



Meet our womengineers

Let's support equal rights and diversity.



ATLAS COPCO CENTRAL & EASTERN EUROPE REGION

Diversity is in our DNA. We have offices or product companies in most of the countries in Central and Eastern Europe region - Bulgaria, Czech Republic, Hungary, Poland, Romania, Serbia, Slovakia, Slovenia and Ukraine. Our products are present everywhere thanks to the effective distributors network.

This [diversity brings perspective, dynamics and attracts talent](#). It also keeps us successful and secures that we bring the best solutions to our customers.

There are many different nationalities, unique cultures and various languages. Our values and corporate identity unite us no matter where we operate. We have a family culture and we welcome any professional [no matter the gender, ethnicity, religion or sexual orientation](#). Although we are an industrial company, out of a total of 2330 employees in Central and Eastern Europe region are 762 women (33.6%).

There is always an Atlas Copco way open for you.



THE WAY WE DO THINGS

There is always a better way

Caring culture

We care about you and about the world around us. Our **friendly culture** is about helping each other and sharing knowledge. As a corporate citizen our focus on sustainable productivity is as crucial to us as it is to customers.

Individual responsibility

When you join Atlas Copco you are entrusted with a great deal of responsibility from day one. Why? Because we know that you have the drive to develop on your own initiative and the ability to make sound decisions – but also that you will ask for help when you need it. Since you gladly share your knowledge and expertise we can also give you more **professional freedom**.

Development opportunities

We are proud of our strong and efficient training and development processes. The collaboration across national and competence borders is something that gives you the **chance to move** between business areas, countries and functions.

Internal career opportunities

An open career path is important to us. Therefore we primarily promote managers from within the organization and consider leadership a top priority. With an extensive internal job and project market you will get every possible opportunity to have an **exciting work life** – regardless whether you want to change track in your career, become a specialist or assume new responsibilities as manager.





Karolina Malysiak

Aftermarket Sales Engineer
Atlas Copco Poland

What are the advantage/disadvantages for you as a woman in your position?

It is true that very few women choose to study and work in technical fields. I took this challenge and the biggest advantage is that I'm proud of it! I meet the admiration and recognition of the people who I tell my story. And the disadvantages? There is no such thing! If you do not work on yourself and do not make a good relationship with people, all of it will become a nuisance regardless of gender or workplace.

What or who has helped you the most in your beginnings here in Atlas Copco?

I was surprised when I experienced so much support from my colleagues, especially from my team. Everyone understands that the investment in development of the other person affects the development of team. I don't agree with the common opinion that when you work in a corporation you are left to the fate. Perseverance was also helpful.

«There is a lot of work to do, but as a result the benefits that you can achieve are worthwhile!»

Do you feel that you have to work harder in your position being a woman?

Harder or easier no, but certainly hard. It is difficult for a woman to be seen as a professional. Most of the customers I deal with are men. When they learn what I am capable of and when I can show my knowledge and skills they appreciate that very much.

Have you experienced any gender stereotypes in your work environment?

The vast majority of people I meet every day in a workplace respect hard work, time and commitment of each employee, regardless of gender.

How do you manage combining your family responsibilities and your work life?

During my working hours I use maximum time to perform my duties. I do not take work to home, I do

not work overtime. In my spare time I try to be always active, it makes me relaxed and refreshes my mind.

What would you recommend to other women that would like to start career in Atlas Copco?

Cooperation, commitment, development - you will experience it at Atlas Copco and that is the same that you should expect from yourself. Do not delude yourself. There is a lot of work to do, but as a result the benefits that you can achieve are worthwhile!

What do you like the most about your position and about Atlas Copco in general?

Cooperation with people, even those the most difficult. Respect among employees and the employer-employee relationship. Acquired skills that I can use also in everyday life. No rat race.

If there were a shop where you could buy a personal characteristic or talent you think you lack, what would you choose?

Quick learning. There is a huge amount of knowledge coming from all over and it takes a lot of effort and time to memorize it. Time and knowledge is money.



Maja Tobolova

Sales Service Manager
Desoutter Eastern Europe

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Why did you choose to work in Atlas Copco?

