

LIFE SCIENCE UMEÅ **JOB FAIR** 28 March Rotundan, Find the best 11.00-14.00 Universum Life Science Job! NORDIC BIOMARKER







Agrisera

HILOPROBE

diduco

KNIGHTEC



Uman Diagnostics A Quanterix Company

<u>apl</u> LIKVOR



UMEÅ BIOTECH INCUBATOR





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InfiCure Bios unique model helps pharma companies

1. Sofia Mayans, CEO, tell us a little about what you do at **InfiCure Bio?**

"InfiCure Bio helps pharmaceutical companies test the effects of new drugs. Our tests are carried out in a preclinical model created by the founders of InfiCure Bio. Our company is the only one in the world that has access to this model".

2. What kind of skills are you looking for - right now and in the future?

"In the future we will need more people who can combine laboratory work with preclinical studies. They must be very flexible and ready to perform tasks that might be outside of their job description. That's because our company is still small and



In the future we will need more people who can combina laboratory work with preclinical studies

everyone helps each other out".

3. What do you feel makes you a good employer?

"We care very much about the people who work here and always strive to achieve a great work-life balance. We have high ceilings and are always open to any and all ideas, goals and suggestions".

4. What's your advice to students that want to promote themselves on the job market?

"One piece of advice is to stay curious, try new tasks and study individual courses that broaden your skills".

Likvors CELDA Instrument at hospital in 5 countries

1. Maria Wallin Wållberg. COO. ell us a little about what you do at Likvor?

"Likvor develops, produces, markets and sells unique instruments and analytical tools (under the brand name CELDA System) to the global medical technology market.

Our products are aimed at a growing group of patients affected by disturbances in the dynamics of their cerebrospinal fluid (CSF), and help them regain cognitive abilities and remain independent for longer in the fall of their lives. Expansion of the use of CEL-DA is currently underway"!

2. What skills are you looking for now and in the future?

"We are looking for part-time service technicians who can perform annual services of our CELDA Instruments at hospitals in 5 countries throughout Europe. All planning can be done well in advance in consultation with us. Looking further ahead we are searching for expertise in both hardware and software development for the next generation of CELDA Instruments".

3. What do you feel makes you a good employer?

"Likvor makes a positive difference to patient's lives and helps them regain their quality of life. Our customers get to work with cutting-edge tools that bring solutions to





Tools for assessing cerebrospinal fluid dynamics

Further ahead we are searching for expertise in both hardware and software development

neurological diseases ever closer. At Likvor we work together in a supportive way in order to take important developmental steps in an exciting and emerging market. We take individual responsibility and our company is built upon core values of honesty, respect and trust.

4. What's your advice to students that want to promote themselves on the job market?

jobs/assignments during your studies that give you a broader experience of working life, working with different colleagues and a better insight into what you like/ don't like.

B) A wide-ranging education from different faculties is very positive".

"A) Try several different

Senior Consultant, tell us a little about what you do at AFRY? "AFRY is an internatio-

nal technology, design and consulting company. We help our customers with their sustainability and digitization efforts. We are made up of 19,000 experts in the fields of infrastructure, industry and energy - working worldwide to create sustainable solutions for future generations.

One of AFRY's largest offices in northern Sweden is located in Umeå, where we have a unique pool of competence and resources in virtually all our core business areas, including infrastructure, architecture and urban development, energy and climate, industrialization and digitization. Our customers and partners are located throughout Sweden, as well as abroad. We work with assignments of all sizes from small companies to

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AFRY looking for many positions

1. Erika Lindbäck, projektledare, och Nikolai Kaihovirta,



internationally active groups and authorities within many different industries.

Our skilled teams deliver a range of solutions in close collaboration with our customers - with the goal of creating a sustainable future for generations to come.

2. What kind of skills are you looking for - right now and in the future?

"We are looking for, among other positions, process engineers, project mana-





One of AFRY's largest offices in Northern Sweden is located in Umeå where we have a unique pool of competence.

gers, mechanical designers and advanced automation engineers. You can see all our current vacancies at: https:// afry.com/sv/bli-en-del-avafry

3. What do you feel makes you a good employer?

"We are convinced that change happens when people with bold ideas get together. At AFRY you get the opportunity for personal development while being a part of influencing the future. We

