly everyone who comes to hear a presentation takes the opportunity to visit the exhibition.

Relaxed reception

Ronny Bergqvist describes the reception of visitors as relaxed.

"We try to keep things informal, even when a government minister is visiting. The important thing is to give a practical demonstration of the products and let people experience them on their own," says Ronny.

It is important that groups from within Ericsson can visit Creative World and see what is happening. School classes are also welcome, if time is available.

Pontus Rystedt, who is area manager for Latin America at the Databackbone and Optical Networks division, was the person who invited the group from Mexico. His division often brings customers to Creative World.

"It's really valuable, because they can also see the hardware behind the applications," says Pontus. "When we want to book visits, though, the calendar is often full. That's a good indication of how popular Creative World is."

Pontus Rystedt explains that he wants to challenge his customers' fantasies and get them to think about what technology will be capable of doing in the future.

Juan Bastarrachea, who is manager for the Guadalajara region at Telmex, was impressed by what he saw.



A connected home that offers security, service and multimedia is a reality thanks to a broadband connection. Maria Barck-Holst guides her visitors in Spanish.

FACTS/CREATIVE WORLD

- Creative World is a project within the Multiservice Networks division. The exhibition, which consists of three parts, is located at Telefonplan in Stockholm.
- The connected home includes ADSL and multimedia services delivered via a conventional telephone jack, Screenfridge and Phoenix services, which are designed to make life easier for the elderly.
- The connected office is Ericsson's vision of the workplace of the future. Products on display include the AXD321, which is an ATM switch for small businesses.
- The multiservice network is based on the Engine concept, which is Ericsson's versatile solution for the fixed network.

"It's really fantastic to see how Ericsson's products can improve the quality of people's lives. I've seen the individual components in this equipment before, but never seen them working together like this," says Juan Bastarrachea.

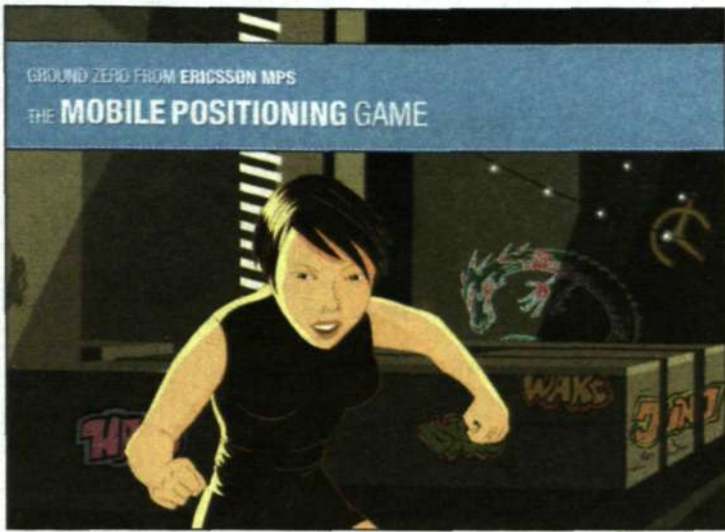
The staff at Creative World can guide visitors in Swedish, English, Spanish and Arabic. Visitors are a fairly representative sample of Eric-

son's customers, and each reacts differently. This is one of the things that Ronny Bergqvist finds exciting about the job.

"Something different happens every day. We like to say that you have to learn to work during a live broadcast," he concludes.

Jesper Mott

jesper.mott@lme.ericsson.se



GROUND ZERO FROM ERICSSON MPS
THE MOBILE POSITIONING GAME

Mobile fun and games

► Ericsson is trying out new approaches to spread the word about the company's future mobile Internet applications. The Net-based game Ground Zero allows users to test a variety of services in a fast-moving, interactive and novel virtual-reality experience.

Participants in the game compete against a virtual antagonist, using various clues and a specially equipped telephone to get to certain places.

Tommy Karman, the brain behind the game, works in market-

ing and brand development through interactive media at Ericsson Radio Systems.

"This has been a bit of a high-risk project," he admits. "But the response has been enthusiastic, with comments such as: 'Let's have more of this kind of thing!'"

The game will be available on the Net for the rest of the year, and more activities in the same vein are planned.

www.ericsson.com/mobile-internet/groundzero.shtml



Honours to Ericsson

► Ericsson's President Kurt Hellström has been honoured by the Irish Government for Ericsson's contribution to Ireland since 1957.

Ericsson Ireland has grown steadily and quietly over the past years and currently employs 2,300 staff. Ericsson has a very strong and mutually beneficial relationship with the Irish Government and Ericsson's growth and success in Ireland has been helped considerably by the support received from the Irish Government. And plans are in progress for further expansion at Ericsson Ireland.

An announcement that Ericsson Ireland is planning to expand its research and development operations in Dublin and Athlone while also setting up a new development in Cork was made by Kurt Hellström.

The new facility in Cork will be primarily focused towards the applications sector.

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From our satellite solutions products - a new voice compression system that enables up to twelve E1/T1 circuits to be multiplexed onto a single E1/T1 bearer, equally useful for satellite and other forms of bearer circuits.

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Photo: Lars Åström

Perfect destinations for communications buffs

Overheard at the 'high-flying IT execs club':

"What a rough week I've had. I had a layover in WAP, when I realized I forgot all my messages in Phone."

► "Fortunately, my assistant got online and e-mailed all the stuff to me in Web. It was so sweet coming home to Bonus."

And that isn't just your usual rough day at the office.

The above route would take you around the world. And back.

With things to do and places to go, it

may be hard to find the time or the perfect spot to take vacation. On is here to help.

Below is a list of places where – judging by the name – you can combine business with pleasure.

Risto Pakarinen

FACTS/THE IT EXECUTIVE'S TOP TEN PLACES TO VISIT

- 1 Phone, Laos
- 2 Web, Ethiopia
- 3 Mobile, Democratic Republic of the Congo
- 4 Wap, Papua New Guinea
- 5 Man Wap, Myanmar
- 6 Net, Yemen
- 7 Net Setting, Manitoba, Canada
- 8 Telephone, Texas, United States
- 9 Base, Nigeria (check out local station)
- 10 Bonus, Pennsylvania, United States

UPCOMING

November 13–17: Comdex, the large American data-com trade show, will be held in Las Vegas. Among the speakers will be Ericsson President Kurt Hellström and Microsoft's founder, Bill Gates.

www.comdex.com

November 15: Ericsson in Turkey will be holding a 3G Summit. It will include a half day of information about 3G. Operators, various companies and representatives from the government will be invited. Neil Armstrong, the former astronaut, will be the keynote speaker.

UPDATES

Ericsson has announced its third-quarter earnings.

Five non-profit organizations have received the Ericsson Internet Community Award (ERICA).

To complement its traditional advertising, Ericsson has launched a company-wide WAP site.

NEW ASSIGNMENTS

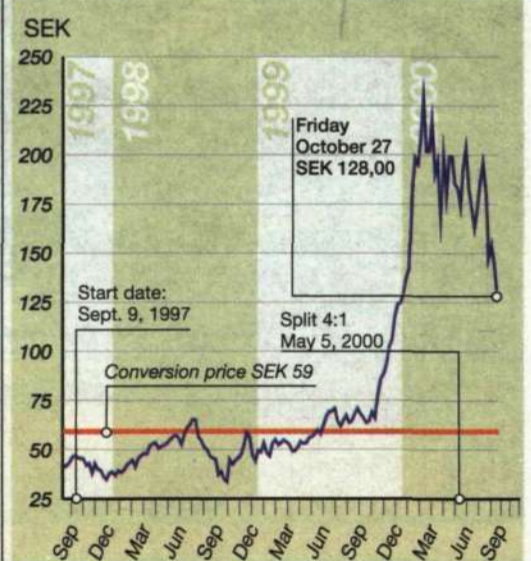
Jan Malm will be appointed Head of Market Unit China and President of Ericsson (China) Company Ltd., from 1st December 2000. Jan will replace Michael Ricks who will be appointed CEO of a Hong Kong-based wireless technology investment company.

Philip Vanhoutte has been named head of strategic market development within the Consumer Products Division. He was formerly employed at Wang Laboratories.

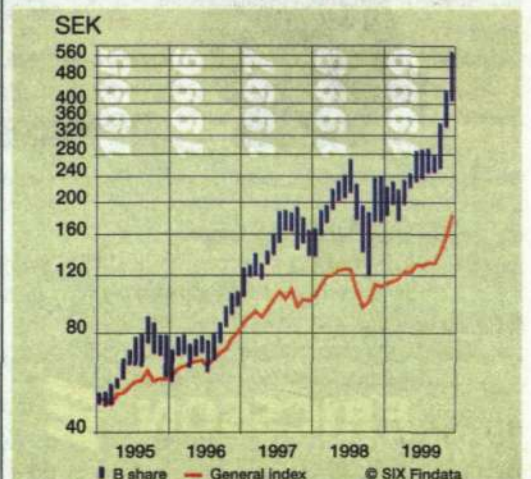
Tommy Karman, Ericsson Radio Systems, Kista, has been named senior specialist within the area of Interactive Media/Multimedia.

Kenzo Urabe, Ericsson Mobile Communications, Lund, has been named expert within the field of Mobile Station Architecture.

THE ERICSSON B SHARE



An Extraordinary General Meeting of shareholders on September 9, 1997, approved a proposed convertible debenture program. The conversion period extends through May 30, 2003. For additional information, access the website: <http://inside.ericsson.se/convertibles>



vacancies

AT ERICSSON

■ This is a selection of vacancies within the Ericsson corporation. They are also published on <http://www.ericsson.se/jobs/international.shtml>, International Openings, updated every second week.

To advertise: mail your adverts to: employment.adverts@lme.ericsson.se.

Updated October 20

Contact No. 17 2000

ERICSSON BANGLADESH

Ericsson in Bangladesh has achieved a unique position by being awarded contracts with all 3 GSM operators.

We now need to further build our relationship with our customers and are looking for candidates for the following positions. There is a huge potential for GSM Systems in Bangladesh with a large population and an underdeveloped fixed network. It is expected that the number of mobile subscriptions will exceed the number of fixed lines by the end of 2001.

KAM

● We are looking for an experienced manager capable of handling commercial negotiations in a multinational environment. You will also be responsible for the sales of new technology WAP and GPRS.

The KAM must have a broad experience of GSM sales with a proven track record. You must also be capable of handling the customer in a multicultural environment. As KAM you must build a good relationship with the customer, identify new opportunities, submit proposals and finally close the deal.

Technical Manager

● We are looking for an experienced technical manager who can support the KAMs in driving the sales and marketing activities; provide strategic product information and system proposals.

The candidate should have a very good technical knowledge of cellular systems with a successful track record. It is also valuable if you have experience from working with new product as GPRS, WAP, IN and DATACOM. You can work independently, take initiatives, and communicate well with others. You are used to working at a high speed and have an extensive network within Ericsson. You must also have a commercial understanding.

Contact: Mats Bosrup, Managing Director, +880 1752 4880, mats.bosrup@bbd.ericsson.se.

ERICSSON (CHINA) CO. LTD. REGION NORTH AND NATIONAL OPERATORS CORE SERVICES, BEIJING, P.R.CHINA

2 Master System Support Engineers

● Main responsibilities: Responsible for all telecommunication systems agreed on with the customer within MSC/HLR/VLR & public network. The modification of existing system routines and creation of new temporary routines as well as follow up of all software contents of the system.

Send/receive/follow up with trouble reports sent to the supplier/customer and also prioritise the trouble reports, including incoming TRs from the other system engineers. Distribute all new and upgraded documentation in accordance with SW, HW and equipment to Network Surveillance and NFM Manager.

Offer expert knowledge concerning system problems in MSC/HLR/VLR and/or wireline network as well as expert knowledge regarding parameters and configuration, excluding the radio part.

Support technical interfaces with external equipment, i.e. SMS, VMS etc and to interpret switch statistical reports like processor load, traffic recording, etc. Play an active role in providing support and advice to the local engineers.

Also include solving of problems occurred on live exchanges and building up the local competence, transferring knowledge and experience, even international Ericsson culture.

Requirements: The successful candidate will have a basic technical education and experience from Ericsson GSM mobile system, as System Technician Level 2 not less than 3-4 years. Experience from OSS is required. Fluent spoken and written English and excellent analytical, problem solving and communication skills.

Contact: Linda Rong, +86 10 65619988-16276, fax 656 15588, Rong.Lu@etc.ericsson.se or Candy Shao, +86 10 65619988, fax. 65610137, Candy.Shao@etc.ericsson.se.

ERICSSON CANADA, SWITCH SERVICES

Technical Assistance Specialist

● Salary Band: Four (4). Job Requirement: Degree in engineering, engineering technology, computer science or equivalent work experience. Several years telecommunications experience in design, test and/or operations.

Working knowledge of TDMA \ GSM cellular networks. Five years experience with Ericsson (AXE10) switching equipment. AXE Software (i.e. PLEX) literacy an asset. GPRS, Remote Upgrade, AP, APZ 212 30 competence are definitely an asset.

Excellent oral and written communication skills. Able to work in a fast paced, demanding, challenging environment and deal with customers with confidence and diplomacy.

Job Description: Direct Customer Interface for 24 hour "First Line" technical/emergency support for TDMA and/or GSM networks in Canada. Implement and maintain software corrections and features on customer equipment. Resolve technical faults and customer complaints using advanced troubleshooting skills and minimize trouble report turn around time. Provide customer guidance and support for the maintenance of network equipment.

Responsible for integration and testing of new AS. Escalation and follow up of troubles to Second Line support. Record accurate technical logs using trouble reporting applications. Communicate and assist customer/field personnel in technical and operational questions. Assist in emergency situations to resolve equipment and/or procedure errors. Planning, control and direction of a CNA implementation. Key player in deployment of leading edge wireless technology, WAP, GPRS, 3G.

Contact: Klaus Boeckers, Switch Service Manager, +1905 206 7488, klaus.boeckers@emc.ericsson.se.

