

JOB DESCRIPTION

Job Title	Principal Software Engineer
Department	R&D
Location	Theale, Berkshire, UK
Reporting to	IG 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 IG team is responsible for the ongoing development of Clearswift's Information Governance (IG) and Critical Information Protection (CIP) products. We are looking to recruit enthusiastic and innovative engineers to continue delivering these high quality solutions. Development utilises a range of technologies including Java, C#, Spring, ActiveMQ, Linux, Windows, GWT and SQL.

As a member of the team you will be contributing to the continued development of our newest data security products that control how customers' sensitive data is distributed across their internal infrastructure and the wider external sites. This service is essential to a wide range of organisations as leakage of sensitive data could cause loss of business and reputation or result in significant fines.

As a successful applicant you will be working on enhancing our products to satisfy the demanding requirements of our customers. You will be responsible for technical leadership within the team, innovation, continuous improvement and collaboration across all teams.

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 technical leadership
 - In depth technical experience is required to advise on strategy, approach and the balancing of effort across the skills base in the team
- 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
 - Create a culture of creativity for growing innovation in software solutions and delivery
- Perform technical duties alongside the team
 - The Principal Engineer is also a contributor and shares in the tasks required to achieve team goals
- Actively encourage and support cross team collaboration
 - In parallel with making team goals visible, develop the team to work together to achieve common goals as well as being proactive in providing excellent “customer service” across functional teams
- Coaching and developing engineers
 - Responsible for the technical development of all engineers
- Assist in recruiting new team members
 - Accurately determine required skillsets to complement the team, assist in defining job descriptions and supporting recruitment activities

Skills Profile

- Collaboration and influence 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 development techniques (TDD, BDD, CI etc.)
- Understands Agile principles, Scrum framework and the SDLC

Personal Characteristics

- 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 optimising the delivery effectiveness of the team
- Forms excellent working relationships with stakeholders

Role Specific Skills

Essential

- Ability to coach other team members and review their work
- Successful deliveries of complex enterprise solutions based on Linux/Java
- Demonstrable Object Oriented programming experience
- Experience of writing unit tests and test driven development
- 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 lead effective project planning and prioritisation sessions
- Ability to inspire and motivate others
- Ability to adapt to a changing technical environment

Desirable

- 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
- C# and C++
- Experience of successful Patent creation, application and submission

Education and Qualifications

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

Other

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