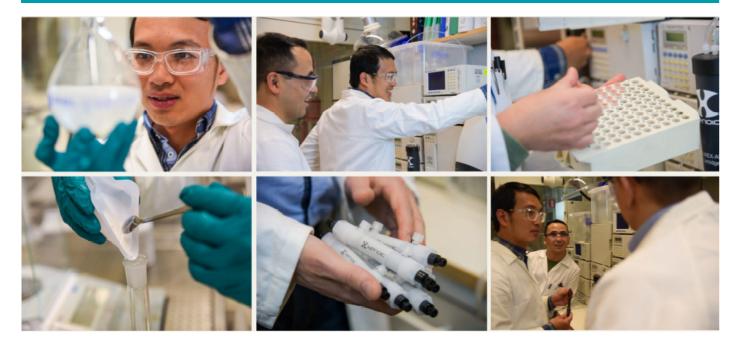
are a group of brave, dedicated team players working together across the globe to accelerate sustainable change. If you are looking for a workplace where you can develop while contributing to something meaningful, you have come to the right place. At AFRY you will become part of a global company that combines engineering, design and consulting to make a real impact. AFRY has been ranked among the top 10 most popular employers for young engineers for several years in a row.

4. What's your advice to students that want to promote themselves on the job market?

"• Master the basics (reading, writing, arithmetic and the Microsoft Office package)

• Be alert to the skills that employers want

• Be flexible and prepared for challenges - because that is how you will develop".



Diduco has exported to over 40 countries in the world

1. Tobias Jonsson, CEO, tell us a little about what you do at Diduco?

"Diduco works with chemical analyses of medicines, beverages, food supplements and energy production. We develop and improve our customers' analytical methods using liquid chromatography for quality control and development so that they can reach set goals, industry standards and government requirements. In addition, we manufacture a number of our own ion chromatography analytical instrument components, which have been exported all over the world (so far to over 40 countries).

Finally, Diduco is engaged in the training of chemists and laboratory personnel who work with liquid chromatography instruments at companies located throughout Sweden".

2. What kind of skills are you looking for - right now and in the future?

People with knowledge of chemical analysis are in short supply within life science and other industries.

"Diduco is looking for students of analytical chemistry for projects involving liquid chromatography. We also have some development projects in applied physics and electronics. In the longer term we will need to employ more chemists in synthesis and analysis, and the company will also need further recruitments in sales, marketing, logistics and administration".



3. What do you feel makes you a good employer?

"Diduco is a small and 'flat' organization (with no middle management between staff and leadership), where initiative, ideas and drive are appreciated and rewarded with increased freedom and responsibility. We want our

diduco chromatography matters

customers to regard us as competent, responsive and helpful. We assist each other to become better in order to get more satisfied customers and help our company grow. And we always aim to have a nice time doing it!"

4. What's your advice to students that want to promote themselves on the job market?

"People with knowledge of chemical analysis - not least liquid chromatographic separations - are in short supply within life science and other industries that perform advanced chemical measurements during product development or quality control. In our industry we usually collaborate in teams with different skills and often under time pressure. It is therefore very important to be able to quickly and clearly summarize analysis results, and explain to others less knowledgeable what they mean and their consequences".

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Knightec's looking for project managers and engineers

1. Nadja Nagel, validation expert, tell us a little about what you do at Knightec?

"Knightec is a consulting company specializing in digitization, product and service development, quality assurance and project management. Knightec is not a classic staffing company, but instead provides services based on team deliveries, building strategic and long-term partnerships with customers that promote sustainability". 2. What kind of skills are you looking for - right now and in the future?

"Within the life science sector we are currently looking for validation engineers, quality engineers and project managers. We also see an increasing need for cybersecurity skills, among other things to ensure the security of software for medical technology and connected products".

3. What do you feel makes you a good employer?

"At Knightec we place a lot of focus on personal development, where you yourself have the opportunity to control whether you want to specialize or develop a more general customer profile . Our goal is to work on a team basis, where junior and experienced consultants collaborate together, exchanging knowledge and developing opportunities for all



We also see an increasing need for cybersecurity skills

our employees. We work with both large and small companies throughout Sweden, and there are always possibilities for skills development and exciting assignments"! 4. What's your advice to students that want to promote themselves on the job market?

"You can get a long way by being driven, curious and by daring to do things on your own. Feel free to contact companies during your studies in order to form an idea of the opportunities available, what various companies work with and what skills they need. Coming up with a concrete proposal for, for example, a degree project and presenting it to an employer can be a good way into the job market".



