

# Short time delegation has paid off

## The applied physicist



„I got my first job at Infineon, here I met with working for a living... – say **Attila Kiss**, after introduction.

- *How and when did you get to the company?*

- I graduated as an applied physicist in Szeged. I was quite surprised to read a job post in a local newspaper in 2004. They were looking for an applied physicist here in Cegléd. I quickly checked what this company does, but there was no Hungarian result for my search. I certainly applied for the position.

When I completed my state exams I did not have the language exams, I have been employed however as an operator. I was told that as soon as I received my diploma I would be transferred to engineering. Within 10 months I acquired the language certificate. Actually I had some basic knowledge and my wife also helped me a lot. And there was a five-week long delegacy in Germany, where I went with some of my colleagues to help production. These months were very crucial to my personal career. When working right in the middle of manufacturing, I could see how engineering plans come to life. By the time I managed to get to process engineering, I had had several friendships with mates from production.

-*What happened next?*

- First I was placed to bonding and chipping at engineering, where I worked as a process engineer until 1st September 2007. Then, I was offered a one year traineeship at our parent company, where I was involved in process development and some smaller projects as well. I had the chance to make very good contacts with some German colleagues. Actually I still keep in touch with some of them. I was married, and it was a great gift from Infineon that I was allowed to bring my wife and my one year old daughter to Germany for the period of this short time delegation. We were given lodging and a fair wages by the company. Our family pioneered this kind of company education, and many of my colleagues have taken the opportunity since then.

- *What challenges were waiting for you when you returned home?*

- I got into a project by the end of the delegation that included the transfer of a complete product family. Me, and some other engineer colleagues supported this complex process.

When I got home I took over the management of the process-engineering team, which included leading 10 – 12 engineers. I did this from the 1st January 2009 until November 2016. During these eight years we quadruplicated the number of manufactured products, the engineering staff duplicated, and we introduced a number of different products.

Actually this period of time passed very quickly thanks to all the challenges, and the continuous modernization and amendment we did together. It is a great feeling that we were allowed to be truly creative engineers, and to have had the chance to follow out our ideas.

- *What comes next?*

- We switch to a new organizational structure from 1st November, as we have divided production support and process development. I will keep the latter one, that actually stands closest to me since I can oversee the complete process, and the full cycle of a certain product. This position also needs strong project based approach. We are now finalizing this new structure, and do adjustments as we follow the effects.

I have always found challenges in each position I have held, but more or less I have always dealt with processes and manufacturing technology. This industry changes extremely fast, but it also requires solid professional experience. That is why I see my long term goals here at Infineon. It is easy to believe that this is going to be a life-long job without the risk of burnout and lack of perspective.

- *This transfer surely takes quite a lot of overtime. How much does this affect your private life?*

- I myself have aimed high, and that sometimes doesn't fit into eight hours. It takes me about 25- 30 minutes to get to work from Szászberek. Luckily enough the management is quite flexible with working hours, so I can take my time with the children in the mornings. I have three daughters. The eldest is 10, she is a fourth grader, the second is seven and a half. She is in the first year of school, and the youngest is four, she is in kindergarten. We start the day together, and I always spend time with them after work. I also do the shopping, in order to ease my wife's chores. My wife works from home for a small company.