

## SR. SOFTWARE ENGINEER

**Location: Pasadena, CA**

As a Senior Software Engineer for the Client/GUI team located in Pasadena, you will work closely with colleagues and customers, throughout the full software development life cycle to gather requirements, to design, develop and implement integrated software and systems solutions. You will also be part of the solution that secure the digital lives of millions of people.

### **A week in the life of Software Engineer:**

- You will work closely with PMs and other engineers to design and build required systems meeting customer requirements.
- You will work closely with other Lead developers to define interfaces and integration points.
- You will develop and enhance existing biometric processing and identification products.
- Participate in full Software Development Life Cycle (SDLC) of new product development.
- You will take lead in system/solution design for different products as well as projects.

### **Knowledge, Skills and Experience:**

- **To succeed at this job, you must have:**
  - Bachelor's degree in Software Engineer, Computer Science, Computer Engineering, Electrical Engineering, or related.
  - Advanced level proficiency in C# .NET, WPF/WinForm Applications
  - Advanced level proficiency implementing web services with a REST and SOAP
  - Experience with relational databases
  - Outstanding analytical & problem-solving skills
  - Excellent ability in understanding large volume of source code
- **It would be preferred if you have:**
  - Master's degree in Software Engineer, Computer Science, Computer Engineering, Electrical Engineering, or other computer related field.
  - Image or photo processing related user interface design and development experience.
  - Client-server system integration experience.
  - MS Windows, UNIX and Linux experience
  - Peripheral device interface development
- **You must be** fluent in English.
- **We would like someone to join our team who is:**
  - Team player
  - Self-motivated
  - Able and willing to work under pressure, extra hours if necessary
  - Able and willing to travel for system installation and customer support

## SENIOR SYSTEM ADMINISTRATOR

**Location: Pasadena, CA**

As a Senior System Administrator for the System Integration team located in Pasadena, you will take leadership of Unix-like backend project from beginning to end including but not limited to architecture design, procure equipment, and implementation. You will also take leadership role of project integration that secures the digital lives of millions of people.

### **A week in the life of a Sr. System Administrator:**

- You will take leadership of all Unix (AIX, Redhat/CentOS/Oracle Linux/SLES) back-end integration task (e.g. clustering, applications, Active Directory)
- You will take leadership of project integration from beginning to end for incoming customer projects
- You will provide pre-purchase technical guidance including but not limited to answering customer questions, providing proof of concept implementations, answering security questions, and assisting with technical presentations
- You will work with vendors to design architecture and procure equipment
- You will integrate all equipment per specifications of our implementation engineers including but not limited to all firmware updates, OS installs, OS configurations, open source compilation
- You will prepare racks for shipment including documenting configurations and physically moving equipment to warehouse
- You will remote support of worldwide customer base
- You will be able to work after hours and on weekends for both planned and unplanned maintenance and time sensitive integration projects
- You will mentor and cross-train other members on the team
- You will travel occasionally

### **Knowledge, Skills and Experience:**

- **To succeed at this job, you must be experienced in:**
  - Installing, configuring, troubleshooting, and maintaining various flavors of Linux at a senior level (e.g. Redhat, Oracle Linux, SLES, and AIX)
  - various internet services and related open source (e.g. SMTP, FTP, SFTP, SSH, HTTP, SMB)
  - OS Failover technology at a middle to senior level (e.g. Linux cluster, UNIX cluster)
  - Hypervisors at a middle to a senior level (e.g. VMware/ESXi)
  - SAN at a middle level (e.g. IBM, HP, EMC, Hitachi)
  - Cisco networking at a junior to middle level
  - Open Source applications at a junior to middle level (e.g. apache, postfix, samba)
  - Fiber switches at a middle level (e.g. Brocade, Cisco)
  - Load Balancers at a middle level (e.g. F5, Kemp)
  - Server hardware at a middle level (IBM, HP, Dell)
  - Windows applications at a junior to middle level (e.g. Exchange, Cluster, IIS)
  - UNIX shell programming
- **It would be preferred if you have:**
  - knowledge with various flavors of Windows at a middle level (e.g. Win 2008, Win 2012, Win7)
  - knowledge in Storage Failover technology (e.g. SAN replication)

- **You must be** fluent in English
- **We would like someone to join our team who has** leadership and mentoring skills; has excellent critical thinking skills and troubleshooting skills; great team player; is eager to learn; detail-oriented; good at balancing following directions and working independently; has ability to lift 50 pounds in order to move equipment.
- **You must have** a Bachelor's Degree in Computer Science or Engineering

## Biometric Research Scientist - (17002313)

### General Description

As a Biometric Research Scientist for the Biometric R&D team located in Pasadena, you will be part of developing the next generation of biometric algorithms while pushing the boundaries of digital image processing, biometric identification accuracy, and speed for existing technologies in the areas of finger, palm, face, iris and other modalities. You will be joining a collaborative environment focused on innovation and development of disruptive core technologies that secure the digital lives of millions of people.