ERICSSON TELECOMUNICACOES S.A. BRAZIL

Customer Service Director

The Service Solutions Organization in Brazil, with approximately 1000 employees, is looking for a Customer Service Director to take responsibility for all customer services activities.

This activities includes responsibility for the service sales, profitability and delivery of Hardware services, Network Support and Field maintenance services.

Brazil's existing customer base include those using both Wireline and TDMA systems however are rapidly entering the new technology areas like GSM, Engine, Datacom etc. This technology shifts gives a number of challenges and opportunities to develop our customer services business and organization.

We are looking for a qualified person to lead us in making this a success from a commercial perspective as well as a service delivery perspective.

● The role, which reports into the Vice President of Services is to ensure that our Customer Service organization meets or exceeds its contractual obligations and thereby positively influencing customer satisfaction. Through excellent interpersonal skills you will develop strong relationships with both customers and account teams.

We are looking for strong leadership skills, strong business orientation skills and the proven ability to build and coach successful teams.

Contact: HR, Silvana Mello, silvana.mello@edb.ericsson.se, +55 11 6224 1864.

ERICSSON, RALEIGH, NORTH CAROLINA, USA !!

Would you like to live within the driving distance from Blue Ridge Mountains, beautiful North Carolina beaches and even sunny Florida !! Here is your chance. We are looking for Engineers for the following vacancies:

Engineering Manager - Systems Support

● Engineering Manager will be responsible for the management of the Systems Support group within the Base Station and Systems Development organization.

Functional responsibilities include - Radio Base Station RCSU FOA coordination and on-site implementation (Ref1 and Ref2 markets), Provide RNP technical field support to the Midas global organization as well as customer and other Ericsson internal organizations. Develop, implement and maintain detailed support processes. Yearly performance appraisals, budget handling etc. Ensure that the group is proactive and goal oriented.

We expect suitable candidate to have minimum of 5 years of experience in telecommunications support, wireless and/or wireline, 2 years of management/team leader experience. Detailed knowledge of Ericsson RBS 882/884 HW and SW products desired. A general knowledge of Ericsson TDMA systems organization and processes.

This person must also be able to lead and motivate a group of 4-10 engineers in situations with changing priorities. Candidate must be goal oriented and customer focused, have the ability to communicate with different levels of management within Ericsson and with our customers. Up to 20% travel may be required.

System Support Engineer

● SS Engineer will report to the Systems Support manager within the "Base Station and Systems Development" organization.

Functional responsibilities include - Radio Base Station maintenance EMRP/RCSU FOA coordination and on-site implementation (Ref1 and Ref2 markets), Field trials and demonstrations as requested. Provide RNP technical field support to the Midas global organization as well as customer and other Ericsson internal organizations.

We expect suitable candidate to have minimum of 5 years experience in wireless communications. Knowledge of Ericsson RBS 882/884 HW and SW products required.

HW/SW (PLEX/ASA) knowledge of Ericsson AXE10 Products an advantage. Excellent written and oral communication skills. Proven technical troubleshooting skills. Capable of working in Field and Test environments with minimal supervision.

Candidate must be goal oriented and customer focused, have the ability to communicate with different levels of management within Ericsson and with our customers. Must be willing to travel at short notice to support both Ref1 & Ref2 markets. Ericsson candidates past/present only please.

CMS88

Switch Support Engineer

● Provide overall CMS88 support to terminal and base station development.

Primary responsibilities include MSC Software Management, Dump Handling, Data Translations, testing, trouble shooting and repair. Good knowledge of T1, SS7 and Radio Base Station is a plus.

Duties include providing assistance and guidance to lower level Engineers and to provide Management with recommendations for future CMS88 upgrades trend impact and cost.

In addition, provide excellent MSC/RBS trouble shooting, repair and fault isolation.

Candidate should have good interpersonal skills, good initiative and highly motivated. Should have good, effective written and verbal communication skills, strong leadership and coaching skills. Good knowledge of AXE Software (ASA and PLEX) is a plus. Ability to learn and adapt to changes in telecommunication field.

CMS88

RBS Support Engineer

● Provide overall CMS88 support to terminal and base station development. Primary responsibilities include Radio Base Station testing & integration, configuring base stations, generates Data Translations etc. Knowledge of Mobile Switching Center (MSC) is a plus.

Duties include providing assistance and guidance to lower level Engineers and to provide Management with recommendations for future CMS88 upgrades trend impact and cost.

In addition, provide excellent MSC/RBS trouble shooting, repair and fault isolation. Good interpersonal skills, good initiative and high motivation. Effective written and verbal communication skills. Strong leadership and coaching skills. Good RF background and knowledge of different test equipment (Spectrum Analyzer, Base Station Test Set, Power Meter, T1 Test Set etc) is a plus.

CMS40 Support Engineer

● Provide overall CMS40 support to terminal development. The support includes Radio Base Station, MSC, BSC, MXE and other auxiliary equipment used in the CMS40 network.

Duties include providing assistance and guidance to lower level Engineers and to provide Management with recommendations for future CMS40 upgrade trends, impact and cost.

In addition, provide excellent MSC/BSC/RBS trouble shooting, repair and fault isolation. Candidate should have good interpersonal skills, good initiative and highly motivated. Should have good, effective written and verbal communication skills, strong leadership and coaching skills. Good understanding of AXE SW (PLEX and ASA SW).

Contact: Engin. Mgr: Pekka Ahokas +1 919 472-7147, Pahokas@ericsson.com. Syst. Supp. Engin: David Harris, +1 919 472-1353, David.harris@ericsson.com. Switch Supp. Engin: Efrén.garcía@ericsson.com, +1 919 472-7064.

LM ERICSSON LTD, DUBLIN IRELAND

Systems Architect for ASP Opportunity. Ericsson is aggressively targeting the Application Service Provider (ASP) market segment with a unique offering called Unified Private Networks (UPN). The business concept for an ASP is to offer a one-stop Hosting Center to businesses for voice and data business applications.

Business Communications Solution Centre (BCSC) is responsible for defining and managing the Ericsson UPN solution offering. Typical component products include Unified Messaging, Interactive Voice Recognition, Enterprise Communication Portal, Call Centre application, Directory and Private Numbering Plan combined with Managed Services and the blue-print to run a Hosting Centre. We will partner with, sell to and aggressively compete with some of the biggest players in communications technology. BCSC is establishing an innovation cell to rapidly develop and run this UPN business opportunity.

The unit is expected to cover every aspect of the business from sales, system and product management, partnering, supply and support. We are currently advertising for the following key position:

Systems Architect

● The Systems Architect will have ultimate responsibility to ensure that the overall UPN offering is coherent and is technically viable in terms of QOS, openness and market adaptation.

He/she is responsible for: Defining the technical direction for upcoming releases of UPN. Designing and maintaining the overall system architecture of the UPN solution. Identifying the key interfaces and standards within the offering. Evaluating potential products for suitability within the offering.

Key skills required for the position include: Industry knowledge (telecom and datacom). Proven communication and organisation skills. Ability to interpret customer requirements and market trends. Good team working. Attention to detail. Ability to influence others.

Strategic Product Manager

● The Strategic Product Manager will define the contents in the forth-coming versions of UPN.

He/she is responsible for: Defining the components for inclusion in upcoming releases of UPN. Translating market needs to timely solutions identifying suitable partner products and placing requirements on these partners Promoting the sale of UPN to initial key customers Working closely with players in ASP market to understand business comm. opportunities Acting as Product Champion

Key skills required for the position include: Industry knowledge (telecom and datacom). Proven communication and organisation skills.

Ability to interpret customer requirements and market trends. Good team working. Attention to detail. Ability to influence others.

Contact: Bridget.Doyle@eei.ericsson.se, +353-87-6837203, +353-1-2077016. **Application:** Lorna.Mulvihill@eei.ericsson.se

ERICSSON SYSTEMS EXPERTISE LTD. DUBLIN

Section Manager

As part of the Cellular Design Division's (EEI/R) continuing organisational development and progression, we invite applications for the position of Section Manager, EEI/R, both for PLEX projects and Open Systems projects.

The successful candidates will be assigned to Units within the Cellular Design Division as required. These positions are of critical importance in aiding EEI/R to implement its strategies and meeting the challenging goals and objectives set out for the division.

● Key responsibilities for the position of Section Manager are: To deliver required results within the specified parameters of quality, time, cost and productivity as specified by Ericsson Customers requirements. Manage all planning, monitoring, reporting and day to day activities of the section. Be responsible for budgeted cost (Human Resources, Utilisation, Travel, etc.) To develop and utilise the technical competencies required to meet the business objectives. Work to achieve the ESSI and CMM software quality goals through the promotion and application of the most appropriate processes and mechanisms.

Active participation in the management of the department in respect of: Strategy and goal realisation. Manpower planning and recruitment. Budget and cost control. Change Management. Previous Management or Leadership experience will be an advantage as will experience in Open Systems development. Applicants will be qualified at degree level and/or will have acquired sufficient technical and business expertise to function independently at a professional level on all activities.

The nature of the role is dynamic and therefore will require pro-active individuals with good problem solving and decision making skills. Demonstration of Leadership and team skills is essential, as is strong customer and quality awareness.

Contact: Jim Dorgan, HR Manager, Radio Network Solutions Centre.

Quality Co-ordinator

● Duties will include the following: Quality reporting internally and to department's customer. Create a quality plan for projects being run within the department and ensure its execution. Call and chair QAB (Quality Assurance Board) on a fortnightly basis in order to address any quality concerns. Drive stinker analysis within projects. Receive quality reports from our subcontractors and give feedback. Audit the RNP sites that are subcontracted to EEI- process, project and technical audits. Ensure projects are run to CMM level 3. Execute ISO 9000 Internal Audits and issue CARs against any non-compliance found. Ensure root cause analysis is executed within the project. Work with the Process Office to deploy best practices from other parts of the organisation.

The position requires a working knowledge of Word for Windows, Excel (for Windows) PowerPoint. Knowledge of IBM databases (Prim, MHS, TR Tool) and Clear Case would be an advantage but is not essential.

The candidate will be qualified at degree level or hold a postgraduate Diploma in an IT related area. As the job entails working closely with software developers, experience of software development while not essential would be an advantage.

The successful candidate will have good interpersonal skills, excellent organisational skills and will be capable of working on their own or as part of a team.

Application: Recruitment.process@eei.ericsson.se

THE RADIO NETWORK SOLUTIONS CENTRE, IRELAND

Software Development Engineer

Vacancies have arisen in the Radio Network Solutions Centre (RNSC), for a Software Development Engineer. The role will be with the design teams in the RNP department. The above position will be based in Radio House, Beech Hill, Clonskeagh. The design teams are involved with products that are technically advanced and aimed at carrier-class telecommunications service providers. The department is responsible for the development of Next Generation Radio Network Servers.

● This position will have the following main job function: Development and Support of Application Software for the Next Generation Radio Network Servers.

The candidate will have a tertiary qualification in Computer Science or related discipline with a minimum of 3 years experience in a development environment.

The position has requirements as follows: Experience in object-oriented analysis and design (OOAD/UML) Significant exposure to UNIX environment. Strong skills in C, C++, and Java. Strong design and innovation experience.

The preferred candidate will have exposure to CORBA development and Object Database Management systems with experience in Telecom/Datacom.

The successful candidate will have good interpersonal skills, excellent organisational skills and co-operative team working skills.

System Engineers

● As a Systems Engineer in Ericsson Business Communications you will specify, develop and deliver business communication products.

Our Unit has Global Product Marketing responsibility for Network deployed business applications. We work in the exciting area of Voice and Data Network Integration for the business market, worldwide.

Our Task is to bring Voice reliability and capacity to Data Networks and to bring data flexibility and mobility to voice applications.

So wherever you are, you can access your complete business environment. You will work in an integrated team with product and business experts to bring specific new products to market.

System Engineer Responsibilities: Product specification and Customer Requirement definition. Technical investigations on quick studies and feasibility studies, involving technologies like OOD, Visual Basic, SDK, JAVA, C++. Strategically Steering our product portfolio into 3G platforms, UMTS, NGS, IP, WAP, PC-Clients and Data Gateway Products. Write and Submit Patents to Ericsson Patent Organisation System development and integration in solution teams. Technical support for Market units, sale team and customer meetings.

Participate in Ericsson's Systems Engineering forums (GSM/Wireline/Data Products). Liaison with other Ericsson companies and 3rd Party suppliers. To attend industry seminars and standards bodies (ECMA, ISO, PARLAY etc.) Customer Presentations and Demonstrations.

The following qualifications are required: Experience in Data and/or Telecommunications product development or Systems Engineering (2-6+ years, a range of experiences will be required in the team). Demonstrable communication and organisational skills. Good presentation, written and oral skills. Good team working ability is essential.

Application: Recruitment.process@eei.ericsson.se

ERICSSON INC, USA

Customer Project Manager

For a GSM project in Venezuela.

● Will be responsible for: Manage the implementation of all GSM equipment and services. Work together and transfer GSM knowledge to local Project Manager. Manage the interim solution that consists of 2 Phases: 1) Container MSC, BSC, 20 BTS, 13 ML, OSS installation, test and integration. 2) "Real" MSC and BSC installation, test and integration and Cut-over/Software is SS/BSS R7 on BYB 501 (ETSI). TIME FRAME. To be in the country ASAP and approx 6 months.

PROFILE OF PERSON: Good GSM knowledge. Good general knowledge of IE, DT process, MAS production, installation testing (BTS/BSC/MS), announcement machine, Integration with third-party vendors etc. Spansih is a big plus. Willing to share knowledge to local employees. Good knowledge about GSM product packages.

Should be able to break downproducts in PCAT and PIWIN etc. Good contacts with implementation departments for resources and methodology.

Contact: Mylay Hernandez, +1 561 999 4775, mylay.hernandez@ericsson.com, Mobile: +1 561 542 1105, ref no RRMLA-00-00030.

