



Founded in 2000, Druid Software is based in Bray Co. Wicklow and is an innovative and dynamic organisation developing mobile network applications for business users. The company has seen record turnover levels in 2012, following year on year growth. Druid's software is widely deployed in Europe delivering enhanced mobile services and unified communications solutions to businesses where employees require mobility. The vertical segments which Druid addresses include: Healthcare, Universities, Airports & Security.

Druid focuses heavily on employee training, development and retention. Our staff are central to everything we do, they are creative, innovative & solution focused, dedicated to excellence in the design and development of services.

### **JOB DESCRIPTION**

- TITLE:** Software Engineer
- OPPORTUNITY:** The Development function, which comprises of a wide range of skill sets, is a high performing team and a critical part of the continued success of Druid's strategy. Due to the growing demand for our solutions, Druid is expanding its Development department and an exciting opportunity exists to join our team of developers, developing mobile network software. The successful candidate will play a key role in developing solutions across multiple platforms as we move into new geographies and new markets.
- REPORTS TO:** Managing Director or his nominee
- SALARY SCALE:** €25K - €30K per annum, depending on experience
- HOLIDAYS:** 20 days per year.
- HOURS OF WORK:** The core hours for this post will be 40 hours per work.
- WORKING WEEK:** Will be determined by the Managing Director or his nominee.

#### **Duties and Responsibilities**

- Working closely with the Development team on a number of programming languages, including C, Linux, network programming, VoIP, C++, python, understanding of real-time systems, multi-threading, java.
- Maintain standards of excellence in developing, implementing and supporting solutions.
- Deploy project management skills and methodologies to ensure timely, effective and cost-efficient systems delivery and associated maintenance.
- The post holder may be required to perform other duties as appropriate to the post, which may be assigned to him/her from time to time, and to contribute to the development of the post while in office.

## Benefits of working for Druid

- A competitive salary with bonus
- Employee Share Option Scheme after one year's service
- 5% Pension contribution after one year's service
- Technical and business training
- Mentoring and coaching
- Opportunity for career progression
- Opportunity to travel to customer sites.
- Opportunity to work alongside leading engineers in newly emerging technologies

## PERSON SPECIFICATION

Factors	Essential Criteria	Desirable Criteria
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>➤ A Bachelor of Science or Engineering (Degree) in IT, telecommunications or equivalent.</li> <li>➤ Evidence of progressive professional development and training.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Post graduate qualification in a related field.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>➤ Knowledge of &amp; interest in C, Linux, network programming, VoIP, C++, python, understanding of real-time systems, multi-threading, java.</li> </ul>	<ul style="list-style-type: none"> <li>➤ One/two years' experience in the telecommunications industry.</li> <li>➤ Experience working with modern IT environments and latest industry tools.</li> </ul>
<b>Core Competencies</b>	<ul style="list-style-type: none"> <li>➤ A solid team player with ability to work independently.</li> <li>➤ Strong focus on Quality and Customer satisfaction.</li> <li>➤ Flexible and Adaptable to developing business needs and work patterns.</li> <li>➤ Ability to work analytically.</li> <li>➤ A problem solver</li> <li>➤ High level of interpersonal skills with ability to communicate effectively with customers and colleagues.</li> <li>➤ Planning and organisational skills.</li> <li>➤ An ability to work under pressure on high-priority, service-affecting issues.</li> <li>➤ Highly motivated, with the drive to solve problems and expand knowledge.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Good knowledge of software design processes and software testing principles</li> </ul>