Lipum in clinical phase with drug candidate

1. Fredrik Seijsing, PhD researcher, tell us a little about what you do at Lipum?

"At Lipum we work with the drug candidate SOL-116 - a treatment for diseases such as rheumatoid arthritis. We have now entered the clinical phase and are also working with the target molecule BSSL".

2. What kind of skills are you looking for - right now and in the future?

"Right now we are recruiting laboratory staff with extensive experience and people who have experience of clinical trials of medicines. In the future we will need even more laboratory staff".

3. What do you feel makes you a good employer?

"At Lipum you'll get to work closely with drug development and witness the entire process from discovery to

Right now we are recruiting laboratory staff with extensive experience and people who have experience of clinical trials of medicines.

products launching on the market".

4. What's your advice to students that want to promote themselves on the job market?

"In order to stand out on the job market you need both a broad and cutting-edge education, as well as the ability to learn new things. Make sure to learn as much as possible and remember to retain what you have learned".



LIPUM

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Growing Nordic Biomarker is scaling up the entire company

1. Anna Öberg, site manager, tell us a little about what you do at Nordic Biomarker?

"We develop and manufacture reagents for coagulation diagnostics, i.e. liquids that are mixed with blood samples to analyze the state of a patient's coagulation. Our products can help doctors make the right decisions in connection with, for example, blood clots, investigations into bleeding disorders, treatments with blood-thinning drugs and the care of seriously ill Covid-19 patients.

We have all our development and manufacturing located in Umeå and at our twin facility in Linköping, but also have offices in Stockholm and Beijing

Our products help people all over the world, and last year we received the Swedish government's 'Export Success of the Year' award".

2. What kind of skills are you looking for - right now and in the future?

"As we are growing rapidly the entire company needs to scale up to keep up. The marketing department is relatively small today and will soon be strengthened in both support and sales. In the near future we will also need to welcome more colleagues in both production, research & development, QA and QC.

The exact level of competence and experience required depends on the position, but we welcome different scientific backgrounds and hire everyone from new graduates to researchers".



In the near future we will also need to welcome more colleagues in both production, R&D, QA and QC.

3. What do you feel makes you a good employer?

"We invest heavily in great premises that we want our staff to feel good about coming to. We operate flexitime in both the mornings and afternoons so that you can control your working hours to suit you. In addition, if your role allows, you can work from home when you need to. We're simply trying to recognize that everyone is human and has a life outside of work.

Every year we go on a team-building and training trip (most recently to Berlin), but we also have a group that plans afterwork activities and other smaller events throughout the year.



All our employees are offered health insurance and a generous wellness allowance, and we have a gym with a sauna on our premises.

We also believe that commitment, well-being and enthusiasm among employees comes when they feel they are involved in driving the company forward. That's why transparency, participation and a sense of belonging are important factors.

We do what we can from the management side to lay the foundations for well-being, but a positive atmosphere is created every day by the people who work here.

Our shared values of passion and pride are developed in internal workshops where

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everyone has their say, and they are upheld over time. We make important and life-saving products, and we are proud of their quality and always curious about exploring new ideas.

But first and foremost we are a group of people that work together and we take care of one another".

4. What's your advice to students that want to promote themselves on the job market?

"Don't get hung up on the fact that a position you want isn't exactly what you trained for. Emphasize that you have the basic skills and think about what you believe is important and what drives you.

When you get a job, whether it's your dream job or not, always do your best. It usually has positive effects for further development in the workplace or might even lead to references for another job. If you take our company as an example, we rarely expect someone to come here knowing everything because we work in such a specialized field. But we do make sure that

the people we employ have the desire and ability to fulfil their tasks, and believe they will thrive in our culture of 'Nordic spirit'".

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SweTree work with worldleading researchers

1. Karin Johansson, platschef och produkt/metodutvecklingschef, tell us a little about what you do at SweTree?

"SweTree Technologies is an innovation and development company operating in the field of forest biotechnology, developing and introducing innovative technologies and products to the global forestry industry. We work together with world-leading researchers, technology partners and influential customers to create the forests of the future".

2. What kind of skills are you looking for right now and in the future?

"We are primarily looking for people with knowledge of biotechnology, preferably with an interest in trees and plants. Experience from other laboratory environments and production environments may also be of interest".

3. What do you feel makes you a good employer?

"We are a leading company in an important field for the future of our planet. We have big ambitions and face exciting challenges, operating in a global market together with major companies. We



We are primarily looking for people with knowledge of biotechnology, preferably with an intrest in trees and plants

are a tight team with talented, sociable and experienced employees from 7 different countries".