ERICSSON CZECH REPUBLIC

Job opportunities at Ericsson Czech Republic! Ericsson Czech Republic has well-established Market Unit with headquarters in Prague. The company has a good name in the market.

We have about 350 employees and need to extend our team within mobile operators sector. Take that challenge and join our team in the beautiful city in the heart of Europe! The following position are open now:

Account Manager/ Sales Manager

● As Account/Sales Manager you will be responsible for marketing and sales activities on the Czech market within the field of mobile operators in order to develop new business opportunities. You will be expected to achieve and/or exceed orders, sales, margins and other key targets as appropriate to the account to ensure the ongoing new business growth.

Your responsibilities will include building relationship with the customer, identifying new opportunities, compiling and submitting commercial offers, negotiations and customer presentations.

It is essential that you possess a relevant degree with commercial account management, business development and/or at least 5 years of sales experience. You should be capable of demonstrating a technical understanding in telecoms and able to develop complete solutions. Excellent analytical, relationship building and negotiation skills are a must as well as fluent English knowledge.

Contact: Sales Manager, Andre Grce, +420 602 393 999, andre.grce@ecz.ericsson.se or Account Manager: Bo Ohlsson, +420 602 655 915, bo.ohlsson@ecz.ericsson.se.

OSS Expert and IN Expert

● We need experts to stronger our Field Support organisation. The unit is responsible for support activities to our customers. This involves trouble report handling, emergency support, implementation of new releases and consultation handling.

As OSS/IN Expert you should possess strong customer orientation and broad technical experience as well as good English skills. Following skills is an advantage: UNIX, Solaris, SUN hardware and/or VMS.

Contact: T. Koczka, +420 606 706245, tamas.koczka@ecz.ericsson.se or S. Vallentin, +420 2 6119 4345, mobile +420 606 712 945. **Application:** solveig.vallentin@ecz.ericsson.se.

ERICSSON TELECOMMUNICATIE B.V., RIJEN, THE NETHERLANDS

Quality Manager

● Goal/Challenge: Are you aspiring to take up a challenging global assignment in Ericsson with the Global Customer Services Office (GCSO) which is 1st line organization acting as a single point of contact 24hr/day, 7days/week, providing network support to Wireline Telecom global operators? Would you be interested in interacting and working with people of different nationalities?

In return you will be offered a competitive salary package plus further training/ coaching mainly in financial management, documentation standards, communication skills & negotiation, ISO 9001 advanced auditor level training, plus a very attractive broad carrier path. You will be hosted by Ericsson Telecommunicatie BV, Rijen in the Netherlands and you will be reporting to the Business Manager, Service Delivery in Ericsson (HQs) Customer Support Services.

Tasks: We are looking for a Quality Manager (to start ASAP) who will be responsible for: The integrity of the documentation storage system. The integrity of TTC (Time To Customer) process management modelPreparation for, and communication regarding all quality audits (internal and external). Preparation, communication and validity of all relevant TTC templates. Administration and co-ordination of the improvement plan. Validity and communication of the TTC processes.

Required competence: A University degree (MBA is an advantage). Appr. 3 years experience in a global organization in a similar position. A background in /knowledge of Project Management & Quality Management. A flexible person with positive attitude and able to work in a multi-task environment. Ability to communicate very well in English language, both orally and in written. Willing to travel to other hubs (in USA, Australia) on a regular basis. Quick learning, able to seek, find and share knowledge. The home base is Rijen.

Contact: Agnes Brier, HR Officer, ext. 7516 or David Kabasa, Business Manager, ext. 7032. **Application:** Recruitment Department, room 20.0092, marked 118613.

ERICSSON MALAYSIA

Senior Manager, WCDMA RND

If you have previous 3G experiences from e.g. our European markets and are willing to support

the current 3G race as it unfolds in Malaysia, then you are very welcome you to join our newly formed 3G Technical Sales Support team at EMY.

● Our team has been allocated the task to provide technical sales support to our Malaysian Key and New Accounts in their endeavours to secure crucial 3G contracts. Your specific contribution will be in WCDMA/EDGE Radio Network / RAN Design and it is expected that you already have experience in this relatively new area, apart from having a solid GSM RND background. A couple of network designers will be assigned to work with you and their competence build-up is also a very important component in our work.

DUTIES & RESPONSIBILITIES Support the Key and New Accounts in their production of 3G Technical Proposals by providing detailed design and dimensioning of the WCDMA/EDGE Radio Network / RAN. Support the Key and New Accounts within WCDMA/EDGE RND so that they are able to carry out joint work with existing/potential customers for securing 3G licenses. Providing competence and knowledge in areas of WCDMA/EDGE Radio Network and RAN Design where the Key and New Accounts are lacking such competence. Act as a catalyst to ensure WCDMA/EDGE RND competence build-up to a suitable level in our team, plus to some extent in the Key and New Accounts depending on their needs.

QUALIFICATIONS AND EXPERIENCE A degree in Electrical Engineering or equivalent. Minimum 5 years of working experience in Telecom. Solid background in GSM Radio Network Design. Proven technical WCDMA/EDGE competence. Previous experience from technical WCDMA/EDGE sales work within Ericsson. Customer oriented and in possession of good communication skills. Very strong result orientation.

Senior Manager, UMTS Core Network Design

● DUTIES & RESPONSIBILITIES: Supporting the Key and New Accounts in their production of 3G Technical Proposals by carrying out detailed design and dimensioning of UMTS Core/Transport/Service Networks. Providing competence and knowledge in areas of UMTS Core/Transport/Service Network Design where the Key and New Accounts are lacking such competence. Support the Key and New Accounts in their efforts to carry out joint work with existing/potential customers for securing 3G licenses. Act as a catalyst to ensure UMTS Core/Transport/Service Network Design competence build-up to a suitable level in our team, plus to a varying extent in the Key and New Accounts depending on their needs.

QUALIFICATIONS AND EXPERIENCE A degree in Electrical Engineering or equivalent. Minimum 5 years of working experience in Telecom/Datacom networks. Solid background in Switching/Transport/Core Network Design. Proven technical UMTS competence. Previous experience from technical UMTS sales work within Ericsson. Customer oriented and in possession of good communication skills. Very strong result orientation.

Contact: Inge Bursell, 3G Technical Sales Support, Ericsson Malaysia, inge.bursell@emy.ericsson.se, +60-12-320 7962.

ERICSSON WIRELESS COMMUNICATIONS INC, CALIFORNIA, USA

Senior Project Managers

to EWU in California. In San Diego, Ericsson has a development facility for cdma2000 Radio Networks. We are creating an exciting project environment while developing the 3G wireless network that is going to be our future. Our Business Unit is starting to get a solid market presence, and we are facing large customer demands.

● Now we are looking for Senior Project Managers with a solid background within development, preferably cellular. If you have the spirit and view yourself as a teambuilder with excellent communication skills, send your

Application, CV and references to: BSS total project office - Magnus Bergstrom, BSS system project office - Charles Birdsall, EWUCSBL BSC project office - Ulf Sundberg, EWUJFSG. RBS project office - Bo Jonsson, EWUBOJO - (Boulder Colorado - skiing is believing).

SAN DIEGO, CA

Technical Manager, Technology Solutions

Do you want to work with CDMA Systems, the latest addition to Ericsson's product portfolio, in San Diego, California - USA? I thought so! We are a Technology Solutions department within CDMA Systems Sales organization that takes the

Technical Manager's role as per Core 3, and provide technical sales support to Regional Sales Teams. We work closely with all Sales Teams, Product Management, Network Design and Technical leads in Market Units.

● **DUTIES AND RESPONSIBILITIES:** Your task is to lead the Technical Core Team in creating winning technical proposals based on our CDMAone and cdma2000 offerings.

Examples of duties are: manage the Technical Core Team, define the technical solution, outline the technical scope and bid structure, co-ordinate dimensioning, coordinate and write Statement of Compliances, provide executive technical write-ups and post tender follow-up and support.

QUALIFICATIONS AND EXPERIENCE: A degree in Electronic Engineering or equivalent. Minimum 5 years experience in Technical Sales, Product and/or Systems Management of Wireless Networks. Clear and concise communication style - both written and oral. A continuous learning style, result-oriented and self-esteem.

Application: Goran Klippvik, Director Technology Solutions, CDMA Systems, Ericsson Wireless Communications, Inc. goran.klippvik@ericsson.com

ERICSSON AUSTRALIA PTY, LTD.

Customer Service Specialist (GCSO)

● **Goal / Challenge:** The Global Customer Service Office (GCSO) within the division Business Line Customer Services has a leading role within Ericsson's Global Customer Support. The GCSO is the single point of contact for Global Operators to raise Customer Service Requests to Ericsson.

The GCSO has 3 Hubs, located in three different time zones (The Netherlands, United States and Australia) which enables continuous 24Hr support to Global Operators therefore, all activities are being executed in an international environment. Our organization is characterized as challenging, dynamic, progressing and provides excellent opportunities for personal development.

Tasks: We are looking for two Customer Services Specialists who will be responsible for:

Managing both internal and external relations from a technical point of view. Support of customer networks to ensure optimum functionality of sold services. Solving Customer Service Requests (CSRs) reported by the customers. Monitoring and follow up of service requests escalated to second and third line support organization. Advising Customer Service Managers regarding services. Reporting to the customer about delivered services. Guiding of both trainee and less experienced colleagues (mentorship).

Required Competence: Knowledge of AXE, 5 years experience on AXE within Ericsson as a SW trouble shooter, able to work under pressure, attention for detail, team player and has good communication skills in English. The home-basis is Rijen.

Contact: Andrew Massie, Resouce & Duty Manager, +31 161 247216 or Agnes Brier, HR Officer, +31 161 247516.

ERICSSON CANADA INC.

PU controller for PU PCN

We are a newly created PU within cdma systems responsible for the definition and development of Packet Core Network products (LMC/X) in Montreal, Canada. These products are a part of the CMS11 3G product offering developed in San Diego, California by BMO.

Entering the PU role increases focus on establishing the PU financial and forecasting relation with our Business Unit in parallel with keeping track of the PU internal financials and financial objectives.

● We are now seeking a candidate to take on these responsibilities for PU PCN. The applicant should have good Ericsson experience (preferably ERA) as controller and/or financial analyst. You are familiar with Ericsson IS/IT tools for financial reporting and forecasting.

You will work in close cooperation with all PU functions. You will report to the general manager of the PU. To find out more about this opportunity, don't hesitate to contact us.

Contact: Tariq Rahman, +1 514 345 7900 ext. 7810, cell: +1 514 576 9494, Tariq.Rahman@lmc.ericsson.se.

Product Manager CDMA2000 PCN

Are you a product manager with experience from wireless 3G or datacomm world and want to take on a new challenge?

Today we are 6 product managers working with cdma 2000 Packet Core Network (PCN) from node and solution perspective. We are located in Montreal, Canada. The cdma2000 PCN is a key part of the CMS11 3G system solution developed by BMO in San Diego. We are now looking for product managers to meet upcoming new challenges.

● The ideal candidate should have: Experience in product management within Wireless 3G or datacomm world. Extensive network within Ericsson. Interest in internet technology. Strong business perspective. Outgoing. Networking.

If you want to join a highly motivated team working in an open and positive atmosphere, do not hesitate to contact us to find out more about this opportunity.

Contact: Mikael Parlered, +1 514 345 7900 ext. 6698, cell: +1 514 594 3327, Mikael.Parlered@lmc.ericsson.se. **Application:** helene.schwelb@lmc.ericsson.se, +1 514 345 7957, +1 514 865 0710, Ericsson Canada Inc. 8400, Boul. Decaire, Ville Mount-Royal, Quebec, H4P 2N2, Canada

ERICSSON DE PANAMA

Support Engineer (Expert) TDMA

● The key roles in this position will be, as part of the ELS support team, to provide Technical support on TDMA Mobile system elements / MSC, RBS, Jambala HLR, AP, CMOS and Prepaid systems.

This includes System upgrades, AC-As, CSR/TR Investigations, outage investigations, software fault finding, writing emergency solutions, implementing new features and helping less experienced staff. You will also be part of the 24-hour emergency support team.

Requirements: University Degree or equivalent with a minimum 4 years working experience on AXE 10 application systems of which minimum 2 years on TDMA systems support. Experience in

implementing International roaming, WIN and Tigris will be an added advantage. A good knowledge in UNIX is expected.

Other requirements are good human skills, good English communication skills both spoken and written, Spanish (not essential but very useful) and the capability to transfer the knowledge to the local staff. The initial contract period will be for 1 year and the position is available immediately.

Application: Don Chandrasiri, ELS Manager, +507 206 5152, Fax: +507 265 5194, don.chandrasiri@ericsson.com.

ERICSSON, NETWORK ROLLOUT SERVICES, KUALA LUMPUR, MALAYSIA

Services Regional Office, Asia Pacific. Network Rollout Services is one of the four (4) Service Business Lines within Division Global Services. Our regional office in Kuala Lumpur, Malaysia is responsible for network rollout service delivery, sales growth and profitability for all markets in the Asia Pacific region - 16 countries in all, including China.

Developing new competences for 3G, System Integration and MVS across the region, while maintaining our 2G rollout and migration competences, are key strategies. We support our regional market units in both pre-sales and project rollout for all project types including Turnkey, by delivering the required skills and competencies to the right place at the right time. Partnerships with Services providers and establishment of Regional Integration Centres (RICs) are features of our total solution supply strategy.

We are presently in need of additional dynamic, enthusiastic and competent individuals for a range key roles as follows:

Senior Customer Project Manager(s)

● As a Senior Project Manager, you will advise and support the Market Units in the region during sales and project implementation to ensure successful, profitable and timely implementation of large and complex networks, to the satisfaction of the customer.

You will follow-up on projects in different parts of the region and be responsible for tender and

Want to change your life? Start by changing the world.

The revolution is here. And it's called the Mobile Internet.

It's not about having access to the Internet while you're on the move and it's not about how small you can make a phone or how big the screen is. It's not even about building the third generation mobile system.