After graduating with a Master's degree I decided to work in sales. In 2008, I joined Fermat machinery, which for me was the first experience in a male dominated sector. Fermat machinery produces horizontal and boring equipment. I really appreciated the job as a salesperson in this line of business so when I saw opportunity to work in Atlas Copco I applied for a position as a sales engineer.

What are the advantages/disadvantages for you in your position? Do you experience any challenges related to your gender?

While it is still a male dominated sector, positive steps have been done to integrate women into the industry. Being a woman in engineering industry is different from being a man in engineering industry, this difference can bring positive solutions. I have a unique position when dealing with customers,

while at the same this position brings extra demands on proving that I know my field of expertise.

What or who has helped you the most in your beginnings here in Atlas Copco?

The team in Desoutter is very friendly and open. Thanks to the good people my start was very smooth.

Do you think it would be more beneficial for companies to employ more women on «typically men» positions? And if so then how?

Women can bring other points of view, so if they are interesting and capable, then definitely yes. But I am not in favor of positive discrimination.

How do you look at work life balance?

As a salesperson, I travel a lot and sometimes I have limited time for my family. On the other hand, my career brings me big satisfaction and my family appreciate that after I finish my duties I finish with good mood.





Milica Stajkovic

Sales Engineer
Atlas Copco Serbia

What are the advantages/disadvantages for you as a woman in your position?

Being a woman in a men's world, it has been an advantage and very rarely disadvantage. From time to time, I felt restraint from other side of the table, during negotiations or during a meeting. But when I fully represent myself as an engineer, then all boundaries fall and we get a deal very easily.

Who or what has helped you the most in your beginnings with Atlas Copco?

During my whole career in Atlas Copco I've had support from my manager. Both personal and business issues he was always full of understanding and support. He always has time when it is urgent, and I am trying to learn from him as much as possible. His calmness, his attitude towards colleagues, toward kids, business, issues...

At the beginning I started in logistics department so I also had a great support and help from them.

What do you like most about Atlas Copco and what specifically about your position?

I like stability concerning the company. And regarding my position, it is interesting, very demanding, very hectic. You have to have technical knowledge, but also you have to know law, because of there are so many contracts. You have to have basic knowledge of economy, because you are in sales. Also it's very important to have self-confidence.

What does your typical day look like?

I try to organise and plan all family things on my way to work, so at the moment I enter the office, I am fully concentrated on work. After working hours I try to spend time with my kid. As a single parent, quality time spent with him is my great benefit at the end of day. Reading stories, talking about our day and making plans for next day, together before bedtime is the best gift I can have.

How do you manage combining your family responsibilities and your work life?

It is not easy, but I think that organization skill is my

benefit, that is something that is in my blood. That is something that I REALLY enjoy.

«Be positive and take a look on the bright side of things, because there is always a bright side!»

If there were a shop where you could buy a personal characteristic or talent you think you lack, what would you choose?

If that exist I would really like to choose to be more patient, more calm. Since very often, I react more intensive than I should, react faster than I should. That is one of my weaknesses, and I am aware of that. There are of course more that I am not aware of.

Do you think it would be more beneficial for companies to employ more women on «typically men» positions? And if so then how?

I do not know if I can help, since forever I preferred working with man instead of women, probably because I am not a typical woman, but I am an engineer!



Karolína Osičková

Sales Administration Support
Atlas Copco Czech Republic

It is interesting that you have some nuclear past; in fact, you are still a student. How did you get into Atlas Copco?

Yes! I study nuclear engineering at the Department of Energetics at the Faculty of Mechanical Engineering (Czech Technical University). I got my bachelor degree on the Department of Nuclear Reactors at the Faculty of Nuclear Sciences and Physical Engineering (CTU). Unfortunately I had to defer my bachelor

exams and study one more year for my the degree. However that meant more time and better school schedule, so I started looking for a part time job. It is hard to get a one in a nuclear field, so I applied for the first good looking advertisement for any technical job. And here I am.

Your position is sales administration support. What do you do, how often are you in the office?

My working time is very flexible, because I still need to study and sometimes I have to go to school too. Fortunately, on my position, it is not a problem and I do my hours in half-time job without obstacles. I am an assistant for Product Manager Oil-Free Air and his Sales Engineers. I would say that my job consist of three basic activities. Firstly, it's administration work. Secondly, I do marketing research to learn whether companies want to expand production, change old machines and so on. Finally, I evaluate measurements and create simulations for designing better solutions for our customers.

