JOB DESCRIPTION

Job Title	Senior Software Engineer in Test
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

- Working with other internal development teams to ensure successful product delivery
- Providing key technical contributions
  - Solid technical experience is required to analyse, design and implement test 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
- Encouraging creativity and innovation
  - Support a culture of creativity for growing innovation in software solutions and delivery
- Actively encourage and 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
- Supporting and mentoring engineers
  - Responsible for supporting the team as a whole and mentoring less experienced engineers
- Assist in recruiting new team members
  - Suggest required skillsets to complement the team and supporting recruitment activities

Skills Profile

- Quality focus with excellent automation skills
- Clear and concise communication skills (verbal and written)
- Presentation and mentoring skills
- Ability to drive improvement in an evolving technical environment
- Expertise in software quality, test and development techniques (TDD, BDD, CI etc.)
- Understands Agile principles, Scrum framework and the SDLC

Personal Characteristics

- Highly proactive, enthusiastic and transparent
- Develops high quality reliable software applications
- Innovative individual who inspires and encourages creativity in others
- Ensures that team members are following R&D best practices and procedures
- Assists in optimizing the delivery effectiveness of the team
- Forms excellent working relationships

Role Specific Skills

Essential

- Has key role in teams successfully delivering complex commercial applications
- A solid understanding of test principles, concepts and techniques
- Ability to understand and analyze requirements and to ensure effective and repeatable test sets can be designed and constructed
- Ability to review feature designs and contribute to ensure that they can be appropriately tested
- Ability to design and create effective physical and virtual test environments
- Experience of developing test software and test systems for Linux platforms
- BDD/TDD, test automation using Cucumber/Selenium/Java
- Familiarity with Continuous Integration concepts, tools and quality metrics
- Experience of agile methodologies e.g. Scrum
- Clear and concise communication skills (verbal and written)
- Ability to report and monitor own progress and that of other team members
- Ability to contribute to project planning and prioritize effectively
- Ability to inspire and motivate others
- Ability to adapt to a changing technical environment

Desirable

- Development languages e.g. Java, C++, C#, Perl, Python
- 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
- Ubuntu
- Database design and writing SQL
- Experience of using the Eclipse development environment
- User Interface design and GWT development

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.