The Mobile Internet is all about the way we'll be living our lives, working and playing, without being tied down. It's about doing what we want to do, when we want to do it, sending messages, listening to a favorite song or getting that last-minute, location-based info you need. It's about being able to remotely control our homes and our cars. And it's first and foremost about the huge number of completely new services still residing in the minds of creative people like yourself.

It's simply about being mobile, on our own terms.

Today's SMS and WAP services give us a glimpse of the Mobile Internet revolution. We need you to help make it an everyday thing.

Since you can't beat us, join us

Ericsson has taken the lead in the exciting journey towards the Mobile Internet. We've done this by beating

the competition to the marketplace with better platforms, applications and solutions.

This has demanded crystal-clear vision, persistence and a good dose of determination.

In exchange for their driving commitment in developing cutting-edge technologies and products, our employees receive an unequalled opportunity to work with the world's most demanding companies and advanced technologies. All in a corporate culture that's built around a passion to win, a dedication to customer success and unbridled creativity. For you, this means the opportunity to take creative initiative and to work within high-striving teams. These are the bonuses of a culture that combines a large company's global power with the agility of small, independent outfits.

The fact that all this is complemented with ample opportunities for a continued education and a lifestyle that balances work and play goes without saying.

Take a stand for the cause

Want to pull your own weight in the revolution? Visit www.ericsson.com/ia for positions on the frontline of technology.

Ericsson is the leading communications supplier, combining innovation in mobility and Internet in creating the new era of mobile Internet. Ericsson provides total solutions covering everything from systems and applications to mobile phones and other communications tools. With more than 100,000 employees in 140 countries, Ericsson simplifies communications for customers all over the world.

Ericsson Internet Applications
www.ericsson.com/ia



Make yourself heard.

ERICSSON 

project reviews. The position includes business trips, short-term assignments for management of start-up teams, project assignments of longer duration and interworking with other project organizations.

To qualify the applicant must have experience and expertise from one or more of the following project roles in addition to excellent management, communicative and commercial skills. Good technical understanding and fluency in English is also a requirement.

Customer Project Manager

● The Customer Project Manager is responsible for all project related activities during the planning and execution phases, while being the main interface to the customer, project sponsor and steering committee. He or she ensures that project goals are met and commercial skills. Good technical understanding and fluency in English is also a requirement.

Project Controller

● The Project Controller shall monitor the overall project progress during the execution phase, including progress and financial reporting. He or she identifies what financial control processes and tools are relevant to the project and determines how to use them.

Project Planner

● The Project Planner's responsibility is the overall planning of the project during the execution phase, including time, finance and resource planning. He/she identifies what planning processes and tools are relevant to the project and determines how to use them.

Project Contract Manager

● The Project Contract Manager ensures that applicable terms and conditions in the contract and that the rights and obligations of Ericsson, the Customer and sub-contractors are met in accordance with the appropriate contracts. He/she prepares and maintains a Contract Management Plan describing the main contract and subordinate contracts.

Project Quality Manager

● The Quality Management describes the organizational structure, responsibilities, procedures, processes and resources needed to implement the quality management in the Quality Management Plan and sets quality requirements on sub-contractors. He/she identifies which quality standards are relevant to the project and determines how to satisfy them.

Site Acquisition & Civil Work Expert(s)

● As a Site Acquisition & Civil Works Expert, you will offer subject matter expertise and support to Market Units and Business Managers during Project preparations and start up. You shall support in partnering issues and promote the Ericsson's strategy and objectives in the Region. You will also be the NRO-A/P representative in the global Ericsson SA&CW network and manage a regional SA&CW network. Provision of regular performance reports from the Region and trouble shooting will also be an important responsibility.

To qualify, the applicant must have experience and expertise from Civil / Structural contracting and consulting, CW Contract Management, Cellular projects including the basics on cell planning and transmission planning, and Database applications. Understanding the Ericsson business and objectives in the context of its markets, customers and competitors, as well as the political and social environment is required. Other competence requirements are excellent communication skills, cultural awareness and teamwork abilities. We expect you to be fluent in English.

Contact: Ch. Curatola, Regional Mgr - SRO Asia Pacific Customer Project Management, Site Acquisition & Civil Works, +60 3 708 7332, Charlotte.Curatola@esm.ericsson.se.

Manager - Multi Service Network Integration Services

● Responsible for: Ericsson Services Multi Service Network. Integration services and strategy in Asia Pacific Products: Networks, Nodes, all products lines including other vendors (TMS excluded). Support SRO business managers and MUs (SAMs) to develop Multi Service Network Integration service business opportunities. Resource management, Planning and Competence development. Performance management, quality and cost. Processes and tools. Reporting.

You are required to have: Degree in Telecommunications, IT or similar. Business qualifications (post graduate) preferred. 5-7 years experience in Telco or IT industry covering technical, business and management. Strong technical product

background and interest in new technologies (IP, WAP, GPRS, 3G). Network of regional contacts in AP preferred. Excellent interpersonal and communication skills.

Manager - Mobile System Integration Services

● Responsible for: Ericsson Services Mobile System Integration services and strategy in Asia Pacific.

Products: Networks, Nodes, all products lines including other vendors (TMS excluded). Support SRO business managers and MUs (SAMs) to develop Mobile System Integration service business opportunities. Resource management, Planning and Competence development. Performance management, quality and cost. Processes and tools. Reporting.

You are required to have: Degree in Telecommunications, IT or similar. Business qualifications (post graduate) preferred. 5-7 years experience in Telco or IT industry covering technical, business and management.

Strong technical product background and interest in new technologies (IP, WAP, GPRS, 3G). Network of regional contacts in AP preferred. Excellent interpersonal and communication skills. Positions to be filled immediately.

Contact: Jan Sanden, Regional Manager - Network Implementation & Integration, +60 3 708 7329, Jan.Sanden@esm.ericsson.se.

Authorised Service Provider (ASP) Support

● A key supply strategy for Network Rollout Services (NRO) is to appoint a number of external companies as Authorised Service Providers (ASPs) for delivery of non-core services as part of total turnkey Network Rollout solutions delivered to our customers. In conjunction with our regional MUs, ASP's are legally contracted for service delivery across the Asia Pacific region.

ROLES AND RESPONSIBILITIES: Reporting to the Regional Manager - Partnering & Performance, you will be responsible to provide proactive support and guidance to regional MU outsourcing programs, in the selection of suitable companies to take on those "non-core" resources, in the evaluation of external companies to become ASP's and in establishing legal agreements with such external companies.

In addition, the role requires the creation of an open dialogue with current regional MU Sub Contractors who are already providing services to MUs, with the view to evaluating those sub contractors "suitability" to remain as service providers to Ericsson. This includes evaluation of sub contractor resources, competencies, quality, cost and delivery performance, competence assessments, and training development planning.

The role also requires SBL-NR to evaluate what services will be required tomorrow in the New Telecom's World and then find companies who could become ASP's to deliver those services

REQUIRED COMPETENCIES: Degree in Telecommunications, IT or similar. Business qualifications (post graduate) preferred. 5 - 10 years Telco or IT experiences covering technical, business, and management. Technical and business background, interest in new technologies (IP,WAP,GPRS,3G).

Strong technical knowledge of Radio Base Station products. Network of regional contacts in AP preferred. Excellent interpersonal, communication, negotiation and presentation skills in English. Ability to influence others to achieve a successful outcome for all. Positions to be filled immediately.

Contact: Kenneth Doust, Regional Manager - Partnering & Performance, +6037087491, ken.doust@esm.ericsson.se.

Service Offer Engineer/ Consultant, Network Rollout

● Responsible for: Providing pre-sales support from offer through contract negotiation. Participation in Bid team and Bid process. Analysis, interpretation and rationalization of customer requirements. Preparing and packaging comprehensive service solutions for Rollout and Integration services (service solutions cover engineering, implementation, integration, costing & etc.).

Work closely with Bid Office, SRO Business Managers, Service Account Managers and deliver quality, cost effective, professional service offers within deadlines. Products: Mobile system, multi-services Network and new technologies. Customer satisfaction.

You are required to have: Degree in Telecommunications, IT equivalent. 3 to 5 years of experience in Telco or IT industry covering technical, business and bid process. Strong technical and business background and interest in new technologies (IP,GPRS,3G). Excellent interpersonal

and communication skills. Self-motivation, ability to set own deliverables, plan and execute is essential. Strong team player. Positions to be filled immediately.

Contact: Y. Teoh, Mgr, MU Support, SBL Network Rollout Services, +60 3 708 7394, Yvonne.Teoh@esm.ericsson.se.

DIVISION GLOBAL SERVICES, REGIONAL OFFICE ASIA PACIFIC

Manager - Services Regional Order Office (KL)

● Roles & Responsibilities: To establish and manage the Services Order Office in our regional office in Kuala Lumpur. To effectively manage service orders including allocation of orders to regional supply centres, order transactions with ERA, MU order interface and all financials. Coverage is across 16 Asia Pacific market units and several regional supply centres.

Detailed activities include: Order acknowledgment. Order analysis. Order placement on Supply Units. Maintenance and development of all order handling tools and processes. Order follow-up. Invoicing. Financial follow-up. Reporting.

Major Interfaces: Market Units in the Region, SRO Asia-Pacific Resource Management. Regional Integration Centers. Regional Services Providers (ASP). Other SRO's. Financial organization within Ericsson.

Qualifications & Experience: Degree in Engineering / business or equivalent, with an Info-com related subject. Confident, self driven and highly motivated. Possess good skill in computer handling. Must be good team-player and result orientated. Excellent in English, both written and oral. Have a good Ericsson company knowledge and experience in solutions sales in Telecom or IT.

Contact: Annette Pastorello, Regional Resource Mgr - SRO Asia Pacific, +60 3 708 7319, Annette.Pastorello@esm.ericsson.se.

Applications to all the above: Charles Retnam, HR Partner - SRO Asia Pacific, +60 3 708 7115, Charles.Retnam@esm.ericsson.se.

If you are looking for new challenges in the growing Asian market, one of these roles may be for you.....

ERICSSON UTVECKLING AB, ÄLVSIÖ

We are a small group within CNCP, Core product unit Network Core Products, that is responsible for Maintenance Support of TelORB. This new multiprocessor operative system has unique characteristics regarding robustness, flexibility and scalability.

TelORB constitutes a platform that several of Ericsson's telecom applications will be built upon in the future. Today it is used as the core in the Jambala product family, delivered as TDMA/CDMA HLR, SCP, Mobility- and Wap-Gateways.

TelORB Server Platform

● Now we are looking for two more enthusiastic Support Engineers to join our team. The main target of the job is to provide 3rd line support on TelORB software and hardware. During our FOA's we act as 1:st line support. The work includes, answering customer questions and solving problems related to commercial running installations in different countries.

The job is carried out in close co-operation with the design department. Some travelling can occur even if we solve most problems remotely. In our small group we have a very flexible way of working, in both time and space. This means that parts of the job can be carried out on distance during hours that fit both the customers and us.

We believe you have experience within one or several of the following areas: Unix/Linux, TCP/IP, CORBA, Java, C/C++ & Dicos. Good skills in spoken and written English are also requested, as well as a customer focused attitude.

Most important is however that you are curious and have easy to learn, since we spend quite a lot of time on continuous education to keep up with the latest design projects.

Contact: Roger Larsson, +46 8 727 3857, roger.larsson@uab.ericsson.se, or CNCP Support Mgr, Ann-Caroline Lundberg, +46 8 727 3681, ann-caroline.lundberg@uab.ericsson.se.

ERICSSON AUSTRALIA, REGIONAL INTEGRATION CENTRE (RIC)

Integration Project Managers

RIC-Australia. The newly created Regional Integration Centre (RIC Australia), primarily responsible for the integration of new technologies into

new and existing customer networks, needs to strengthen its capabilities in order to cater for the current and future increasing work load. RIC Australia will be on the forefront of the latest technologies focusing on the Asia Pacific Region so if you're keen to travel and work in a challenging technological environment please read on.

The integration process is becoming more complex as the new technologies begin to take shape. RIC Australia requires competent Project Managers to help manage the overall integration activities. Ideally originally coming from a technical background you have already made you mark having a proven track record as a professional Project Manager.

● Experience Required: Understanding of project control methodologies (PROPS). SAP co-ordinations. Dealing with Internal/External customers. Strong communication & negotiation Skills. Excellent interpersonal skills. Proven leadership ability. Knowledge of different cultures and countries. Ability to identify and track key performance indicators. Business awareness.

It would be an advantage to have: Previously managed larger scale implementation/Integration projects. Understanding or an interest in new technologies GPRS/UMTS.

The ideal person will have, a proven track record in Project Management, and a keen interest to become involved technically, specifically in an environment of continual change and introduction of new technologies. Any knowledge of cultures within the Asia Pacific Region will be an asset and will be fully utilised as you move throughout the region managing high profile projects.

Contact: Phil Dew +61 3 93012368, Phillip.Dew@ericsson.com.au

Integration & Verification Engineers

● The persons in these roles will be a critical key in the overall Integration of GPRS/UMTS solutions into existing and new customer networks. The role requires a good working knowledge of mobile telephony, in particular GSM/GPRS/UMTS networks, including an understanding of current datacoms principles applied to mobile telephony.

Experiences required: Network Integration experience within GSM networks. Ability to fault find within a GSM environment. Data Transcript knowledge. Understanding the GPRS/UMTS concepts. Understanding in TCP/IP, Ethernet, ATM, FrameRelay. Strong Analytical and Communication Skills. Willingness to travel for extended periods.

In would be an advantage to have: Integration experience within the GPRS/UMTS environment. Unix Skills. Interest in Datacommunication. Experience integrating other vendor equipment. Working datacoms knowledge of third party products.

Having extensive knowledge in the integration of GSM solutions, you are interested in further developing your knowledge in the 3G environment. Your peers would see you as role model with a willingness to share your knowledge with others.