### A week in the life of a Biometric Research Scientist:

- You will conduct scientific research in the areas of biometric data acquisition, processing, analysis, and recognition independently or as a team member.
- You will implement, develop and integrate algorithms into various internal and external deliverables such as SDKs, software system solutions and hardware product.
- You will support, test and troubleshoot existing and new algorithms, technologies and products.

### Knowledge, Skills and Experience:

- **To succeed at this job, you must have:** at least 3 years of experience of any combination with scientific R&D in the areas of image processing, pattern recognition and/or biometrics and C/C++ programming.
- **It would be preferred if you have** a PhD from an accredited institution in Mathematics, Electrical Engineering, or Computer Science with a focus on Image Processing, Pattern Recognition, Computer Vision, Statistical Analysis and Machine Learning or 5+ years of equivalent experience, as well as experience in algorithm development, implementation, and validation with a minimum of five years of programming C/C++ for Windows and Linux.
- **You must be** fluent in English.
- **We would like someone to join our team who is** a strong written and verbal communicator, self-motivated and able to manage stress in a fast-paced environment.

## System Integration Engineer - (17001501)

### General Description

As the System Integration Engineer for the Gemalto Cogent, Technical Lead team located in Pasadena, you will be responsible for overseeing Biometrics systems project phases, from designing and verifying system specifications and project requirements to performing the system configuration, integration, testing, troubleshooting, deployment, and system acceptance. You will also lead the implementation of said biometric systems that secure the digital lives of millions of people.

### A week in the life of a System Integration Engineer:

- Provide technical guidance in the implementation of complex system integration projects.
- Coordinate project activities effectively among PMs, Developers, IT, Support, and Documentation teams
- Analyze customer's requirements, project SOW and RFPs.
- Develop high level system architecture and project plan.
- Work with Project Managers and Developers to kick-off the project.
- Perform installation and configuration of the software and hardware products, build integrated systems, and verify system functionality and performance (user acceptance testing).
- Deploy automated biometric identification system at customer site. (requires some travel)
- Document the design specifications, installation procedures, and other system related information and provide knowledge transfer.
- Write scripts (Python/Perl/UNIX Shell/PL/SQL) to automate and enhance system deployment and maintenance procedures.

### Knowledge, Skills and Experience:

- **To succeed at this job, you must have:** combined experiences designing, testing and implementing UNIX, Linux and Windows environments with programming skills in Shell, Python, Perl C, C++ and/or Java.
- **It would be preferred if you have** Windows Server, SAN Storage, Oracle database and Virtual Machine knowledge and M.S. Degree in CS.
- **You must be** fluent in English
- **We would like someone to join our team who is** a team-player, positive, and likes a challenge.
- **You must have** a Bachelor's Degree in Computer Science or Engineering.
- **We are looking for someone with** 5+ years of experience in system design, deployment, configuration.

## Software Engineer - (17002702)

### General Description

As a Software Engineer for the Software backend team of our Cogent, Biometrics BU located in Pasadena, you will work closely with colleagues and customers throughout the full software development life cycle to understand customer needs. You will design, develop and implement integrated software and systems solutions using C, C++, and/or Java for product and feature enhancements and new product development. You will also collaborate with software architects, software engineers, quality engineers, and other team members to design and build required systems to meet customer requirements and expectations, which in turn will secure the digital lives of millions of people.

### A week in the life of a Software Engineer:

- You will develop server side applications using C, C++ and/or Java for multiple platforms such as Windows, Linux, AIX, etc.
- You will collaborate with lead developers DBA's and system engineers to define and build interfaces and integration points using SOA and RESTful services.
- You will apply your deep knowledge of source code, agile practices, UAT and SDLC to adhere to industry standard design and coding practices and standards.
- You will analyze source code and resolve current production system issues.

