"You're treated like a professional right from the start."

"The attitude here is, if you're good enough to be hired, you're good enough to be turned loose on a project," says Don Feistamel.

Don earned a B.S.E.E. in 1965. Today, he's an Associate Engineer in systems design and evaluation at IBM. Most of his work consists of determining modifications needed to make complex data processing systems fit the specialized requirements of IBM customers.

Depending on the size of the project, Don works individually or in a small team. He's now working with three other engineers on part of an air traffic control system that will process radar information by computer. Says Don: "There are only general guidelines. The assignment is simply to come up with the optimum system."

Set your own pace

Recently he wrote a simulation program that enables an IBM computer to predict the performance of a data processing system that will track satellites. He handled that project himself. "Nobody stands over my shoulder," Don says. "I pretty much set my own pace."

Don's informal working environment is typical of Engineering and Science at IBM. No matter how large the project, we break it down into units small enough to be handled by one person or a few people.

Don sees a lot of possibilities for the future. He says, "My job requires that I keep up to date with all the latest IBM equipment and systems programs. With that broad an outlook, I can move into almost any technical area at IBM—development, manufacturing, product test, space and defense projects, programming or marketing."

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