

NICHIA AUTOMOTIVE INNOVATION CENTER GMBH

# SHINE WITH US

A NEW CHAPTER BEGINS



**Ever Researching for a Brighter World**

# WHO WE ARE

## Join a Place Where Innovation Meets Purpose

We're more than a workplace – we're a team of bright minds, bold ideas, and international spirit. At **Nichia Automotive Innovation Center GmbH** you'll find the space to grow, the freedom to shape your role, and the support to make a real impact.

We're proud to be part of Nichia Corporation, the world's largest LED manufacturer and pioneer in light technology. Since creating the first high luminous blue LED, Nichia has continued to drive innovation and contribute to a brighter world. Now, we invite you to shine with us and be part of this journey.



We are Nichia's only innovation center outside Japan, trusted by our Japanese headquarters, with offices in Würselen (Innovation Center) and Kronberg (Sales & Marketing).



Our leadership reflects Nichia's character: Japanese roots, European leadership, and global diversity.



Part of a global team of 9,500 employees, nearly 100 of us work in Germany.

**Würselen**  
Innovation Center



**Kronberg**  
Sales & Marketing Office



# OUR CULTURE

## What Makes Us Different

We believe great ideas come from different perspectives. That's why we've built a culture that's diverse, open, and people-first.

- **Multiple nationalities**, one shared team spirit
- We embrace **different ages, stories, and career paths**
- We do business in **English** - and connect through around 10 mother tongues
- **Mental health** matters: from mental health days to trained first-aiders
- **We celebrate together** – at our summer event, our winter celebration, and regular team activities
- **Open-door culture:** Ideas are always welcome, feedback is part of our DNA



# YOUR GROWTH

## Big Impact, Real Ownership

Here, your role goes beyond a job - it's a chance to shape the future of lighting. Whether you're driving innovation in engineering in our state-of-the-art laboratories or enabling success through vital support functions, you'll be part of a team transforming the industry.

- Combine **technical know-how** with **creativity**
- Work on **international projects**
- **Travel** with purpose
- Bring your **ideas**, drive your own **initiatives**
- **Learning by doing** – especially if you're just starting out

## Exploring Never Stops

We invest in you – because your growth is our success.

- **Personalized development**  
– technical, soft skills, and leadership
- **Career paths** for specialists, generalists, and cross-industry talents
- Training at our **Headquarter** in Japan
- **Buddy system** – because no one grows alone

Nichia is a place where you grow fast, take responsibility, and help define how things are done.



# YOUR BENEFITS\*

## Attractive Compensation Package

A great job is about more than just exciting tasks. Here are the benefits we provide on top.

### FINANCIAL SECURITY

- Holiday and Christmas Pay as part of the fixed salary package
- Retirement benefits (company pension scheme and capital-forming benefits)
- Bonus system



### WORK-LIFE BALANCE & CARE



- Modern working environment tailored to individual and business needs
- 30 days vacation, plus special leave for life events
- Reduced full-time hours (38.5h / week)
- Family-friendly employer: paid child sick days and flexible work arrangements

### YOUR MOBILITY

- JobBike\*\*
- JobCar\*\*



\*in line with German market practices

\*\*net salary benefits

# LOCATION

## Where We Work

Our offices aren't just places to work – they're places to connect, experiment and drive innovation.

- Modern, light-filled spaces with breakout zones and quiet rooms
- State-of-the-art laboratories with advanced technical equipment
- Prototyping line where innovation comes to life
- Just 3 minutes from public transport, with barrier-free access and free parking
- Lunch options nearby + a fully equipped kitchen

## Work + Travel = Yes, Please

Love to travel? You'll feel right at home.

- Digital tools for easy travel booking and expenses
- Plan your own trips – with flexibility and daily allowances
- Near the tri-border region (DE-NL-BE)
- Share and discover sweet souvenirs from around the world



# WHY NICHIA?

## Why You'll Love Working Here

Because we believe in people over hierarchy. Because you'll feel heard. Because you'll be challenged. And because you'll grow – professionally and personally.

This is a place for those who want more than a career:  
A community. A mission. A future.

## Ready to be part of something bright?

Your next job might just be your best one yet.  
Let's shape the future of light – together.

### EMPLOYEE VOICE

Working at Nichia means being part of a company that not only created the blue and white LED but also continues to shape the future with innovation and quality. What I value most is the reliable foundation and the kindness of Japanese culture I experience every day.

Nichia as an employer offers the opportunity to gain knowledge in a specialized field from the most experienced experts. Thanks to innovations, the work contains a plentiful mix of new learnings. the international and casual team adds a comfortable atmosphere.

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まだ見ぬ光を。

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