### Knowledge, Skills and Experience:

- **To succeed at this job, you must have:** experience developing software using C, C++ and Java, knowledge of SOA, ability to work with various operating systems such as Windows, Linux, or other UNIX variants.
- **It would be preferred if you have** a Master's degree in Software Engineering, Computer Science, Electrical Engineering or a related field, experience working with relational databases, client-server system integration experience, familiarity with network programming using TCP/IP and UDP, knowledge of Microsoft Windows development environments and tools such as Visual Studio 6.0/2010 and Visual SourceSafe, web-based and Java development tools, J2E, EJB, Hibernate, JavaScript development experience, SOA knowledge, script-development experience, knowledge of Oracle and MSSQL and an ability to understand large volumes of source code.
- **You must be** fluent in English.
- **We would like someone to join our team who is** able to work in a fast-paced environment, influential, results-oriented with strong process and execution skills, a great team-player, able to travel, can multi-task while handling large workloads under time constraints and has excellent communication and teaching skills.
- **You must have** a Bachelor's Degree in Software Engineering, Computer Science, Electrical Engineering or a related field.
- **We are looking for someone with** 3+ years of experience writing C, C++ and Java

## Senior Biometric Research Scientist - (17002379)

### General Description

As a Senior Biometric Research Scientist for the Biometric R&D team located in Pasadena, you will be part of developing the next generation of biometric algorithms while pushing the boundaries of digital image processing, biometric identification accuracy, and speed for existing technologies in the areas of finger, palm, face, iris and other modalities. You will be joining a collaborative environment focused on innovation and development of disruptive core technologies that secure the digital lives of millions of people.

### A week in the life of a Biometric Research Scientist:

- You will lead and conduct scientific research in the areas of biometric data acquisition, processing, analysis, and recognition independently or as a team member.
- You will be responsible for the development and performance of certain biometric algorithms, ensuring the algorithms can achieve pre-defined performance goals in both internal and external evaluation.
- You will implement, develop and integrate algorithms into various internal and external deliverables such as SDKs, software system solutions and hardware product.
- You will provide high valued recommendations for core technology roadmaps.

### Knowledge, Skills and Experience:

- **To succeed at this job, you must have:** experience of any combination with scientific R&D in the areas of image processing, pattern recognition, and/or biometrics, C/C++ programming knowledge and experience in leading research projects.
- **It would be preferred if you have** a PhD from an accredited institution in Mathematics, Electrical Engineering, or Computer Science with a focus on Image Processing, Pattern Recognition, Computer Vision, Statistical Analysis and Machine Learning, 10+ years of experience in algorithm development, implementation, and validation with a minimum of 10 years of programming C/C++ for Windows and Linux.
- **You must be** fluent in English.
- **We would like someone to join our team who is** passionate for next generation technologies with an ability to predict or recommend technology trends, a strong collaborator, excellent verbal and written communicator, has project management abilities, driven and organized.
- **You must have** a Master's Degree in a related field.
- **We are looking for someone with** 7+ years of experience with scientific R&D.

## **Sr. Project Manager - (17001495)**

### **General Description**

As a Senior Project Manager for the Project Management team located in Pasadena, you will be familiar with biometrics systems concepts, practices, and procedures. You will rely on extensive experience and judgment to plan and accomplish goals while working under minimum supervision and adhering to company processes and procedures. You will also take an active role in creation of new processes and procedures, support site business metrics and objectives by drawing from your project management experience.

### **A week in the life of a Senior Project Manager:**

- You will manage projects in a matrix organization while creating and maintaining a close working relationship with the R&D managers and personnel.
- You will resource global delivery biometric projects to meet defined objectives on time.
- You will coordinate with remotely located engineering teams that build and maintain the biometric systems.
- You will coordinate with government agencies that operate systems to which the biometrics system interfaces.
- You will contract maintenance and renewal with various governments, including a significant number of law enforcement agencies.
- You will utilize complex accounting and reporting systems used to provide information required to invoice the customer, pay subcontractors and track project cost.
- You will frequently interact with non-technical customer managers, subcontractor project managers, and local government users of the biometrics system.
- You will be responsible for the safety and security of sensitive and confidential customer and company information.
- You will prepare and present for the customer and Gemalto management detailed status reports, project schedules, and historical reports that track highly detailed history of all aspects of the project.

### **Knowledge, Skills and Experience:**

- **To succeed at this job, you must have:** a Bachelor's degree or higher from an accredited university, a minimum of five years of IT Project Management experience and ability to travel up to 30% of the time.
- **It would be preferred if you have** a Master's degree in Computer Science, Project Management, or a related field; 3+ year of Biometrics industry experience, a PMP certification, experience managing complex projects in a matrix environment where not all resources needed to complete the project are under the

control of the project manager, proven ability to manage projects with numerous remote locations across multiple time zones, training in conflict resolution and difficult work environments, ability to communicate complex technical information to non-technical managers and users and systems integration experience with multiple disparate IT environments.