How many women are around you in Atlas Copco?

In Compressor Technique, we have open space office, so there are many women around me, although in technical department I am the only one. I don't feel unwanted or favored, but still it feels great that we have gentlemen here who will hold the door for you.

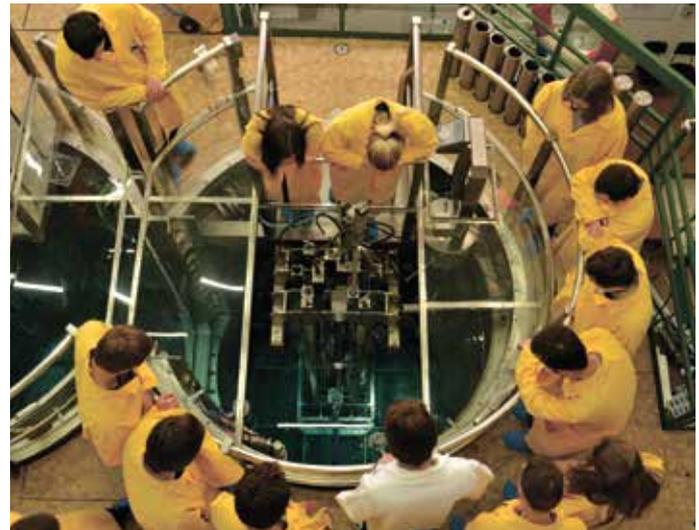
What experience did you get by working in Atlas Copco?

For me it is mostly a huge professional practice and experience. In field of my study (nuclear reactors), it is very difficult to find a decent one. I have formed an idea of how industrial companies can operate, what are possible working positions etc. Technics

and engineering is definitely what I want to do in my professional life and I am very glad, that in my CV will be written that I started in Atlas Copco.

What work challenges do you see as a woman in Atlas Copco?

My biggest challenge is to convince customers that it is okay talking about compressors with a woman. They often think there is an untrained lady from random call centers. But I have to prove them that I really understand what I am talking about.





Irina Popoiu

Regional Business Controller
Power Technique, East Europe

Why did you choose working for Atlas Copco? What is your background?

I joined Atlas Copco Group in 2005, immediately after I graduated the Academy of Economic Studies in Romania. Initially I was appointed for a 6 months project, organized by the Service Department. In January 2006, I was offered the chance to continue in Atlas Copco as an Accountant. I was eager to start practicing and learning accounting in a multinational

environment and this was the starting point towards a challenging and beautiful career.

What are the advantage/disadvantages for you as a woman in your position? Do you experience any challenges related to your gender?

It is a well-known fact that in general women are applying a more emotional approach than men and in the same time women pay more credit to details and

loyalty, while men tend to be more pragmatic. All this can bring a good effect, but also bad, depending on the circumstances. As long as people interact, are open to share and discuss their different views, and learn one from another, it can only lead to the best result.

Do you feel that you have to work harder in your position being a woman?

No, not at all. My direct managers during the last 13 years have all been men and I never had the feeling they work less than I did. On the contrary. There will always be employees more committed to their jobs and less devoted employees. People are different, with different skills and objectives. I strongly believe this has nothing to do with gender.

«It's better to regret things that I did or tried to do, than things I didn't do».

Have you experienced any gender stereotypes in your work environment?

Rarely. Yes. The stereotypes are not only influenced by the company policies and values, but are also

maintained by individuals, through their culture, education, etc. Even though world and people develop and change, it is impossible to completely eradicate stereotypes. However, I see the gender stereotypes less and less in my daily life.

How do you look at work life balance?

First, I believe all of us should continuously look for an equilibrium between work and personal life. The work commitment should not be allowed to become an obsession or dependence and it is only we who can keep it under control.

Second, for me the partner in the personal life plays a key role in the combination. The support and understanding offered and received, are helping a lot to overpass such situations. I focus on bringing things back to normal immediately after that.

What would you recommend to other women that would like to start career in Atlas Copco?

I recommend all women to trust themselves, never let go the personal values and goals, commit to the missions they took over, be perseverant, continuously look for a better way and keep the balance between professional and personal life.



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