

# PhD Excellence Programme

[goto/phdexcellence](https://goto/phdexcellence)



Infineon is one of the leading companies in Austria. With our increasing investments in research & development we are one of the most research-intensive companies. Our technologies and products compete successfully on global markets. Why have these achievements been possible?

› **Because the core of our success is our ambition and commitment to excellence at all levels.**

Knowledge has become THE crucial resource of our time. Finding, hiring and developing the best talents is vital for our future growth and success. PhD students play an important role in that context. In line with our ambition, a PhD thesis at Infineon has to become a label of excellence.

More specifically, a PhD thesis of this kind offers the opportunity for top-level research at the forefront of product & technology development, thus contributing to our future innovation successes.

Therefore we have further developed our PhD thesis framework, including the PhD guideline, the scheme itself, the network inside Infineon and with universities, as well as the feedback & review milestones. Take a look; the following pages will give you an overview.

I look forward to jointly implementing our new PhD Excellence Programme.



Sabine Herlitschka, CEO Infineon Austria



## What it is all about – our vision

### We want excellence in ...

#### Quality and performance of PhD students, theses and partners

- › Identification of top research topics with Infineon-relevant mid-/long-term focus
- › We offer THE state-of-the art industrial PhD programme by identifying top candidates, supervisors (SV) and universities
- › Internal and external visibility via publications/patents and presentations



#### The (executing) organization throughout the entire PhD Lifecycle

The responsibility lies within the executing organization (business lines like DCV, IPC, KAI, FE T, FE PV etc.)!

- › Technical Leaders (Senior Staff+) / PhD Supervisors: Technical, scientific advice and supervision (via reviews, feedbacks)
- › Line Management: Logistical support (eg. wafer handling), PhD progress (ensuring no routine - in the sense of “plain everyday work” - with their projects)
- › Line Management & Human Resources: PhD Bonding and Hiring

#### Partnerships

- › establish/maintain excellent relations with partner universities and professors and worldwide technical professional organizations (eg. IEEE)
- › ensure/establish networks with internal technical experts (technical leaders, patent agents, etc.)



For orientation - a PhD student is ...

#### a research enthusiast ...

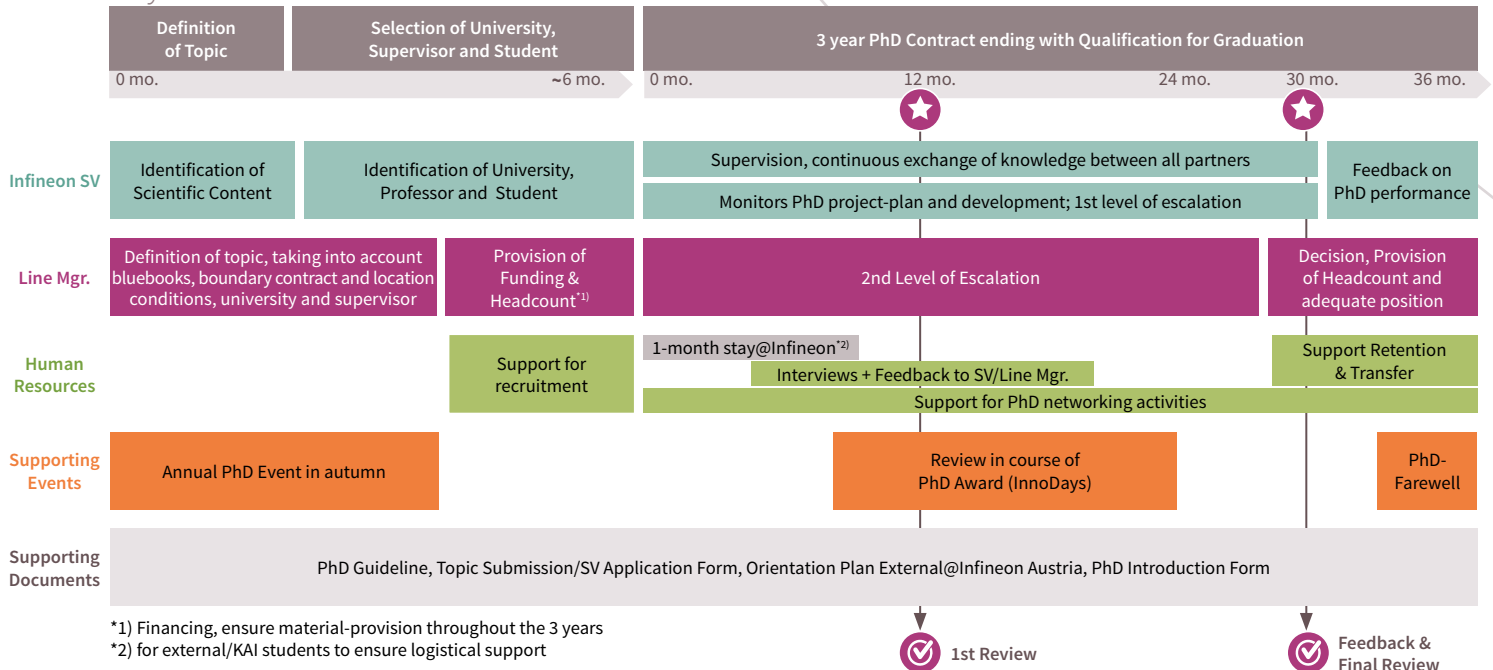
- › whose interests are scientific research combined with the passion for Infineon's innovative products and applications,
- › who enjoys working in an industrial environment in combination with an Infineon partner university
- › and is thus an excellent candidate for a technical ladder career after completion of their PhD thesis

