

More than 2500 employees worldwide



Human Resources

From the inventive genius of its founder to the expert teams of today, the Kudelski Group has capitalized on its human resources by developing the talents of its employees.

World-class skills

In a highly competitive and ever changing market place, it is essential for the Kudelski Group to provide its clients with the most advanced technological tools so that they can grow and develop successfully. The strength of the Kudelski Group lies in its skilled and talented employees in all sectors of the business.

With the constant evolution of the market, the qualifications required to maintain the Group at the forefront of the international arena are also changing. The Group has a solid base of core skills in the development and deployment of advanced conditional access solutions. In 2007 intensive effort was maintained against identifying and recruiting the best experts in this type of technology as well as in newer areas of the digital television ecosystem such as mobile and Internet television, interactivity and home device networking.

In 2007, the Group further strengthened the HR function in the area of recruitment, talent management and compensation and benefits.

Finding the best

The fundamental objective of the Group in terms of Human Resources is to have in its ranks the most qualified people to anticipate and meet customer expectations, enabling the Group to react rapidly and efficiently to market evolution.

Within the research & development teams as well as within the customer services and support groups, the company has an important cross-section of highly skilled software developers, architects and engineers, refining and deploying some of the most sophisticated technologies.

The excellent technical and personal competencies within the Group have been steadily reinforced by the addition of new teams that have joined through acquisitions over the years. These include Lysis, Nagra France, Quative, Abilis and OpenTV in the field of Digital Television, and SkiData and polyright in the field of Public Access. The acquisitions have not only enabled the Group to strengthen its patent portfolio and its market presence, but have, above all, brought new know-how and complementary expertise in specific fields.

Building quality and performance

2007 also saw the introduction of a new approach to performance management and people development. The new system aims to ensure that all people management programs are focused on and driven by the needs of the business. This program will enable the Group to further develop and consolidate the human wealth it possesses. Beyond short-term performance assessment and management, the new system provides a solid base to refine succession planning and recruiting strategies.

Training

The growth and expansion of the Group have also created new needs in terms of competencies. The training programs offered to employees cover wide areas, ranging from recruitment and interviewing techniques to management skills and technical knowledge related to employees' functions.

Several new soft-skill and competency development training courses were launched in 2007 based on specific, identified business needs as well as personal needs assessments.

A global team

As the Group grows, the profile and geographic distribution of its workforce are also changing. At the end of 2007, nearly 60% of Group headcount was based outside Switzerland, with a particularly strong expansion in the Americas and the Far East.

Group employees worldwide

	Headcount	%
Europe (geographic)	1979	77%
Americas	399	15.5%
Asia/Pacific	194	7.5%
Total	2 572	100%