

A photograph of two scientists in a laboratory setting. A man with curly hair and safety glasses is holding a small red vial. A woman with blonde hair and safety glasses is holding a small black rectangular object. They are both wearing white lab coats. The background shows laboratory equipment and shelves.

NanoTechnology – Perspectives in the Thuringian Forest

NanoTechnology
for excellent surfaces



Welcome

to the heights of the Thuringian Forest



In my entrepreneurial activities I am influenced by my close ties with the Thuringian Forest, my international education and training as well as the continuous and successful expansion of the company since its foundation in 1991. I regard personnel work as a key element in the company's overall strategy. Competence, motivation and health are the three main pillars of my understanding of personnel development.

Dr. Hermann Knauer
Managing Director



GBneuhaus (GBn) is a leading supplier of individual coating solutions that are matched to the customers' needs. We distinguish ourselves from our competitors through continuous innovations. This brings us advantages on the market in terms of techniques and technology. We invest in the latest manufacturing facilities and a high level of automation. Our coating solutions are unique for the relevant customer application.

Since its foundation in 1991, the company has been producing at its location in Neuhaus am Rennweg, on the heights of the Thuringian Forest. Our region has been one of the most important glass regions in Europe since the 12th century. Traditionally there have been a number of companies operating in the field of glass production, glass processing and special glass applications. We see ourselves as part of this tradition and started out producing coatings for low-voltage halogen capsule bulbs and pre-cut technical glass. In the following years, our company won numerous renowned customers from the fields of automotive engineering, technical building systems and medical technology as well as the chemicals and glass processing industries.

We have developed our strength with great continuity: the combination of coating material and coating process on the basis of modern nanotechnology. This led to a specialisation in small parts in the glass and plastics sector. In the meantime, we have extended our coating abilities to other substrates such as ceramic materials or metals.

Our company is strategically aligned for growth – without losing sight of the sustainability of all processes. We take our bearings from attractive markets with a potential for the future.

GBn is a learning, knowledge-based company that develops and automates for specific projects and produces to the highest quality standards. We work in a team and share our successes with all involved. The joy of a success nurtures the motivation to “work in progressive change”.

What we do

As a specialist for innovative coating solutions, our portfolio covers a wide spectrum of functional and decorative coating systems for a variety of possible applications.

These coatings allow our customers to finish their products in various ways according to their needs. Defined attributes are either created or significantly improved, whereby multiple effects can be combined in one single coating system.

The innovative solutions from GBneuhau GmbH thus enable a significant improvement of defined criteria such as colour luminosity, colouring, scratch resistance, electrical conductivity, UV-resistance, IR-reflection, temperature stability or water-repellent, hydrophobic characteristics (non-stick effect – “easy to clean”).



In our search for personnel we believe it is important that people contribute their own know-how and personal skills. We have set ourselves the task of encouraging and developing the strengths of every individual. If the individual grows, the team grows, and thus the company grows too.

We look forward to every application, including speculative ones.

Sandra Arnold
Head of Human Resources



What we offer

Our employees are happy, which creates a good working atmosphere and contributes to everyone's personal good luck. Contented employees form the basis on which we can impress our customers. Enthusiastic customers help ensure the long-term security of the company, and thus the long-term security of jobs.

This is where things come full circle. Since our foundation in 1991 with 12 employees we have grown steadily to today's workforce of 120 people, all of them at our location in Neuhaus.

We see ourselves as a medium-sized, family-run enterprise, and this doesn't relate just to the ownership structure. We prefer to base ourselves on a family structure. All age groups are represented in the company and we value the verve and drive of youth just as much as the experience and calmness of old age. We see the team as the focal point of our activities and, just like in a family, each has their role to play, but can also rely on the support of the others. We thus look for employees of every age, irrespective of their gender. We also assist our employees in their family affairs, for example by paying the kindergarten fees and offering free measures that are beneficial to their health. Our support also takes the form of coupons for material assets and luncheon vouchers.

We employ various models for working hours depending on the workplace. On the basis of a 38-hour week, we offer employees who work shifts up to 12 days additional compensatory time off through a capacity-controlled flextime model. We rely on trust-based working hours and goal-oriented work. It pays off for our employees if the company is able to achieve its goals. We let every employee share in the company's success through incentive payments for the achievement of goals or bonus payments.

We welcome every idea and every improvement and we reward corresponding input within the scope of our suggestions scheme. Even ideas that are not implemented may be rewarded.

Private retirement provision is a topic that is close to our heart; we pay 50 euros each month into a company pension scheme with a retirement fund for every employee who completes their training or apprenticeship with us or who has been with us for longer than 5 years.

Training and further qualification are not just promises for us; we welcome further development and encourage our employees accordingly.



Sustainability

and responsibility
for our region



Our HR policy is based on an appreciative, trusting and tolerant handling of all employees. The creation of family- and age-based jobs is becoming increasingly important for us.

Michael Petry
Managing Director



Living and working on top – a special feeling

Life on the crest of the Thuringian Slate Mountains, 835 metres above mean sea level, is special in both summer and winter. The charming landscape around the medium-sized regional centre of Neuhaus am Rennweg and Lauscha is characterised by forests and mountain pastures, though also romantic valleys that have been cut deep into the countryside by clear streams that pour from the mountain springs and form unique biotopes.

We work in an interesting and diversified business location that combines traditional and innovative companies and production methods.

Microelectronics, the glass industry, producers of chemical-pharmaceutical glassware, craftsmen's trades and service providers along with companies with tourist offers dominate the region. We feel a bond to this region and its people and see ourselves as a part of it. We assume responsibility above and beyond our company and support clubs, schools, public institutions and social projects.

We always offer a wide range of apprenticeships and jobs in our company and have clear criteria for a compensation that is based on the company's success, from workers in production right through to the managing director. We think in the long term, for a sustainable further development and safeguarding of our company and its employees.



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