

## Graduate Program - Embedded Software Development

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Joining us on the **Embedded Software Development Graduate Program** you will spend 18 months - starting 1st September 2017 - rotating across different technical teams working on real-time global projects for our current and prospective customers. During each rotation, you will have an assigned team-mentor as well as a Technical Manager who will guide you and track your progress.

### **Description of the program:**

As Graduate Software Engineer you will be part of our Engineering department responsible for the embedded development of Irdeto's security products. As part of our dynamic, multinational teams you will use the latest technology in embedded development, in combination with Software Engineering techniques such as unit testing, continuous integration and static code analysis.

### **About Irdeto's Products you will be working on:**

Irdeto's 360-degree security media solutions help TV operators, movie studios and sports leagues around the world distribute and secure their valuable movies and TV programs. Because the media industry is changing so quickly, we work hard to come up with security-based products and services which enable our customers to keep innovating. Our customers must deal with piracy and cybercrime, offer new technologies like 4K UHD, and provide a great viewing experience to their customers on an increasing number of different devices. We are one of their most important partners in achieving this. We have almost 50 years' experience in this industry and in that time have created truly innovative solutions, which you will be working on!

### **By working with the knowledgeable teams, you will:**

- Get in-depth experience about the specifics of diverse microcontroller architectures and the aspects of secure programming practices, as well as hands-on experience in proper use of security algorithms and protocols. You will work with third parties that implement some of our security requirements in application specific Systems on a Chip and modern (digital) media technologies.
- Learn how to uniquely watermark live and on-demand video content that pinpoints piracy sources and enables direct disablement to disrupt pirate services during major events. You will gain knowledge of the video coding domain (i.e. H.264, HEVC, MPEG-2), distribution protocols (i.e. HLS, MSS) and time-critical applications.

### **Key learning outcomes:**

- How to write, test and deploy code to develop successful embedded applications for multiple Irdeto security products.
- In-depth knowledge of embedded development, conditional access, video coding and encryption algorithms.
- How to professionally fast-track your programming skills and application of this in a dynamic, commercial and international setting.
- How to work efficiently within agile (scrum/scrumban) teams.
- Ability to develop automated test cases (i.e. unit, component tests).
- Deeper understanding of the latest technologies stacks by being exposed to the newest and most efficient frameworks and tools.
- Certifications in programming languages, software testing and other tooling.
- How to grow both personally and professionally and succeed as a true technical problem-solving Software Engineer within a leading global digital platform security company.

### **To be considered as candidate:**

- You are on the verge of successfully completing a Bachelor's or Master's degree in the (related) field of Computer Science / Embedded Systems / Software Engineering.
- You have interest and prior (personal or professional) experience in C/C++ programming.
- You have a good understanding of embedded development (and interest in security!).
- You are open-minded, pro-active, passionate, a self-starting Software Engineer and great team player!

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Joining us on the **Server-side Software Development Graduate Program** you will spend 18 months - starting 1st September 2017 - rotating across different technical teams working on real-time global projects for our current and prospect customers. During each period, you will have an assigned team-mentor as well as Technical Manager who will guide you and track your progress.

### **Description of the program:**

As Graduate Software Engineer you will be part of our agile Engineering department responsible for the server side development of Irdeto's products. As part of our dynamic, multinational teams you will use the latest Java and Python based technology stacks in web application development, in combination with Software Engineering methods such as object-oriented design and test-driven development. By getting in-house and external training on programming languages and tooling, you will learn to build fully scalable web-services products which handle huge loads with high speed and low latency. You will also be exposed to cloud deployments (AWS), cryptography, secure protocols (with embedded devices), big data and modern (digital) media technologies.

### **About Irdeto's Products you will be working on:**

Irdeto's 360-degree security media solutions help TV operators, movie studios and sports leagues around the world distribute and secure their valuable movies and TV programs. Because the media industry is changing so quickly, we work hard to come up with security-based products and services which enable our customers to keep innovating. Our customers must deal with piracy and cybercrime, offer new technologies like 4K UHD, and provide a great viewing experience to their customers on an increasing number of different devices. We are one of their most important partners in achieving this. We have almost 50 years' experience in this industry and in that time have created truly innovative solutions, which you will be working on!

### **Key learning outcomes:**

- How to write, test and deploy code to develop successful web/cloud-based applications for multiple Irdeto products.
- In-depth knowledge of web application development, conditional access and digital rights management.
- How to professionally fast-track your programming skills and application of this in a dynamic, commercial and international setting.
- How to work efficiently within scrum teams; become an agile Software Engineer who is also able to develop test cases (i.e. unit, component tests).
- Deeper understanding of the latest technologies stacks by being exposed to the newest and most efficient frameworks and tools.
- Certifications in programming languages, software testing and other tooling.
- How to grow both personally and professionally and succeed as a true technical problem-solving Software Engineer within a leading global digital platform security company.

### **To be considered as candidate:**

- You are on the verge of successfully completing a Bachelor's or Master's degree in the (related) field of Computer Science / Software Engineering.
- You have interest and prior (personal or professional) experience in Java and Python programming.
- You have some understanding of (or passion for!) web application development and security.
- You are open-minded, pro-active, passionate, a self-starting Software Engineer and great team player!

### **Graduate Program Compensation & Benefits:**

- Annual Base Salary: up to €42K depending on graduation level
- Full private pension contribution
- Full healthcare + dental care insurance
- Participation in Employee Bonus Scheme
- Work-home travel allowance
- 25 days' holiday annually
- In-depth internal and external coaching and training
- Extensive local and global career opportunities
- *And more!*

**Application Deadline: 16th July 2017!**

### **Interview Process:**

**Stage 1** – We will review your CV and Cover Letter and get back to you within a week if you have been successful to continue to the next round.

**Stage 2** – You are invited to a one-hour Online or Face-to-face interview. This meeting will enable you and one of our Technical Managers to get to know each other better – they will question your motivations as well as social and technical suitability to the program.

**Stage 3** – Assessment Centre Day! You are invited to spend a full day at Irdeto HQ (Hoofddorp) to visit our office. Activities include: Receiving Irdeto training about how scrum is used commercially whilst participating in a group exercise, and be presenting a technical presentation of your choice to our technical panel. You will then informally meet with our other technical teams whilst having drinks and snacks together to conclude the day.

**Stage 4** – Welcome to Irdeto! You will be notified whether you have been accepted or not to the program shortly after your final interview.