4. What's your advice to students that want to promote themselves on the job market?

Acquire both specialist and general knowledge in your chosen field. Display a sense of curiosity and strong commitment, both to your work and your colleagues.





New manifacturing unit is underway in Umeå

1. Maia Johansson, site manager, tell us a little about what you do at Diamyd Medical?

"We are developing drugs against the autoimmune disease type 1 diabetes. Diamyd[®] is the drug candidate that has come the furthest into development, and is now being tested in an ongoing phase 3 clinical study. Diamyd[®] is a disease-modifying antigen-specific immunotherapy where the active substance is the enzyme GAD65, a body-specific antigen that is involved in the disease process in autoimmune diabetes.

The start-up of a manufacturing facility is underway in Umeå. First priority for the facility is to start production of recombinant GAD65".

2. What kind of skills are you looking for right now and in the future?

"At Diamyd Medical in Umeå, we work with the production and analysis of biomolecules, where computerized systems are important and Good Manufacturing Practice (GMP) is our guiding light. The staff mainly consists of researchers in production, process engineers, quality managers, and microbiologists, all with training in Life Science.

Right now, we are looking for gualified personnel with many years of work experience in quality-controlled operations, according to GMP or ISO, and with a university education in Life Science. In the future, we see a continued need for personnel with Life Science training with various specializations, experience in GMP operations will be meritorious, but we will also need other personnel groups, e.g.



with a focus on logistics".

3. What do you feel makes you a good employer?

"Diamyd Medical in Umeå is a small team with specialists in various fields where we work closely together, everyone is involved in most of what happens at the facility.

In addition to the operations in Umeå, there are offices in Stockholm with staff who work with, for example, clinical studies, regulatory activities and administration. Diamyd Medical works with its own staff in all areas of drug development, so there are good opportunities here to learn something new every day.

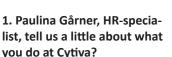
We work to ensure that everyone thrives, develops and feels good both physically and mentally!

4. What's your advice to students that want to promote themselves on the job market?

"In order to get a job with a manufacturing biotech company, it is good to have training and practical experience with GMP. A good credit is thus work, internship, summer job, or degree project at companies that work according to GMP".

Cytiva have a need of a variety of engineers





"Cytiva is a global life science company. Our vision is a world in which access to life-changing treatments can improve our health. Our mission is to facilitate and accelerate the development of medicines.

Cytiva in Umeå is one of the city's largest employers, with approximately 700 members of staff. We manufacture high-tech instruments and systems that are used for medical research and the manufacture of vaccines, biological drugs and new cell and gene therapies that combat and treat a variety of diseases, including diabetes and Covid-19.

cytiva



The systems we manu-

2. What kind of skills are you looking for right now and in the future?

"We have experienced strong growth in recent years and see among other things, both now and in the future, a need for engineers in electronics/computer technology, biotechnology, mechanical engineering, technical physics, industrial economics and industrial design. We are also looking for competence within computer technology, with a focus on 3D printing, interaction design and AI.

3. What do you feel makes you a good employer?

"Working at a company like Cytiva means that you are part of something bigger, but at the same time something that is tangible. You yourself may have relatives, friends or acquaintances who have been affected by a disease that was treated with the help of medicines developed and produced by our customers - perhaps even with the help of instruments we manufacture in Umeå. This gives our work another dimension and value.

What makes Cytiva such an exciting employer is that we are a global company with a presence in some 40 countries around the world that can offer fantastic opportunities for both personal and professional development.

We recognize the strength

in working in mixed teams, and we actively welcome diversity. We strive to create a rewarding working environment where health and safety always come first. In short, we want you to enjoy

We are also looking for

competence within computer technology, with a focus on

3D printing, interaction design & AI

working with us. 4. What's your advice to students that want to promote themselves on the job market?

"Pluck up the courage to make contact with interesting companies and show that you're interested in them! Think outside the box - it's not always the companies you hear about the most that have the most exciting jobs or the best development opportunities. Keep your LinkedIn profile current and subscribe to interesting jobs and companies so you stay up-to-date with what's happening. Once you make contact, ensure you have an updated CV with any references ready to go.

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Agrisera produces and sells antibodies world wide

1. Evelina Höök, production development manager, tell us a little about what you do at Agrisera?

"Agrisera is a biotech company with over 30 years in the industry that specializes in the production of polyclonal and monoclonal antibodies.

