

JOB DESCRIPTION

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

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

The MAIL team is responsible for the ongoing development of Clearswift's Secure Email Gateway (SEG) products. We are looking to recruit enthusiastic and innovative engineers to continue delivering these high-quality solutions. Development utilizes a range of technologies including Java, JSP/HTML/Javascript, C++, Bash & Python, Linux and SQL.

As a member of the team you will be contributing to the continued development of our flagship email security products that control how their sensitive data is distributed across email infrastructure and protect business systems from malware and spam.

You will be working within a multi-disciplined Scrum team and expected to take an active role in capturing requirements, producing designs, testing and coding. You will work closely alongside the team to achieve team goals and will assist others to ensure sprints are completed successfully.

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
- Actively support cross team collaboration
 - In parallel with making goals and status visible, encourage the team to work together to achieve common goals as well as being proactive in providing excellent "customer service" across functional teams

Role Specific Skills

Essential

- Proven experience of successfully delivering complex commercial Java applications on Linux
- Good C++ knowledge, ideally C++11/14.
- Good experience of developing enterprise scalable systems
- Experience of writing unit tests and test driven development
- Experience of developing software for Linux platforms
- Clear and concise communication skills (verbal and written)
- Ability to adapt to a changing technical environment

Desirable

- Software design skills, targeting enterprise systems.
- SMTP protocol knowledge.
- Good Bash/Python scripting knowledge
- Web UI design experience with HTML & Javascript
- Java Database Access Layer (JdbcTemplate & Hibernate)
- Spring framework
- Red Hat Enterprise Linux or CentOS
- Database design and writing SQL
- Experience of using the Eclipse development environment
- Experience of agile methodologies e.g. Scrum

Education and Qualifications

- Degree or equivalent

2+ years experience in delivering commercial software

Other

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