A PhD student is not ...

- › a "cheap" additional workforce for everyday work with scientific contribution only as a plus
- › an isolated employee, cut off from important networks that might help with the project



### PhD Lifecycle



\*1) Financing, ensure material-provision throughout the 3 years

\*2) for external/KAI students to ensure logistical support

### Continuous Evaluation – Compulsory Reviews

#### 1st Review (technical)

- › of PhD topics & decision about proceeding
- › of PhD Students after their 1st year
- › once per year in the course of InnoDays (linked to PhD Award)
- › by Technical Leads with reference to PhD topic using predefined criteria
- › by audience, such as Technical Leaders, PhD Students, Supervisors, Professors



#### Feedback and Final Review (organizational)

- › of graduating PhD students & decision about internal position (if yes, provision of Headcount)
- › 3-6 months before graduation
- › based on PhD Introduction Sheet
- › by Members of Research & Innovation Council, selected Technical Leads using predefined criteria



### Review Criteria

WHAT	HOW	Date	Assessment
<b>Business Relevance for Infineon Austria</b> <ul style="list-style-type: none"> <li>› It is a solution for an existing problem or upcoming market opportunity</li> <li>› It offers potential for implementation for a new product/process/technology</li> <li>› It is a contribution to further strengthen our P2S strategy</li> </ul>	<ul style="list-style-type: none"> <li>› Facts&amp;figures to be assessed by SV, line manager (and Business Unit), eg. with our silicon microphone we address a market volume of XY; a critical technology or important know-how</li> </ul>		1 – doesn't meet expectations 2 – meets expectations 3 – outstanding
<b>Technical / Scientific Research &amp; Level of Innovation</b> <ul style="list-style-type: none"> <li>› It is a new contribution to scientific research</li> <li>› Literature and sources cover all the relevant research</li> <li>› Research questions and scope of thesis is clearly defined</li> <li>› Points out practical problems to solve</li> <li>› It is a contribution to Infineon's knowledge base and a solution to the specific research topic</li> </ul>	<ul style="list-style-type: none"> <li>› Invention Disclosures: Check with Patent expert</li> <li>› Patents: Check with Patent expert</li> <li>› Journal Papers: Impact Factor, peer-reviewed</li> <li>› Conference Contributions: 2-3 within 3 yrs., relevance of conference has to be clarified by SV and Line Mgt. before start of PhD</li> <li>› Awards: PhD Award, IEEE Award, Conference Awards, Best Poster Award</li> </ul>		1 – doesn't meet expectations 2 – meets expectations 3 – outstanding
<b>Interpersonal Skills</b> <ul style="list-style-type: none"> <li>› Communication skills</li> <li>› Team working</li> <li>› Responsiveness to change</li> <li>› Focus on company, customer and end user</li> <li>› Networking</li> <li>› Influence and leadership</li> <li>› Interdisciplinary and intercultural collaboration</li> <li>› Strategic thinking</li> <li>› Solution finding</li> <li>› Zooming in and out: detail vs. big picture</li> </ul>	<ul style="list-style-type: none"> <li>› to be assessed by SV and professor, line manager and Human Resources</li> </ul>		1 – doesn't meet expectations 2 – meets expectations 3 – outstanding



Let's travel the  
"Road of Excellence"  
together!

