

JOB DESCRIPTION

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

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 Strategy Acceleration Team is responsible for accelerating the roadmaps of Clearswift's award winning security products. We are looking to recruit enthusiastic, motivated and committed software engineers who enjoy technical challenges and building mission critical systems. As a member of this dynamic team you will work alongside the other development teams to accelerate the development of our products.

Clearswift products allow organizations to safely use the internet to enhance the way that 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 organizations 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 defense and government organizations across the globe.

The successful candidate will have a solid understanding of software principles and concepts and be able to use them to implement comprehensive and effective solutions.

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 designs, coding and testing.

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

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

- Understanding of product requirement analysis and test construction
- Understanding of test principals, concepts and techniques
- Good Knowledge of Java, C++, C#, Python
- An understanding of Object Oriented programming
- Ability to report and monitor own progress
- Ability to adapt to a changing technical environment

Desirable

- Ability to create physical and virtual test systems
- Experience of developing software for Linux platforms
- Experience of agile methodologies e.g. Scrum
- 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
- Database design and writing SQL
- Experience of using the Eclipse development environment
- User Interface design and GWT development
- C++ and C#

Education and Qualifications

- Degree or equivalent
- 3+ years experience in delivering commercial software

Other

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