Agrisera produces and sells antibodies and related products to researchers and companies worldwide, and is a leading supplier of antibodies suitable for the detection of plant proteins.

Agrisera became a part of Olink Proteomics in 2022, and now also produces customized antibodies, which are a central part of Olink's highly sensitive immunoassay technology".



2. What skills are you looking for now and in the future?

"Agrisera is a rapidly expanding company in the middle of an exciting growth phase. This means we are continuously recruiting new personnel for positions in laboratory work, IT, finance and sales.

Follow us on LinkedIn or go to **www.agrisera.com** to keep track of our latest job opportunities"!



We are continuously recruiting new personel in laboratory work, IT, finance and sales.

3. What do you feel makes you a good employer?

"At Agrisera duties and responsibilities are assigned so that employees are given the opportunity to develop their skills and achieve their goals. Each employee clearly understands their own role, and can actively contribute to us all achieving the business's goals together. We have built a culture and a way of working based on security and commitment, where with mu-





tual respect we are allowed to develop both as individuals and as a group".

4. Your advice to students that want to promote themselves on the job market? "We feel it is important that our employees and colleagues are team players.

Some tasks also require you to be independent and work on your own initiative.

A good tip is to always come prepared to any job interview or meeting".

APL makes a difference for patients with special needs

1. Anna Tegström, production manager Umeå, tell us a little about what you do at APL?

"APL is a state-owned company with a social mission to provide individually-tailored medicines on both small and large scales. In addition to our social mission we also develop and manufacture medicines for other pharmaceutical companies".

2. What kind of skills are you looking for - right now and in the future?

"Because we are a diverse business we need a variety of different skills. These include microbiologists, pharmacists, chemists and engineers".

3. What do you feel makes you a good employer?

"Working with us means you are contributing to making a difference for patients with special needs.

There are also plenty of opportunities for personal development within our broad range of operations".

s you mote themselves on the job market? "Discover what you are passionate about and what you want to do. Feel free to research

4. What's your advice to

students that want to pro-

 the company you are applying to and think about why it would particularly suit you".



We need a variety of different skills, it includes microbiologists, pharmacists, chemists and engineeers.

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Laboratory skills important for Hiloprobe



HILOPROBE

1. Lina Olsson, CEO, tell us a 3 little about what you do at y Hiloprobe?

"At Hiloprobe develop diagnostics to improve the choice of treatments for colorectal cancer".

2. What kind of skills are you looking for - right now and in the future?

"We are not recruiting right now, but it is important for the company to bring in more laboratory skills and regulatory expertise in the future". 3. What do you feel makes you a good employer?

"HiloProbe is a small company where everyone works together with a great sense of commitment and purpose because we want colorectal cancer patients to have an improved chance of survival."

4. What's your advice to students that want to promote themselves on the job market?

"Get in touch straight away! It's OK to ask too many times or ask them too soon".

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FOI offers a unique workplace for research

1. Susanne W Lindström, unit manager chemical threats and effects, Umeå, tell us a little about what you do at FOI?

"We offer a unique workplace for research in, among other industries, life science. FOI is a government agency operating within the Ministry of Defense, and is one of Europe's leading research institutes in defense and security.

FOI is based in four locations; Stockholm, Umeå, Grindsjön and Linköping".

2. What kind of skills are you looking for - right now and in the future?

"At FOI we have a wide range of competencies and our employees have backgrounds in many types of disciplines. Here in Umeå we conduct research and provide support expertise for chemical, biological and radiological substances. Life science at FOI in Umeå is a broad field of



research and includes competencies in several areas such as chemistry, biochemistry, molecular biology, analytical chemistry, organic synthesis, biotechnology, physics, toxicology and computer science. The knowledge we build is used to maintain, support and future-proof Sweden's entire defense capability in order to be able to meet any challenges we may face now and in the future".

3. What do you feel makes you a good employer?

"I and many others who work with me enjoy being





The knowledge we build is used to maintain, support and future-proof Swedens entire defense capability

at FOI because we get a chance to develop ourselves and contribute to a socially important issue, develop our defense industry and work with applied research. It is rewarding to see actual results from our research and to know we are benefiting clients such as the Swedish Armed Forces and the Swedish Civil Contingencies Agency (MSB). The deteriorating global security situation means that research-based decisions are needed now more than ever.

As an employer, FOI considers a good working environ-

ment as very important, including the right balance between work and leisure".

4. What's your advice to students that want to promote themselves on the job market?

"The skills we need today may differ from our needs in the future. The most important thing for you as a student is to choose subjects and specializations that really interest you.

