

JOB DESCRIPTION

Job Title	Associate Software Engineer
Department	R&D
Location	Theale, Berkshire, UK
Reporting to	Team Leader, Analytics & Reporting

About Clearswift

Clearswift is trusted by organizations 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 organizations to have 100% visibility of their critical information 100% of the time.

As a global organization, 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

Reporting is an important element of Clearswift products that provides visibility of email and web traffic, as well as endpoint events. For day-to-day operation of our products, this provides valuable insight into the level of policy compliance and violations within an organisation. The Analytics and Reporting Team will increase the usability, flexibility and depth of reports offered, and improve the scalability of the reporting feature in the Clearswift products.

Analytics and Reporting will identify a suitable reporting package that can be integrated into the products, offering aesthetically pleasing visualisations based on pre-defined reports and allowing generation of custom reports that supplement the pre-defined ones. The team will both rebuild and extend the existing set of reports to add genuine business value for customers in terms of monitoring compliance with industry regulations and local acceptable usage policies, by combining the data collected from all Clearswift products and extending the data that is collected if required.

The A&R team will improve the scalability of the current reporting solution, increasing the data retention period and minimising the impact on email and web traffic throughput, by redesigning the current solution to meet the needs of both small customers that require a one-box solution and enterprise customers that would prefer to dedicate a separate server specifically for reporting purposes.

Key Responsibilities

- Providing excellent technical contributions
 - Solid technical expertise is required to analyse, design and implement model software solutions that are maintainable and reusable
- Working with R&D to improve processes and adopting best practices
 - Reviewing successes and identifying issues to innovate process solutions and align best practices
- Active member of the team, in improving deliveries
 - A major contributor and shares in the initiatives and tasks required to achieve team goals
- Support creativity and innovation
 - Support a culture of creativity for growing innovation in software solutions and delivery

Skills Profile

- Contributes to improvement in an evolving technical environment
- Clear and concise communication skills (verbal and written)
- Demonstrates good technical expertise
- Presentation and collaboration skills

Personal Characteristics

- Highly proactive, enthusiastic and transparent
- Develops high quality solutions
- Follows and supports Engineering best practices and procedures
- Assists in improving the delivery effectiveness of the team
- Forms excellent working relationships

Role Specific Skills

Essential

- Strong Java developer
- Demonstrable Object-Oriented programming experience
- Experience of agile methodologies e.g. Scrum
- Clear and concise communication skills (verbal and written)
- Ability to inspire and motivate others
- Ability to adapt to a changing technical environment

Desirable

- Experience of writing unit tests and test-driven development
- User Interface design and development
- Database design (RDBMS, SQL)
- Distributed systems using a JMS Compliant Message Broker such as ActiveMQ, RabbitMQ etc.
- Java Database Access Layer (JdbcTemplate & Hibernate)
- Spring framework
- Red Hat Enterprise Linux or CentOS
- Experience of using the Eclipse development environment
- C# and C++
- Experience of successful Patent creation, application and submission

Education and Qualifications

- Degree or equivalent
- Experience in delivering commercial software

Other

The role is located at our offices in Theale, Berkshire, UK.