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JOB DESCRIPTION

Job Title:	Senior Software Engineer (Strategy Acceleration Team)
Department:	R&D
Location:	Theale, Berkshire, UK
Reporting to:	Strategy Acceleration Team Leader

About Clearswift

Clearswift is trusted by organisations globally to protect their critical information, giving them the freedom to securely collaborate and drive business growth. Our unique technology supports a straightforward and 'adaptive' data loss prevention solution, avoiding the risk of business interruption and enabling organisations to have 100% visibility of their critical information 100% of the time.

As a global organisation, Clearswift has offices in the United States, Europe, Australia and Japan, with an extensive partner network of more than 900 resellers across the globe.

More information is available at www.clearswift.com

Clearswift Values

Show **passion** in what we do, drive for **innovation** in everything we do and continuously **collaborate** to make a difference.

The Role

The Strategy Acceleration Team is new team which is responsible for accelerating the roadmaps of Clearswift's award winning security products. To establish this new team, Clearswift is currently looking to recruit an enthusiastic, motivated and committed Senior Software Engineer who enjoys technical challenges and building mission critical systems.

As a member of this new dynamic team you will work alongside the existing development teams to accelerate the development of our products. These products allow organisations to safely use the internet to enhance the way they work, while protecting them from the risks of sensitive data getting into the wrong hands. They need to be fast, robust and secure to satisfy a wide range of organisations for which the leakage of sensitive data could cause loss of business and reputation or result in significant fines. These products are widely regarded and are relied upon by some of the most prominent defence and government organisations across the globe.

The successful candidate will be a Linux developer with C++, Java and scripting experience who chooses the appropriate technology to achieve an efficient and effective result. They will be working within a multi-disciplined Scrum team and will be expected to take an active role in capturing and understanding product requirements, producing design documentation, coding and creating automated tests. They will work closely alongside the rest of the team to ensure the team meets its goals.

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Key Responsibilities

- Designing, coding & testing product components to enhance Clearswift's Email security products
- Supporting all aspects of the development process by attending and contributing in planning, status and review meetings
- Working with other internal development teams to ensure successful product delivery
- Providing Technical leadership whilst guiding and motivating a team
- Working as technical specialist taking overall responsibility for design and implementation in a specialist area

Skills Profile

Essential

- Experience of successfully delivering complex commercial Java & C++ applications on Linux
- Experience of developing software within the Scrum framework
- Ability to contributing to project planning and prioritise effectively
- Clear and concise verbal and written communication skills
- Ability to report and monitor own progress and that of other team members
- Experience of writing unit tests and test driven development
- Demonstrable Object Oriented programming experience
- Experience of using the Eclipse development environment
- Complete understanding of the complete software development lifecycle
- Ability to coach other team members and review their work
- Ability to adapt to a changing technical environment
- Experience of test automation

Desirable

- Ability to take a lead role (Scrum Master, Project or Technical Lead) and motivate others
- Knowledge of one or more internet protocols; including SMTP and MIME
- Exposure to other Agile software development techniques
- Knowledge and experience of database design and writing SQL
- Experience of User Interface design and JavaScript, HTML, CSS, or AJAX development

Personal Characteristics

- Self-motivated with a "can-do" attitude, and a passion for developing high quality software
- Proactive and enthusiastic quick learner with the ability to work as part of a team
- Committed individual focused on achieving the team's goals
- Innovative individual who enjoys exploring new technologies and techniques in addition to promoting new ideas

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Other
• A degree in Software Engineering, Computer Science, Mathematics, Engineering or equivalent relevant experience
Location
• The job is located at our Theale offices in Reading, Berkshire, UK