Here at FOI, it is sometimes not the subject itself that is important to have knowledge of, but depending on your role, also a wider knowledge of methods, techniques and processes. Sometimes a postgraduate education can be important. It is good, of course, if you are naturally inquisitive and want to learn more! And that you are interested in research and value socially important activities such as Sweden's security and defense".

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Increased demand for the products from UmanDiagnostics

1. Niklas Norgren, VP & Managing Director, tell us a little bit about what you do at Uman Diagnostics?

"We develop products for early diagnosis of neurological diseases and were formed in 2006 as a spin-off company from Umeå University. The company has 9 employees with its own production and research and development in Umeå.

Since 2019, we are a wholly owned subsidiary of Quanterix Corporation - world leader in ultra-sensitive detection of biomarkers. UmanDiagnostics Neurofilament light[®] ELISA is class-leading and the only product of its kind approved for diagnostic use in the EU for diseases such as Multiple Sclerosis, Alzheimer's disease

We currently need to strengthen our team in production and research and development

and Amyotrophic Lateral Sclerosis. The product is sold for diagnostic use in Europe and is used for research use only in the rest of the world. 2. What kind of skills are you looking for right now and in the future?

"UmanDiagnostics currently needs to strengthen its team in production and research and development. We are looking for people with practical laboratory experien-

ce in the field of life science to work with qualified tasks covering the entire production chain and research and development with a focus on development and product care.

In the future, we will need additional personnel in the above fields as we see an increasing demand and need for our products on the global market".

3. What do you feel makes you a good employer?

"UmanDiagnostics is a relatively small company where collaboration and letting everyone have their say are important watchwords. We have high ceilings and it is important that you feel that you can contribute to our

UmanDiagnostics (A Quanterix Company

common goal of providing high-quality products to make everyday life better for patients suffering from severe neurological diseases".

4. What's your advice to students that want to promote themselves on the job market?

"Ensure that you get a broad theoretical basis to stand on with in-depth laboratory competence. Be curious and open to new challenges. Listen to employers' needs for skills now and in the future"

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Hoang-My got a job thanks to the Life science Job Fair

1. Hello, Hoang-My Nguyen-Thuy, what are you studying?

"I am a master's student in analytical chemistry at Umeå University. Currently, I am in the final year of my program and am undertaking a thesis project focused on the spread of methylmercury in the environment through the use of Inductively Coupled Plasma Mass Spectrometry (ICP-MS) instrument".

2. Tell us how you got a job at Diduco thanks to the Life science job fair?

"I participated in the job fair in the hope that I could find a summer internship at a local company that is close to the university. During the event, I was interested in Diduco's analytical instruments and talked to them to express my interest. Fortunately, I was able to receive an opportunity after an in-person interview. After the end of the internship, Diduco was looking for a part-time employee with their product quality control and at that time I got a second chance to work with them".

3. What did you do at Diduco?

"I mostly spent my time focusing on Ion Chromatography (IC) separations with supp-

ressed conductivity detection. In the summer internship, my major project was concerning method development aiming to achieve the separation of organic carboxylic acids using hydroxide eluent gradients.

Within quality control, I have performed testing of ion chromatography membrane suppressors according to standardized protocols, which also included performance qualification of the test equipment".

4. What have you learned from the time at Diduco?

"I have gained an extensive experience in ion chromatography, especially working with membrane suppressors. Thanks to the training from my supervisor at Diduco, I was able to improve my lab skills from which I could plan and execute my experiments independently. Furthermore, I was able to familiarize myself with the industry's working environment and expand my professional network. Working at Diduco provided me with useful and valuable experiences for my future career".

5. What future career plans do you have?

"Now, I am looking for a position that meets my background in analytical chemistry. I will not limit

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myself to the field of industry or academics. I am willing to take any chances that come to me".

6. What did you think of the Job Fair last year?

"It was a great opportunity for students to expand their knowledge of the industry. A wide range of companies representing diverse fields was there, affording attendees the chance to easily identify and explore areas of personal interest. These companies were also willing to guide and answer all your questions."

The Fair is a great opportunity for students to expand their knowledge of the industry

7. Are you visiting this years Life science job fair as well?

Definitely yes! Not only me but also my friends have the plan to visit the Life Science job fair. We are looking forward to new opportunities this year!

WE GROW IDEAS THAT COULD **CHANGE THE WORLD** www.ubi.se