Contact: Neven Emanouel +61 3 93012338, Neven.Emanouel@ericsson.com.au

Data Transcript/ Configuration Engineers

These positions will play critical roles in the overall DT/Configuration solutions into customer networks. The role requires a good working knowledge of mobile telephony, in particular GSM/GPRS/UMTS and wireline solutions such as ENGINE. Understanding of current datacoms principles applied to mobile and fixed telephony would be an advantage.

Experience required: Data Transcript/Configuration experience within mobile and wireline networks. AXE knowledge. Understanding customer requirements. Network Configuration knowledge. Strong Analytical and Communication Skills. Process knowledge.

It would be an advantage to have: Understanding the GPRS/UMTS concept. Understanding ENGINE concept. Understanding in TCP/IP, Ethernet, ATM, Frame Relay. Unix Skills. Experience integrating with other vendor equipment. Working datacoms knowledge of third party products.

As a member of the RIC you will be playing an important role in assisting all market units in the Asian Pacific Region with their business deliverables.

This will require you to travel and work directly with the market units. You will be trained in developing your knowledge in the new 3G environment.

Contact: Brian Trapani +61 3 93012350, Brian.Trapani@ericsson.com.au.

MULTI-SERVICE NETWORK (MSN) SOLUTIONS

Technical Market Support Manager

● MSN Solutions are looking for a Technical Market Support Manager to join the Pre-Sale support (Customer Solutions) team to strengthen its capability during the tender phase to provide technical tender analysis, statement of compliance and handling of market specific requirement.

Role Description: Today MSN Solutions consists of approximately 80 staff and the Pre-sale support team provides tender support to the Market Units in the Asia Pacific region.

The Technical Market Support manager is responsible for providing technical support in tenders in the Multi-Service Network product portfolio.

The key responsibilities & attributes are outlined below: Management of the technical SoC in a tender. Identify & articulate regional market requirements. Participate in the technical tender analysis. Ability to map the customer specification into Ericsson's product portfolio. Building a positive team spirit. Monitoring of Tender and Change Requests. Ensuring processes are followed. Conducting Technical audits as required.

It would be an advantage to have: Technical experience with AXE and ENGINE solutions. Good contacts with global Division Multi-Service Network (DMN). ATM & IP network knowledge preferable. Excellent interpersonal skills. A team orientation. Proven leadership ability. Knowledge of different cultures and countries. Customer relationship skills. Ability to travel regularly.

Knowledge of the Ericsson continuous improvement and EPA change methodology models. Ericsson general knowledge, eg. Company vision, organisation etc. Business awareness. Positions are based in Melbourne, Broadmeadows.

Contact: Alfred Giang, ext. 9301 4484.

Application latest 3rd of November: electronically, Ayasha Ali. Please quote ref.no 00:1033.

NIPPON ERICSSON K.K. JAPAN

MSC Testers

Tokyo Network is composed of 14 MSCs 9 TMSCs and 4 HLRs. A big expansion project is ahead and we need to strengthen our MSC tester team. For that we need Experienced MSC testers to our Network Center.

● The work includes: Testing of new MSCs and expansions in live switches, BS DT loading, testing and BS rerouting, AC-A and CN-A rollouts in the network. Another task is to transfer know how to our local MSC testers. Experience in IOG20, APZ 212 30 and new BYB 501 is required.

The candidate must have good English skills, good human skills and ability to work with people from different cultures.

FSC Engineers

The support of the system is divided in a central and a regional support. In Tokyo Network center we are responsible for the regional support whereby we interface the customer. Due to the rapid expansion of the network and the introduction of the packed data in CMS30, we need to strengthen our FS team with few members.

● Main tasks are as follows: TR and TRA handling and follow up. EC-A and other SW packages handling, presentations to customer and roll-outs. SW upgrades and HW (IOG and APZ) upgrades. Some trouble shooting at site and support to the customer during difficult time. Rotation in the second liner support list.

For the above tasks long experience in FS work in mobile systems is required. Experience in customer interfacing is highly required for this job. The candidate must have good English skills, both spoken and written as well as good human skills and ability to work with people from different cultures. Experience in IOG20, APZ 212 30 and new BYB 501 is required.

The candidate must be familiar with MHS, MSS and other Ericsson tools for SW and product handling. The candidate must have good English skills, good human skills and ability to work with people from different cultures.

Contact/Application: driss.jirari@nrj.ericsson.se.

ERICSSON GMBH, DUSSELDORF, GERMANY

GSM Support Engineer

● We are looking for support engineers with a minimum of 3 years AXE/GSM experience, specialized in either the BSS or the CSS area.

You will be working with a young international team in one of the two sections 'Radio Access Services' (BSC/BTS/RNC) or 'Core Network Mobile' (MSC/MGW/UMSC). The sections belong to the unit 'Customer Support Services, Ericsson Services Mid Europe'.

You will be responsible for support and supply activities for the radio and core network part of GSM, UMTS, IP BSS and GSM on the Net. This involves customer acceptance tests, UMTS field trails, FOA, TR analysis, help desk handling, first and second line emergency support, advanced trouble shooting and emergency correction development.

Our customer in Germany is one of the strongest player in the Telecommunication business. Therefore it is one of your biggest efforts to introduce new releases and products into the live network, as one of the first markets worldwide. 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/UMTS technique. We also have our own training center in Düsseldorf.

You will be part of the 'Master Back Office' within ESME, which means that you will also support the other markets in mid Europe (Netherlands, Belgium, Switzerland and Austria) with your expertise.

You should have a good knowledge of support/supply activities. You will play an active role in support of the existing network and testing of future releases. The position can be either expatriate or local employment.

Contact: Core Network: Mikael Strandberg, +49 211 5342359, Mikael.Strandberg@edd.ericsson.se or Radio Access: Harald Taugs, +49 211 5342333, Harald.Taug@edd.ericsson.se.

ERICSSON EUROLAB DEUTSCHLAND GMBH, R & D RADIOCOMMUNICATION, NÜRNBERG

Manager for Speech Processing Department

Proj.No 78700

● The main tasks for the department manager are: To agree upon activities in the field of Speech Processing Products and the budget with our customer/orderer CSPP (Core Product Unit Speech Processing Products). To be an interface between EED/N and CSPP. To lead and supervise the operation within the department. To set the goals and assure that the goals and objectives are achieved. Building up competence in the department and develop it at the right level.

The department manager is responsible for and has the authority to make sure that: The department's activities are planned, realised and controlled in accordance with the Management System and regulation, and that they lead to customer satisfaction.

All agreed projects are realised within approved costs, time and quality frames. Agreed upon capacity buildup with the needed level of competence is achieved. A controlled and continuous improvement of operational quality and competence take place and an efficient work environment is created.

Budget and resources responsibility for the departments are available

As a suitable candidate, you are Ericsson employee and have experiences in: At least five years of design, project- and/or line management work. At least two years of experience as manager with personal responsibility. At least two years experience of working with mobile communication

As personal skills you need orientation in results, organisational capability, talent to improve and the ability to make decisions. You are good in communication and orientation in people, and you are flexible to adapt and interact with international cultures. You are able to create a positive influence on attitudes and working environment. The unit and Human Resources will give support for you individual development and all needed training.

Contact: Location Manager, Jan-Erik Stjernvall, +49-911-5217 100 or Manager Human Resources, Norbert Lechner, +49-911-5217 111.

ERICSSON EUROLAB, HERZOGENRATH/AACHEN, GERMANY

EED in Herzogenrath/Aachen, Germany, in the heart of western Europe, is a young and growing company with an open working atmosphere and highly motivated colleagues.

As part of the Core Network Mobile System operations, EED has the overall responsibility for the MSC/VLR product and the Integration, Verification, Supply & Support of UMTS Core network Mobile Systems. With that responsibility, EED will play a key role in introducing and supporting the 3rd generation mobile systems, UMTS, on the world market.

EED/X/D are responsible for MSC System Management and participate in the Core Network System Management. This includes overall System Management coordination of MSC related activities plus responsibility for specific core network hosted activities. We are working in the area of GSM 900, 1800, 1900 and UMTS systems. We are currently offering career opportunities for the following position:

Senior System Designers, GSM and UMTS

Proj.No 127/E00

● Your main tasks will be to carry out and coordinate system studies and other activities in the wide field of system management for GSM and UMTS projects.

This will be in one or several of the following activity areas: Technical Studies for the Core Network & MSC; Characteristics & Dimensioning for Core Network & MSC; System Management Interface for Market activities; Core Network related Standardization; HW Platform Management; Operation & Maintenance.

Suitable candidates possess an engineering degree (e.g. telecommunications, electrical engineering or software engineering) with a minimum of 5 years experience in design, system level development or research.

As we are looking forward to strengthen our system management organisation significantly we offer challenging positions for very experienced designers with the ability to motivate others, take decisions and convince with a strong and balanced personality.

Good verbal and written communication skills, a high level of personal initiative and the ability to work autonomously are essential for this position. Knowledge of mobile Telecommunications or IP & datacom networks is an advantage.

Contact: EED/X/DKC, Frank Sell, +49 2407 575 172, Frank.Sell@eed.ericsson.se; HR, Christina Schneidawind, +49.2407.575-7814, eedcsch@eed.ericsson.se

Looking for a challenge!

Ericsson Software Technology is a world leading product company within the mobile Internet segment. Its operations cover these and other areas: charging solutions, positioning and telematics.

The company is young and expanding. It employs more than 800 people and has offices in Karlskrona, Ronneby, Malmö, Kalmar and Stockholm, Sweden. For more information, check out:

<http://www.ericsson.se/softwaretechnology>

Project Manager

We need to strengthen our new organisation with experienced project managers, located at our head office in Karlskrona.

The Project Manager is responsible for managing the project toward its goal in terms of scope,

time, costs and quality. You are responsible for supporting the sub-project manager, spread knowledge as well as responsible of the project finances. You report to the sponsor.

To be successful as a project manager within Ericsson Software Technology you have to be experienced and flexible.

You probably have an Engineering degree and/or a Business degree combined with several years of experience as a project leader within the software industry.

You should also have the capability of building and driving a successful and motivated team, what makes you a strong leader.

For more information please contact:
Roger Svensson, phone +46 455 39 59 24

Please send your application with your CV to:
job@epk.ericsson.se

Ericsson Software Technology AB
Human Resource and Administration
Box 518, SE-371 23 Karlskrona



Make yourself heard.

ERICSSON 

Strong words softwarely spoken in Finland (3G, ONG, IPSEC, VoIP...)

Ericsson Finland operates as one of the Ericsson Group's most important R&D centers. Nearly 700 people are working in product development, which is targeted mainly at the global market. In addition, the unit conducts basic and applied telecommunications research, often in cooperation with customers.

ONG, VoIP, IPsec

We at Ericsson Telecom R&D IP Solutions develop state-of-the-art solutions for the new telecom-datacom world: IP Security, Media Gateway Controller (MGC) and VoIP applications for the fixed and future UMTS/3G networks. For implementation we use Unix (Solaris) and C, C++ and Java programming languages. We are located in Kirkkonummi, near Helsinki.

To move faster forward we need more skilled people for the following vacancies on either long term or local contract.

SW Designers

You will work according to your preference in IP Security or Media Gateway Controller development projects designing and implementing SW solutions. You will play an active and dynamic role in our development teams right from the beginning. Leadership skills will allow you to take more responsibility and be a team leader.

What do we expect from you?

Programming skills in C or C++
Knowledge of Object Oriented Design

Contact person:

harri.reiman@lmf.ericsson.se
Tel: +358 9 299 2254 / Harri Reiman

"SW Wizard"

Your main task will be to support Media Gateway Controller design with a responsibility for the MGC SW architecture and scalability. You will work closely with the project management and design teams. Programming language is C++ and Java. Local contract is preferred.

What do we expect from you?

- Enthusiasm in SW design and IP applications
- Solid experience in C/C++ design
- Experience in Object Oriented Analysis and Design
- UNIX and TCP/IP knowledge

Contact person:

harri.reiman@lmf.ericsson.se
Tel: +358 9 299 2254 / Harri Reiman

System tester

You will perform integration and system testing within IP-security and/or Media Gateway Control product areas. You can also participate in maintaining and developing our testing environments. With experience you can also participate in customer delivery projects.

What do we expect from you?

- Unix and C/C++ knowledge
- IP network knowledge
- Problem solving skills
- HW handling skills

Contact person:

lasse.tuomi@lmf.ericsson.se
Tel: +358 9 299 3096 / Lasse Tuomi

3G

Our Radio Access Systems unit is part of the WCDMA development and responsible for the user plane functions in the Radio Network Controller (RNC). We have an object-oriented approach using ObjecTime Developer and programming in C++. The verification is done using TTCN test tool. We work in small teams in Kirkkonummi, near Helsinki. Flexibility, power of initiative and ability to cooperate are important for us, as we work in a very dynamic environment. We have currently the following positions open for long term contractors and local contractors.

Senior software designer

You will work in RNC development project and be responsible for server applications in the new radio network controller. You will use the ObjecTime Developer tool for modelling and implementing your software. We expect you have several years of experience in developing object-oriented software in C++. Furthermore we expect you have experience in mobile systems area.

Contact person:

ronny.viljanen@lmf.ericsson.se
Tel: +358 9 299 2591 / Ronny Viljanen

IT & Tool coordinator

You will be responsible for design environment development and tool support. Our main design tools are ObjecTime Developer, Rose RT, ClearCase and WDM. Our design environment is SUN/Solaris. We expect you have experience in design tools and IT support.

Contact person:

ronny.viljanen@lmf.ericsson.se
Tel: +358 9 299 2591 / Ronny Viljanen

Senior system tester

You will work in RNC development project and be responsible for subsystem integration and verification. The work includes development of test strategies and environment, trouble shooting and delivery control. We expect you have experience in integration, verification and debugging of real-time systems in C++.

Contact person:

ronny.viljanen@lmf.ericsson.se
Tel: +358 9 299 2591 / Ronny Viljanen

All candidates must be fluent in English.


