

SELEX Sistemi Integrati ACADEMY®



Keeping knowledge on the move



## SELEX Sistemi Integrati ACADEMY®

SELEX Sistemi Integrati Academy is the new corporate training school launched with the major purpose to enhance and develop the company's corporate culture while sustaining its current growth. This initiative is based on two parallel paths that point to the transfer of consolidated knowledge toward younger generations on the one hand and to development of new expertise, according to the reference domains evolution on the other.

### WHY SELEX SISTEMI INTEGRATI ACADEMY

The Academy has been created to manage corporate knowledge development and human resources valorization, as well as to coordinate and foster technology innovation and scientific research, with their integration resulting in an amplified effect of their related potential.

This initiative stems from the need to combine:

- Treasuring professional, human and technical know-how and expertise consolidated through years, via the transmission from one generation to another.
- Fostering the continuous growth of the know-how the company needs to maintain its leadership in the reference industries.

Then, the Academy has been conceived as an operational tool able to provide the whole corporate human resources with advanced training, both preserving and strengthening the system and engineering knowledge, as well as promoting the dissemination of corporate culture as a shared asset.

### HOW THE ACADEMY WORKS

The Academy represents a pure Corporate University, offering a training approach organized in two main schools, Radar and "Large Systems", both dedicated to the development of specific engineering expertise. While the Radar School moves along the SELEX SI traditional training approach, the school being active in the

Finmeccanica company for over 30 years, the new Large Systems school offers an innovative course more oriented to the company's role in the Finmeccanica Group as designer and integrator of Large Systems.

The Academy has a faculty of about 40 internal teachers, with the assistance of a network of experts coming from academic and industrial world, in order to enlarge and integrate systems competence over a wide range of operational scenarios.

This approach allows to establish a close cooperation with Universities and Research Institutes, helping to shape the new professional profiles demanded by the company's business activities.

The significant component of internal teachers enables the creation of a tight relationship between students and teachers, with positive development of mentoring and coaching, while ensuring the at the same time the know-how development and its transfer to new generations.

Both schools offer a wide catalogue of courses that is continuously updated, in addition specific training programs can be defining by assembling the suitable courses, oriented to the development of new professional profiles tailored on the Company needs.

The Academy also sponsors specialized postgraduate masters' degrees in innovative subject areas of strategic significance for SELEX Sistemi Integrati such as homeland security, satellite navigation, robotics and airport infrastructure.

### SELEX Sistemi Integrati Academy in figures

66 Courses :

- 41 Large Systems
- 25 Radar

42 Teachers

8 Seminars and 6 Master as average for year

**In-House Lecturers**

*transfer of knowledge from one generation to another*

**External Lecturers from Academy**

*up-to-date knowledge on advanced topics*

**External Lecturers from Business**

*integration of complementary expertise*

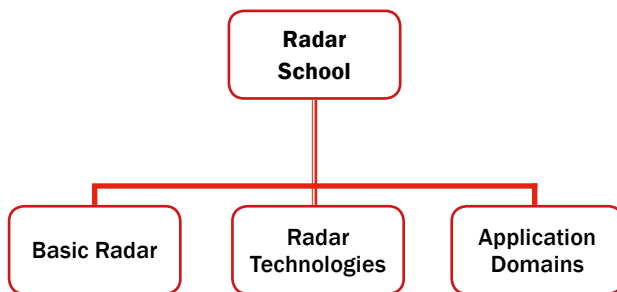
## The Radar School

The major aim of this school is to prepare the professionals to be involved within the entire radar production cycle, by providing the technical training based on the company's system and radar expertise. In fact Radar Systems represent a complex product whose development requires the support of a wide spectrum of disciplines, including system, software, hardware, electrics, mechanics and production. The Radar School has a long track tradition which dates back to the '60 when it was created as a joint initiative of the Engineering and Training divisions, with the main purpose to disseminate and value the whole set of radar culture, know-how and expertise, born inside the company and not available outside.

This school works through three main training processes, complementary each other, which contain the fundamental set of knowledge for any related radar activity:

- **Basic Radar**, which includes Radar theory, antennas and propagation, waveforms, signal processing, radar equations, performances.
- **Radar Technologies**, which deals with Antennas, Transmitters, Receivers, Signal and Data Processing.
- **Application Domains**, which analyses specific applications like Air Traffic Control, Air and Naval Defense, Missile Guidance, Fire Control, Ground Control.

In addition, a set of additional monographic courses is also available. The school can also organize seminars focused on new topics or specific company interests, like emerging technologies and products.



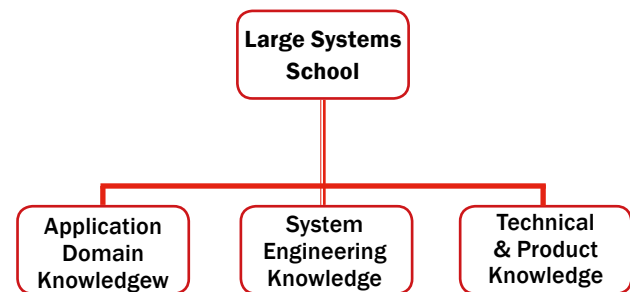
## The Large Systems School

The Large Systems school has the major goal to support the development of the System Engineering capabilities needed for the design and realization of Large Systems. To this aim, system engineers are provided with three fundamental knowledge components:

- **Domain Independent System Engineering Knowledge**, which deals with the knowledge of System Engineering methods and processes, as well as with the know-how necessary for a smooth interaction with other processes inside the company organization.
- **Application Domain Knowledge**, which deals with the context analysis, the operational requirements, the procedures and organisations related to a specific application domain.
- **Technical & Product Knowledge**, which provides a top level knowledge of technologies and products that could be applied in the design phases.

The acquisition of the three basic and complementary skills enables the System Engineer to bridge between the problems domain and the solutions domain in order to:

- Develop a detailed problem comprehension, through an effective interaction between customers and users
- Conceive a range of different alternative solutions
- Establish a fruitful collaboration with products and technology experts
- Evaluate different technical solutions critically.



## The Company

SELEX Sistemi Integrati, a Finmeccanica company, designs and develops Large Systems for Homeland Protection, systems and radar sensors for air defence, battlefield management, naval warfare, coastal and maritime surveillance, air traffic control and turn-key airport solutions. The company has about 4,500 employees. Fifty years of experience in system integration have created a customer base in more than 150 countries.



**SELEX**  
Sistemi Integrati

A Finmeccanica Company

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