What we can offer to you in both organisations

- Innovative SW development environment
- Excellent opportunities for developing competencies through individual career paths
- Good insight into the New Telecoms World
- New effective SW development methods and tools
- Challenging and interesting work areas

APPLICATIONS

Please fill in an application form by November 30th 2000 @ www.ericsson.fi/Toimet. In the application, remember to mention the vacancy you are applying for.



ERICSSON 

ERICSSON MOROCCO



Ericsson Morocco is Expanding. We need you to create a Winning Team!

In Morocco since 1984, Ericsson is today the leading supplier of telecom solutions, systems and equipment to both fixed and mobile operators. We supplied the first mobile system to Maroc Telecom, and we are today expanding their GSM Systems for them in Southern Morocco. For Medi Telecom (Morocco's 2nd GSM Operator) we are the major supplier – responsible for designing and building a complete, nationwide GSM system. Ericsson Maroc today employs some one hundred people and needs more as the Moroccan market is expanding rapidly.

We can offer you a long-term assignment in a warm and friendly country, with many opportunities. If you are ready to take on a new and exciting challenge, then we can offer you the opportunity of your life! You can be part of a team of highly competent professionals responsible for building up one of Ericsson Morocco's most critical departments, the Field Support Center (FSC). You will participate in transferring skills & knowledge to local engineers, implementing processes & tools, and all this while providing the highest level of support to our customers.

Field Support Center (FSC)

The main responsibilities for these positions will be to provide the highest level of technical competence for resolving complicated problems and provide hands-on training to local support engineers. You will be responsible for transferring skills to local support engineers on both the technical (troubleshooting, correction handling) and procedural (TR/CSR handling & processes, escalation procedures) level. Regular activities include CSR handling, troubleshooting, correction handling, software upgrades and interfacing with the ASO for software supply and 2nd line support as well as being available for emergency support.

You need to have good knowledge of Ericsson support processes and at least 3-5 years of rele-

vant experience for the positions listed below. You should already have a proven track record within the FSC environment.

We have the following vacancies:

- 2 BSC Support Experts
- 3 MSC / HLR Support Experts
- 1 Transmission / SDH Support Experts
- 1 IN (Intelligent Network) Support Expert for fixed line
- 2 SS Support Experts for fixed line

We are also looking for 2 new line managers for Project support and Procurement within the Operations Dept. Both positions are reporting directly to the Operation Director.

Procurement Manager

As the Procurement manager you will be involved in negotiations with suppliers, subcontractors and consultant agencies. It is your responsibility to see that all the agreements and contracts comply with requests, laws, regulations as well as internal routines and policies. This position also involves handling the implementation project "logistic flow", regarding technical business, quality and time aspects.

You should have a degree within Telecom Engineering and/or Business administration. Experience from procurement within the telecom area would be preferable.

Project Support Manager

The Project support department is a new department, which should be the interface between our KAM and Operation organizations. We want this department to take responsibility to see that the information between the departments are correct and distribute to concerned parties. As the manager you will be responsible to build up this department and take care of, that the processes and procedures are working

and that the progress analyses and the result reports returns back to the different organizations.

You will have assigned subproject managers, the total group will be of 8-10 people. To do this we are looking for someone, who is well organized, structured and have at least three years experience from project management. Good knowledge of props, project planning, budgeting and management methods are necessary skills. We believe that you are flexible, take initiative and have good communication- and cooperation skills.

For all the above positions the initial contract period will be for 1 year. During this period we expect you to transfer your knowledge to some of your local employees, therefore you must have an ambition to share your competence. You must be fluent in English, both spoken and written, knowledge of French is an advantage. You need to have the ability to work under a lot of pressure. As we are having many different cultures within the company it is important that you have an open mind toward different cultures and people in general.

If you have any question about the positions please contact

Mehrdad Emami, Operation Director
E-mail: mehrdad.emami@emo.ericsson.se

Or

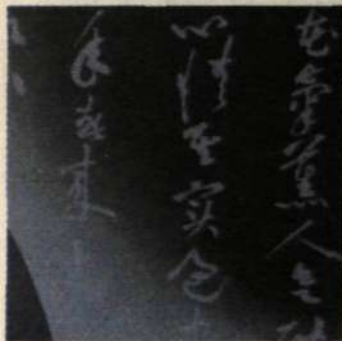
Maria Pousette, HR Specialist
E-mail: maria.pousette@era.ericsson.se

Please send your application in english by e-mail to:

Kawtar.lahlou@emo.ericsson.se

ERICSSON 

Do you want to work in one of the most challenging and interesting countries within the field of telecommunication?



Taiwan Network Design and Performance Services is now looking for interested professionals to work within the following teams:

- Radio Network Design
- Radio Performance Improvement
- Core Network Design and Performance Improvement
- Transmission Network Design and Performance Improvement

Taiwan Network Design and Performance Services is a new service delivery unit being built in the Asia

Pacific (AP) region. The delivery area will primarily be Taiwan but also the AP region if necessary, in order to maintain competence and to support other markets in need. The design teams will be largely involved in supporting KAM's and NAM's in the 3G/WCDMA license bids and tenders. The performance teams will deliver services in the field of both 2G and 3G. We have a challenging but also very interesting task ahead of us to build up the service delivery organization and we are now looking for interested professionals to join us. Ericsson Taiwan wants expertise in both team management and related Network Design engineering. Emphasis will be put on knowledge transfer and to coach the teams to become high-end service providers.

We are located in Taipei and are working with one of the most rapidly expanding markets in the Asia-Pacific region. Taiwan has leading edge operators on a deregulated market competing with the latest applications and services. FOA trials are common and pre-releases of software and demo solutions are seen as a necessity from our customers to enable them to stand up to the competition. A WCDMA container demonstration is currently ongoing (at the time of going to press).

For Ericsson Taiwan to be able to meet these challenges we are now searching for expertise in the following positions:

Radio Network Design Manager

You will co-ordinate and handle competence build up of a group of 10 to 15 Radio Network Design engineers. The team will specialize on radio network design of 3G/WCDMA systems but will also deliver high-end services within the GSM design field such as high capacity design solutions and methodologies. Services will cover design activities for pre-sale, implementation and post-sale. We are now looking for a candidate with skills in management and knowledge transfer and who has expertise in radio network design to lead this team.

Radio Network Design Engineers

You will work in a team with 10-15 Radio Network Design engineers. The team will specialize on radio network design of 3G/WCDMA systems but will also deliver high-end services within the GSM design field such as high capacity design solutions and methodologies. Services will cover design activities for pre-sale, implementation and post-sale. We are now looking for candidates with skills in knowledge transfer and who have expertise in radio network design to act as mentors in the team.

Radio Network Performance Improvement Manager

You will co-ordinate and handle competence build up of a Team of around 4 Radio Network Performance Improvement engineers. The team will deliver Radio Network Performance Improvement services for GSM and, in not too distant future, 3G/WCDMA networks. The task will consist of making/delivering presentations of our services, coordinating employee training paths, transfer of knowledge and on the job training. Emphasis will be put on building the competence within the Team. We are now looking for a candidate with skills in management and knowledge transfer and who has expertise in radio network performance improvement to lead this team.

Radio Network Performance Improvement Engineers

You will work in a team of around 4 Radio Network Performance Improvement engineers. The team will deliver Radio Network Performance Improvement services for GSM and, in the not too distant future, 3G/WCDMA networks. The task will besides delivering services, consist of being a mentor for the team, making/delivering presentations of our services, transfer of knowledge. Emphasis will be put on building the competence within the team. We are now looking for candidates with skills in knowledge transfer and who have expertise in radio network performance improvement to act as mentors in the team.

Core Network Design and Performance Improvement Manager

You will co-ordinate and handle competence build up of a Team of 8 to 10 Core Network Design and Performance Improvement engineers. The design work will include

new designs for new 3G/WCDMA license operators as well as helping GSM operators to migrate to 3G/WCDMA solutions and to expand their current GSM systems. Services will cover design activities for pre-sale, implementation and post-sale. The performance improvement services will be delivered to our GSM operators and, in the not too distant future, 3G/WCDMA operators. The task will consist of making/delivering presentations of our services, coordinating employee training paths, transfer of knowledge and on the job training. Emphasis will be put on building the competence within the team. We are now looking for a candidate with skills in management and knowledge transfer and who has expertise in core network design and performance improvement to lead this team.

Core Network Design Engineers

You will work in a team of 8 to 10 Core Network Design and Performance Improvement engineers. The design work will include new designs for new 3G/WCDMA license operators as well as helping GSM operators to migrate to 3G/WCDMA solutions and to expand their current GSM systems. Services will cover design activities for pre-sale, implementation and post-sale. The task will besides delivering services, consist of being a mentor for the group, making/delivering presentations of our services, transfer of knowledge. Emphasis will be put on building the competence within the team. We are now looking for candidates with skills in knowledge transfer and who have expertise in core network design to act as mentors in the team.

Core Performance Improvement Engineers

You will work in a team of around 8 to 10 Core Network Design and Performance Improvement engineers. The performance improvement services will be delivered to our GSM operators and, in the not too distant future, 3G/WCDMA operators. The task will besides delivering services, consist of being a mentor for the group and transfer of knowledge. Emphasis will be put on building the competence within the team. We are now looking for candidates with skills in knowledge transfer and who have expertise in core performance improvement to act as mentors in the team.

Transmission Network Design and Performance Improvement Manager

You will co-ordinate and handle competence build up of a group of 8 to 10 Transmission Network Design and Performance Improvement engineers. The design work will include new designs for access and backbone network for new 3G/WCDMA license operators as well as helping GSM operators to migrate to 3G/WCDMA solutions and to expand their current GSM systems. Services will cover design activities for pre-sale, implementation and post-sale. The performance improvement services will be delivered to our GSM operators and in the not too distant future, 3G/WCDMA operators. The task will consist of making/delivering presentations of our services, coordinating employee training paths, transfer of knowledge and on the job training. Emphasis will be put on building the competence within the team. We are now looking for a candidate with skills in management and knowledge transfer and who has expertise in transmission network design and performance improvement to lead this team.

Transmission Network Design and Performance Improvement Engineers

You will work in a team of around 8 to 10 Transmission Network Design and Performance Improvement engineers. The design work will include new designs for access and backbone network for new 3G/WCDMA license operators as well as helping GSM operators to migrate to 3G/WCDMA solutions and to expand their current GSM systems. Services will cover design activities for pre-sale, implementation and post-sale. The performance improvement services will be delivered to our GSM operators and in the not too distant future, 3G/WCDMA operators. The task will besides delivering services, consist of being a mentor for the group and transfer of knowledge. Emphasis will be put on building the competence within the team. We are now looking for candidates with skills in knowledge transfer and who have expertise in transmission network design and performance improvement to act as mentors in the team.

Are you interested to take the challenge?

Mark your CV with the wanted position and send it to:

Joanna Peng, joanna.peng@ert.ericsson.se, Phone +886 27461729, +886 916 937 180

Information about the positions can be given by Jonas Ericson,

jonas.eriksson@ert.ericsson.se, +886 931 385 063

For more information about ERT and Taiwan, please visit:

<http://www.ert.ericsson.se>

<http://www.lonelyplanet.com>

Make yourself heard.

ERICSSON 

Ericsson Taiwan welcomes you to join the exciting telecommunication market of Taiwan.



Taiwan continues to be one of the fastest growing markets in Asia Pacific. With a mobile user base approaching 10 million subscribers or 45% penetration, Taiwan will be one of the leading countries to enter into the next generation of broadband wireless access.

Ericsson Taiwan welcomes you to join the exciting telecommunication market of Taiwan. The FarEasTone (FET) customer account is one of three mobile accounts at Ericsson Taiwan and supports an island wide dualband GSM network. The customer is part owned by AT&T and is one of the biggest network (2 million customers today) in Asia. FarEasTone's core network is entirely supplied by Ericsson, and includes MSCs, TSCs, BSCs, HLRs. As well, FET have successfully launched ISP, Portal, and WAP services to the market, and have implemented a GPRS test system, with a commercial GPRS system planned for this year. They are pursuing 3G and are today investigating and investing in wireless Internet applications, mobile positioning, e-commerce, and enterprise services such as GSM on the Net.

Network Engineer for the Mobile Core Network

Job Description

With the wave of new applications that are being connected to the core network (e.g. WAP, GPRS, MPS), you will be responsible to calculate and communicate the impact to FET. While detailed network planning is generally not required, knowledge of network planning principles is necessary, as there are occasions when some network planning is required.

At times it is required to support Tenders/proposals that are being submitted to FET. Generally this is network impacts and dimensioning of the nodes/system being offered.

With FET looking at migration options for 3G, Ericsson is part of assisting them with the best way how to do this. So the role has developed into some sort of "an expert" regarding the core network, being able to guide FET in the right direction, especially with all the new services.

You have good interpersonal skills, as frequent communication with FET is necessary. English skills are necessary, and Mandarin Chinese is a very good plus. Ideally you will also have knowledge of Ericsson's core network products, and knowledge in datacom related areas (such as ATM, IP).

Contact

Ben Cheung, Chief Engineer, Network Engineering, +886 2 2746 1769,
E-mail: ben.cheung@ert.ericsson.se
Jonas Ericsson, Network Quality and Performance Mgr, +886 931 385 063,
E-mail: jonas.ericsson@ert.ericsson.se

GSN Product Manager

Job Description

As the GSN product manager, you will be responsible for the GPRS product management. The main tasks include product presentations, Marketing and Sales support, GPRS product dimensioning, strategy and solutions. You will work closely with our local business and project managers.

You should be proactive and take initiative on your own. Fluent speaking and writing in English is a must, and Mandarin Chinese is a plus. You should have at least 2-4 years of relevant experience in product management. You should ideally have extensive experience in the area of GSM with knowledge in SS, BSS, transmission, and datacom related areas including ATM and TCP/IP. A good knowledge of GPRS is an advantage.

Contact

Nihar Chand, Office: +886 2 2746 1669, Mobile: +886 931 162 539,
E-mail: nihar.chand@ert.ericsson.se

Product Manager, Wireless Internet Application

Job Description

You will be part of BM Applications & Servers team to identify customer needs and potential opportunities and to be responsible for promoting and managing products and solutions in the area of wireless Internet applications. Examples of solutions we are working on now are the emode portal, WAP, Positioning applications, Mobile Epay, GSM on the Net, GSM Pro, iPulse, etc. You will enjoy and continue to build the close relationship with the customer of one of the world's biggest dualband (GSM900 and GSM1800) systems solely supplied by Ericsson. You will further on develop the business and product knowledge at both the customer and at Ericsson Taiwan.

Profile

You have at least 3 years of experience in telecommunications or datacom. GSM knowledge is preferred. You have at least 1 year of experience in relevant end-user applications within Ericsson. You have experience of customer relations in both pre- and post-sales. You are independent, self-motivated, analytical and business minded. You have excellent communication skills and English speaking and writing skills. Mandarin Chinese is a plus.

Contact

Ryan Chen, Director of BM Applications & Servers, Mobile: +886 916 261 798,
ECN: 888 1798, E-mail: ryan.chen@ert.ericsson.se

3G Product Manager

As part of the Business Development unit in Ericsson Taiwan, your responsibilities will include managing and tracking the development of technologies leading up to 3G systems, including, GPRS, GSM on the Net, EDGE, WCDMA and CDMA2000. You will also provide all technical and marketing support related to 3G activities including standardization, bids and proposals in Taiwan. Your job will also entail giving presentations towards Ericsson and non-Ericsson accounts, government bodies and other institution on the merits of Ericsson 3G solutions.

You should ideally have extensive experience in the area of GSM or TDMA with knowledge in SS, BSS, transmission, and datacom related areas including ATM, GPRS and TCP/IP.

Contact

Young Lin, Sr. Director, Mobile: +886 930 887 037,
E-mail: young.lin@ert.ericsson.se

Director, New Core Network

The person will be responsible for business development the following job area:

To promote New Core Network in Taiwan
To build up product competence in ATM/IP, Transmission
Fixed Access and NMS system

The person should equip the following competence and experience:

Solid experience in supporting KAM / NAM in New Core Network
Solid experience in managerial position
Good understanding of Ericsson products and the competitor product offerings in New Core Network
Fluent in English (Knowledge of Mandarin will be a plus)
Good interpersonal and presentation skills
Good team spirit, cultural awareness, be independent and pro-active.

Contact

Joseph Sun, Vice President, Business Development, +886-2-27461610,
+886 936 095 900, E-mail: joseph.sun@ert.ericsson.se

WAC Manager

Ericsson Taiwan has recently launched an initiative to develop and promote the widespread use of Mobile Internet Application in Taiwan. The Wireless Application Center (WAC) will host all of Ericsson's local and global initiatives regarding the next generation range of services. A small test and verification laboratory has been set up, which consists of GATEs, IP routers, ATM switch, Wireless LAN and WAP system in WAC.

As the WAC Technical Manager you will be responsible for the overall technical issues including technical consultanting to the WAC members. You will lead a small team in problem-solving and project management with local application developer.

You should have at least 2-4 years of relevant experience in application development and project management with very strong communication skills and an open mind. Experience of working with Ericsson Development Zone is a plus. General knowledge of Ericsson products and strategic direction is required.

Contact

Kevin Shao, Sr. Manager, +886-2-27461749, +886-931 162 555
E-mail: kevin.shao@ert.ericsson.se

Engineer, CME20 System Support

Taiwan is a fast growing market, where the operators are competing with new services. This put an extra effort on the support department, we have to gain the knowledge of new products at the same time as supporting the core AXE network. What we are looking for is an experienced CME20 troubleshooter, willingly to work both with AXE and newer products.

As a part of the network support group, you will work closely with the customers and support them with SW trouble shooting, both as an individual and as a team member. APZ/IOG recovery, trouble report handling and transfer of know-how to local engineers and customers are also part of the work.

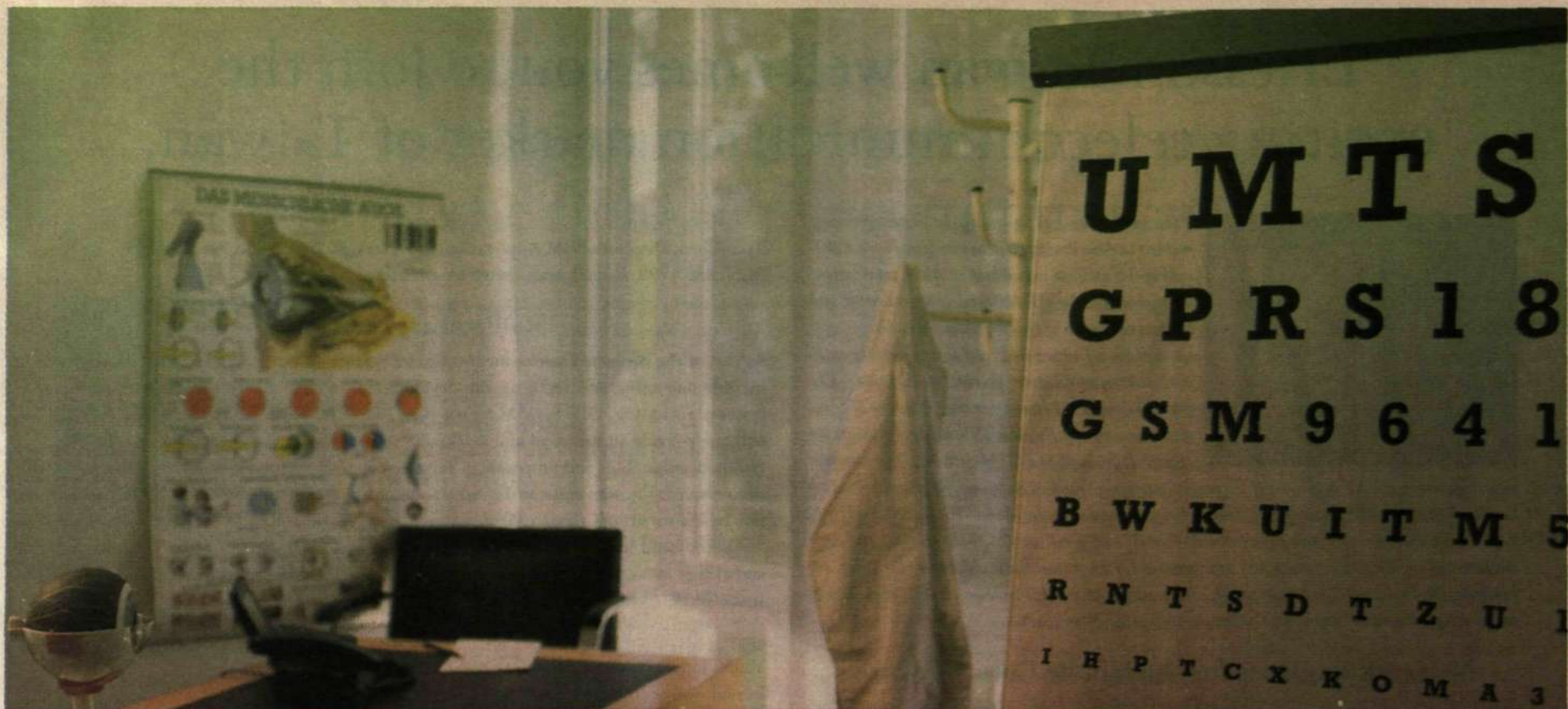
We would like to see that you have a good AXE knowledge and have at least 3 years AXE SW experience in CME20 SS, additional knowledge of CME20 BSC is seen as a big advantage. You have preferable worked in a support environment before with customer contacts. The position requires a good customer orientation, teamwork and good English knowledge.

Contact

Johan Asplund, +886-931 162 526, E-mail: johan.asplund@ert.ericsson.se

Make yourself heard.

ERICSSON



We see Mobile Internet. What about you?

The Ericsson GmbH (EDD) is headquartered in the international town Düsseldorf / Germany and has about 1,000 employees. With UMTS the Internet becomes Mobile Internet. The world will change and we are pushing these changes. Therefore we need people who think and react unconventional as we do. People who are able to see more.

We offer you exciting opportunities in a variety of fields, a new and challenging business for Ericsson. All positions require a strong customer focus and the successful candidates should be able to work well within a team environment. English fluency is essential and a good knowledge of German desirable.

Solution Marketing Manager - Network Management Solutions

Your main responsibilities are in the area of both technical product management and product marketing for Network Management Solutions. You translate customer needs and wants into NMS through competent solution know-how and interaction with the relevant product units.

As a suitable candidate you should have a university degree in engineering or related discipline and experience in network management technologies, systems and applications. Fluency in English is a requirement and because of working with tenders and making presenting of our solutions a command of German is desirable.

Solution Marketing Manager - Internet Applications

We are looking for persons wanting to play an important role in making Ericsson the market leader in Mobile Internet. Specifically we are looking for candidates in the area of Unified Messaging, Mobile Portals, IN Applications, E-commerce, and Games & Entertainment.

As a solution manager you would be responsible for the product strategy as well as making sure that the strategy is carried through. Included in the job is performance of market- and competitor analyses, finding, developing and supporting the right sales channels. Strategic product marketing belongs to your tasks as well as product introductions and partner relations.

You will be the interface toward sales force, design units, technical support, consultancy and integration units.

We expect you to think independently, to possess a high degree of flexibility and a desire to work within the rules of the New Economy. Product management experience from the Enterprise sector could be an advantage as well as web architecture.

Customer Solutions Manager - Mobile Internet

One of the most dynamic markets in Europe is moving rapidly towards realizing the Mobile Internet, by means of GPRS, WAP and an ever increasing focus on mass market applications and new revenue streams from portals, e-commerce and advertising.

Do you want to take on a senior role in grasping this opportunity and help making our key account Mannesmann - Mobile operator as well as ISPs - the most successful Mobile Internet player?

We are looking for a dynamic and driving person with a good feeling for the new market place and the Ericsson portfolio of Mobile Internet and Internet Applications. The ideal candidate has a good mixture of Technical and Business competence through education and practical experience.

Customer Solution Manager - Access

The main responsibility is working for our GSM / UMTS Radio Network Solution towards the Mannesmann Group. This includes the definition of solutions meeting customer requirements and to conduct technical presentations. You will be the interface with the customer in issues related and to assume the performance of workshops with the customer.

Applicants will be qualified at degree level and will have built up sufficient technical and business experience to allow them to function independently at a professional level for all activities. The nature of the role is very dynamic, therefore will require pro-active individuals with good problem solving and decision-making skills. Demonstration of communication skills is important as is strong customer and efficiency awareness.

Customer Solution Manager - Applications, Mannesmann Group

You will be part of our focused efforts to create image, presence and a major market share in the area of applications for the Mannesmann group. Our customers, being ISPs as well as Mobile operators, are moving fast into new opportunities, bringing their position forward in the area of content alliances, e-commerce and mobile internet. We have a very strong and successful business relation, being the main supplier, which we now need to further expand into these areas.

You will be the main responsible for business segment applications, but also working across all segments as addressed by our customers. You will be responsible to, based on a close customer contact and the global as well as local Ericsson portfolios, define complete profitable solutions. The responsibility also means building and shaping our customers needs in order to create new business opportunities.

The successful candidate shall have a solid understanding on how our customers situation is changing as the internet goes mobile, as content and media goes mobile and what opportunities the emerging value chain of mobile internet will mean. Furthermore, we expect you to have a good understanding of Ericsson's applications portfolio as well as WAP, GSM, IP, UMTS and other enabling technologies.

Manager Competence Line - Section Manager Network Management & Application Service

We are looking for a manager of our section Network Management & Application Service within the Competence Line CSS and ESME. Your department will deliver support & supply of all network management systems (e.g. TMOS, SMAS, MMS, TMIP) and Datacom Applications (e.g. e-commerce, WOA; IP-telephony, WAP). As Manager you are accountable for Strategic/Resource Planning, Budget and follow ups of costs. The realization of department and company goals belongs to your tasks as well as (further) development of related and new processes. You will have to do the long-term planning regarding leadership, competence development, improve the efficiency of the section and make sure that we are having fun at work.

As a suitable candidate, we expect that you have a few years of management experience as a line manager or project manager. We also want you to be result oriented as well as business and customer oriented. Strong people orientation and very good competence developer is a must. You have to be known as a person who can create team spirit and are able to take over changing requests and well organized. Technical background in the area of network management systems and/or IP-Datacom would be ideal.

For further details or to apply for a position above please contact:

Ericsson GmbH
Recruitment Service
Fritz-Vomfelde-Straße 26
D-40547 Düsseldorf
eMail: career@ericsson.de

Senior Project Manager

This challenging position involves project management of the activities, site acquisition, civil works, aerial erection and system installation. You will monitor and supervise the erection and organization of telecommunication sites of the second and third mobile radio generation (UMTS/PMP). You are responsible for the organization and co-ordination of all necessary activities and will be involved in the selection of sub-contractors and contract formulation, preparation of project plans and the observance of deadlines and quality assurance.

For this position, the ideal candidate has a degree in structural engineering and several years experience as a manager of telecommunications equipment projects with an emphasis on mobile radio. You are familiar with current safety regulations and have experience in dealing with the authorities and energy suppliers. We are looking for a highly motivated, team-orientated and flexible candidate who is able to communicate and service-orientated. You have to work independently and have good organizational skills. In addition to a good working knowledge of MS-Office applications is a requirement.

Teamleader Package Switching System

We are looking for an enthusiastic, goal and people oriented teamleader who will be responsible for 20 people. You will lead and establish the team which is responsible for integration of the GPRS Support Nodes in existing GSM networks (GSM connectivity) in backbones and in Internet Services. Parameter production and preparation for PSS integration in UMTS Networks, co-ordination and description of Services, execution of pre- and feasibility studies for Services and support/advanced trouble shooting for delivered Services are some of your tasks. You will be technical customer interface for delivered Services.

The job requires a university degree in Electrical Engineering or Computer Science and fluency in English. We want you to have extensive experience in either UNIX/LINUX and/or AXE as well as knowledge about the GSN nodes, knowledge in the IP/Datacom area, LAN/WAN, ATM. 2 - 3 years of relevant work experience are welcome, work/study experience abroad are of advantage. The ideal candidate has to be a strong skill developer and make sure that process and tools run smoothly.

Multi Vendor-Integration Engineer and Senior Multi-Vendor Integration Engineer

You will work in Ericsson's largest Multi-Vendor Integration Center, which focuses on the Verification & Integration of systems and products from Ericsson towards other vendors. Our role is to supply Multi-Vendor Integration Services globally to local market units and their customers.

As Multi-Vendor Integration Engineer you will be responsible for the customer specific service supply of Multi-Vendor Integration services. Furthermore you will have the chance to support services in advanced technologies of other Ericsson Services Mid Europe (ESME) units, e.g. Acceptance tests and Demo Tests. We are looking for engineers with a formal degree in electrical engineering / informatics or similar. 1 - 2 years of relevant work experience in telecommunications is desired for Multi-Vendor Integration Engineers and 3 - 5 years for a senior position. Knowledge in C7 Signalling, UNIX or TCP/IP is a clear advantage. Willingness to travel globally is required.

Service Product Manager -Integration Services

You will work in Ericsson's largest Multi-Vendor Integration Center, which focuses on the Verification & Integration of systems and products from Ericsson towards other vendors. Our role is to supply Multi-Vendor Integration Services globally to local market units and their customers.

Within our Product Management Unit you will be responsible for the development of new integration service products e.g. Service Product Specification and Supply Manual. You will establish a cross-functional network within Ericsson and maintain links to related Shared Service Product Units/Practices. Furthermore you will act as an interface to Customer Units and Supply Units. You will also be responsible for the service-product life cycle management of integration services e.g. processes, costs, documentation. Willingness to travel globally is required. We are looking for a person with 1 - 3 years of relevant work experience in the area of telecommunications or close connected areas. He/she should be highly business oriented and should be skilled in communication techniques. Fluent written and spoken English is required.

Multi-Vendor Integration Manager

You will work in Ericsson's largest Multi-Vendor Integration Center, which focuses on the Verification & Integration of systems and products from Ericsson towards other vendors. Our role is to supply Multi-Vendor Integration Services globally to local market units and their customers.

Your responsibility is to plan, lead and supervise the execution of Multi-Vendor integration projects, preparing reports on progress and informing the managers involved in the organisation. Naturally in our projects many different Ericsson organisations locally and globally are involved, but a strong focus is on cross-vendor / competitor projects. Apart from technical knowledge, an interest to lead sensitive and political discussions with competitors is required. As a suitable candidate you should have some years work experience in the technical aspects of telecommunications. You should have knowledge about PROPS and project planning. Good knowledge of mobile telephone systems and Ericsson practises would be an advantage. Resourceful, flexible, initiative, good communication, co-operation skills and a good ability to work under pressure are important personal qualities. Fluency in written and spoken English is required. Furthermore you should have a strong interest in people and be willing to develop as a leader.

Engineers - UMTS Test & Integration

Your tasks are the test, support and integration of new network-elements in 3G mobile and data networks in Germany. You are responsible for field acceptance tests with the customers, do the trouble report handling and solve HW, SW- and Configurations-problems. You will be the active interface for the back-office and implement (roll out) new HW- and SW-products. One of your tasks will be to support, introduce and to brief new colleagues and service partners.

UMTS Radio Network Design Engineers

The WCDMA Competence Center at EDD takes central responsibility in the area of third generation mobile telephony systems based on the new UMTS standard. Therefore we are looking for qualified Radio Network Design Engineers in the area of UMTS/WCDMA. You will be part of our new UMTS Radio Network Design organisation which is developing network solutions for our German customers. The position contains the following activities as complete cellplanning of WCDMA Systems, developing methods for WCDMA Radio Network Planning, tuning and optimisation and support of internal and external customers.

As a suitable candidate you have experience in the area of GSM, TDMA and/or IS-95 cell planning. Additionally you need solid knowledge in Unix and telecommunication. You are flexible, a team player, open-minded and self motivated. You will be trained in the area of UMTS System Technology and Cell Planning by attending courses and On-the-Job training.

Engineers - Network Configuration

The network configuration engineer will compile and develop all required data for switching networks (e.g. A- and B-number-analysis, routing analysis, charging-/accounting and signalling data). You will also configure new features and services (AOC, IN functionality and features) and work Ericsson internally and at the customer. Further tasks will be preparation of configuration data for hardware expansions and new systems (mobile and fixed networks). Programming of data transcript support system tools and preparation of technical documentation for our customers and service partners are also part of the job.

On top of the above mentioned requirements a suitable candidate should have a good understanding of structures, procedure and functionality of existing telecom nets.

Engineers - System Test Plant (STP) support and Test Configuration Management (TCM)

You will be responsible for the configuration and updates of our System Test Plants (STP's). The STP's are used for various projects like Type Acceptance, trouble shooting, test of 3rd party products, or customer demonstrations of new products. As each project requires an individual test configuration, you will cooperate closely with our Project Managers to meet these needs. Other tasks are planning and supervision of STP extensions (e.g. for UMTS), provisioning of test tools like protocol analysers, and trouble shooting of all STP equipment. You will work with a large variety of equipment, like GSM systems, UMTS, wireline AXE's, IP products like AXD and AXI, Access products, and Test Automation Systems.

The job requires a university degree in Electrical Engineering or Computer Science. You should be interested in both Hardware and Software. Therefore, an apprenticeship as a telecommunication installer or similar is of advantage. Experience in GSM or AXE is also a plus. Depending on your experience, you will do various training courses, as well as a training-on-the-job program.

Engineers - Operation and Maintenance Systems

You will work with Support and Supply of Our TMOS-Software, which is used for the support of mobile and fixed telephony networks, from the user's and system administrator's perspective. Your tasks are customer specific integration as well as the execution of installation and integration tests and type acceptances. You will develop complex solutions for our customers on your own authority using the worldwide Ericsson network. Experience in working with TMOS products (OSS, SMAS) is a must.

Engineers - Core Network Mobile

You will work with Support and Supply of the Mobile Core Network nodes for UMTS and GSM, e.g. the Media Gateway (AXE or Callo) and the MSC Server. You are responsible for the market verification of the new nodes. Our customer is one of the strongest players in the Telecommunication business. Therefore it is one of your biggest efforts to introduce new releases and products into the live network as one of the first markets worldwide. You will work very closely with the development projects.

You will also be responsible for supporting one of the biggest networks in the world. EDD is defined as a 'Stand Alone FSC', which means you will work closely together with the PLM nodes. You will be part of the 'Master Back Office' within ESME, so the other ESME countries will also use your expertise. Experience in working with Mobile Core products (MSC or UMTS) is a must.

Engineers - IP Datacom

Your tasks are the design, integration and implementation of complex solutions for our Networks & IP Service products. You will be mainly concerned with the newest Ericsson products for high performance backbones, broadband access and products for integration of new internet services as e.g. IP Telephony. On top of the below mentioned requirements you have good knowledge of LAN / WAN technologies and routing protocols.

For these three vacancies you will be introduced by a training on the job, which will be intensified by courses. You match well with our young international team, if you have a technical degree or appropriate professional experience. You feel at home in the UNIX world as user or administrator. Experience with relational databases, TCP/IP networks, Java or shell script programming would be an advantage.

ERICSSON 

There is no better time, than now,
to join our friendly, creative and
innovative team!!!



Make yourself heard.

The new international IPNEA (IP Network Edge Access) organization currently encompasses numerous design centers with the overall responsibility allocated at Ericsson Inc. (EUD) in Santa Barbara, in the US. Currently with about 500 employees world-wide and growing rapidly, IPNEA Product Unit provides its products to various Business Units that include GSM, CDMA, GPRS and Fixed Systems.

Be a part of a team that encourages great imagination and technical skills needed for success. Join us in a dynamic, global & open environment located in beautiful sunny Santa Barbara. Enjoy our brand new buildings by participating in our various activities, such as ping-pong, basketball & our Friday night Social Hour.

Due to the need for new challenging projects in this Product Unit, Ericsson seeks people who will make a great impact in the following positions:

Project/Program Manager

The IPNEA project office has a dynamic group of program/project managers and administrators managing key projects/programs for IPNEA. These projects encompass subprojects and associated projects in numerous Ericsson companies and consultants covering a vast range of development areas at the leading edge of technology.

Responsibilities:

Lead an IP/large telephone system project with full responsibility for fulfillment of Ericsson's commitments to our customers. This position reports directly to Director of Program Management.

Qualifications:

Bachelor of Engineering degree with specialization in telecommunications, or equivalent. Four years work experience in technical aspects of telecommunication. Three years proven experience in project management. Good knowledge of PROPS, project planning, budgeting and management methods. Good knowledge of IP, mobile telephone systems and/or Ericsson's business practices would be an advantage. Resourceful, flexible, initiative, good communication, cooperation skills and a good ability to work under pressure are important personal qualities. Traveling is a natural part of the job. Fluency in written and spoken English is required. Have strong interest in people and be willing to develop as a leader.

Program/Project Administrator

Responsibilities:

- To assist the main project/program manager and to see to it that the project adheres to the established working methods and economic routines.
- Structuring, planning, controlling and following-up of project activities, time, resources & costs.
- Preparation of project administrative documents and reports.
- Coordinating information as project minutes, librarian, Kick-off/out, newsletters.
- Contact and cooperate with project members and other Ericsson personnel.

Qualifications:

Should have at least one-year experience in project or line administration. Previous experience in the IP or AXE10 design process, related project management skills and knowledge of standard PC&UNIX application programs (Excel, PowerPoint, etc.). Fluent in English and inspirational as a team member. In this

position you will need initiative, very good communication and cooperation skills as well as a good ability to work under pressure. Travelling to our cooperating subsidiaries will also be needed.

Technical Support Engineer

Responsibilities:

Working as part of our Access Product Unit Technical Support team, entails providing third-line technical support, assistance with problem duplication and rectification, life cycle management, implementation assistance, critical account management, new requirement analysis and new feature technical training, in addition to providing our regional sales engineers with presentation, evaluation and demonstration assistance. Positions available in USA, UK, Australia, India and Sweden.

Qualifications:

A BS degree in Electronics or Computer Science and 3+ years of experience in inter-networking required. A strong knowledge of routing technologies, including TCP/IP, IPX, SNA, X.21 (for SS7, VoIP etc.) and ISDN are essential.

VPSM Software Engineer

Responsibilities:

If you have worked in the data communications industry and are familiar with the technology, you can contribute to developing the next generation of Web-based policy servers for our Remote Access products called VPSM (Virtual Port Service Manager).

Qualifications:

A BS in Computer Science or equivalent, 3+ years experience in Object Oriented Design, hands-on experience in Java and C++ required. Experience with RADIUS (Remote Authentication Dial-In User Service), Rogue-Wave object libraries, and UNIX operating system preferred.

Senior Software Engineer – Software Development, Protocols

Responsibilities:

Implement and test standard protocol based software. Produce engineering specifications and test plans. Identify technical and implementation issues, and work with project technical leader to resolve them. Comply with corporate process & procedures, as specified in the Product Lifecycle Process.

Qualifications:

Strong in C, C++, and UNIX or similar development environment. Experienced in design and implementation of high performance communication systems. Knowledgeable in one or more of: GSM, GPRS, Call-back, tunneling, TCP/IP & related protocols, SS7, ATM, Frame Relay, ISDN, X.25, and Ethernet. BS or higher degree from a credible school, or equivalent experience in computer science/engineering or related field 4+ years experience in system level software development. Experienced in design and implementation of software for distributed environments. Working knowledge of standard data and telecommunication protocols.

Systems Engineer – Network Application Group

Responsibilities:

Working with test engineers, you will design internet-networks that consist of several different WAN/LAN pro-

ocols. The position offers exposure to hardware and software testing related to network access server technology. Responsibilities include designing and implementing networks for staging comparative evaluations and executing pre-sales demos.

Qualifications:

We are seeking experienced people with knowledge of Networking Technologies, Routing, Bridging, VPN, RAS, FrameRelay, ATM, X.25, PPP, TCP/IP, IPX, RIP, OSPF, BGP, Firewalls. The position offers exposure to hardware and software testing related to network access server technology.

DSP Development Engineer – Carrier Product Group

Responsibilities:

In this senior position you will be playing a challenging role in defining and developing software for our leading-edge carrier-class products. You must exhibit independence, as well as leadership skills, as part of a team of top-notch hardware and software developers. As part of our development process, you will be required to write functional specifications for your projects, and follow them up with design specifications, an implementation, and a test strategy. At IPNEA, you will work on our current and next generation applications such as dial-up modem access, voice over IP, and mobile-IP.

Qualifications:

BS or MS in CS,EE or other related discipline. Minimum 5 plus years of Digital Signal Processing experience. Working knowledge in the following areas: Analog Devices DSP architecture, assembly language programming, Modem experience, Voice Over IP, Telephony signaling. Candidate must have strong interpersonal and communication skills.

Hardware Engineer – Hardware Sustaining Group

Responsibilities:

Responsible for designing, developing, modifying and evaluating electronic parts, components or integrated circuitry for electronic equipment and other hardware systems. Determines design approaches and parameters. Analyzes equipment to establish operating data, conducts experimental tests and evaluates results. Selects components and equipment based on analysis of specifications and reliability. May also review vendor capability to support development. This position requires a strong working knowledge of hardware components and concepts, as well as high-level systems and applications support and troubleshooting.

Qualifications:

Requires BS / MS in EE degree or equivalent experience in the design of equipment, components or circuitry.

For further information or to apply for any of these positions, please forward your correspondence to:

Murali Swarna

Ph: (805) 562-6705

E-mail: jobs@ericsson.com

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