- **You must be** fluent in English.
- **We would like someone to join our team who is** able to work with cross functional teams across multiple functions and disciplines, a strong communicator, engaging, influential, able to multi-task and handle large workloads under time constraints, results-oriented with strong process and execution skills, a self-starter that leads with energy and passion and able to understand and apply analytical and statistics tools.

## PRODUCT MANAGER – FRONTEND SYSTEMS

**Location:** Pasadena (preferred)

As a product manager for the biometrics business line team located in Pasadena, California, you will work with cross functional teams to introduce **frontend system** products such as Livescan, Mobile ID, etc. by identifying potential market demands; conducting market research; defining product roadmaps; generating product requirements; determining specifications, production timetables, pricing, and plans for product introduction; developing marketing strategies.

You will also actively monitor profit-and-loss on a product basis, manage product sunseting process, prioritize & allocate resources to introduce new and enhanced technologies and solutions that secure the digital lives of millions of people.

### **A week in the life of a Product Manager, you will:**

- Understand and articulate customers' needs and desires.
- Define product roadmaps with well documented nature and scope of present and future product lines.
- Assess market competition by comparing company's products to competitors' products.
- Introduce and market new products by developing plans with R&D, production, supply chain, sales, marketing, finance, etc.
- Work with segment marketing people to develop and implement product marketing strategies and initiatives.
- Provide management product-focused statistical reports with key financial & operational performance and product-oriented forecasts.
- Facilitate with supply chain and factories to optimize inventory turnover and product availability.
- Determine product pricing by utilizing market research data; studying competition offerings; anticipating volume; costing special and customized needs; ongoing maintenance and enhancements, etc.
- Process operational and escalated product issues.
- Maintain professional and technical knowledge by conferences, workshops, online studies, customer engagements, and professional networking, etc.



## Knowledge, Skills and Experience:

- **To succeed at this job, you must have** balanced skills in technology, engineering, communication, collaboration, business, and leadership.
- **It would be preferred if you have:** a) Master's degree in Computer Science, Computer Engineering, or other Science, Technology, Engineering, and Mathematics disciplines; b) rich biometrics product experience; c) solid product management knowledge and skills; d) product marketing knowledge & experience; e) effective quantitative and qualitative business analysis skills.
- **You must be** fluent in English.
- **We would like someone to join our team who is** technical savvy, has good communication and collaboration skills, can work under pressure to deliver optimal results with multiple constraints.
  
- **You must have** a Bachelor's Degree in Computer Science, Computer Engineering, or other Science, Technology, Engineering, and Mathematics disciplines.
- **We are looking for someone with** three (3) years or more of experience in product development, product management, solution delivery, or related fields

## SENIOR OPTICAL HARDWARE ENGINEER

**Location: Pasadena, CA**

As a Senior Optical Hardware Development Engineer for the Biometric R&D hardware team located in Pasadena, you will be part of developing next generation biometrics hardware devices, including biometrics capture devices for fingerprint, palm print, facial and iris. You will be joining a collaborative environment focused on innovation and development of disruptive core technologies that secure the digital lives of millions of people.

## A week in the life of an Optical Hardware Engineer:

- You will be required to utilize your technical expertise in optical system design, development, test and manufacturing
- You will be required to make technical decisions in finding solutions for developing optical devices and options of components and materials
- You will be responsible for implementing reflector and refractor designs to meet performance requirements
- You will be responsible for supports, testing, troubleshooting, for existing product lines
- You will be required for providing training and technical guidance for optical component fabrication
- You will be required to work efficiently with team members including mechanical, electrical, software, firmware, algorithm engineers to deliver the final product.

## Knowledge, Skills and Experience:

- **Basic Qualifications**
  - Bachelor's degree or higher from an accredited university
  - Minimum seven (7) years of combined experience with optical system design, development, component testing and/or fabrication
  - Minimum three (3) years of design experience with optical design software (examples include Zemax, ASAP, CODE V, or OSLO)
- **Preferred Qualifications**

- Master's degree in Optical engineering, Mechanical engineering or similar disciplines from an accredited institution
- Minimum of ten (10) years experiences with CMOS optical system design, development, testing and product delivery
- Minimum of ten (10) years experiences with integrated analysis combining structural and thermal analyses with optical ray tracing, as well as stray light and optical performance analyses
- Experiences in Mechanical design with Solid works and a wide range of testing activities
- Experiences with LED lighting sources
- Knowledge with designs using various CMOS image sensors
- Ability to work independently as well as demonstrated experience working in multi-disciplinary teams
- Well-development organizational, problem-solving and communication skills
- Project lead and management capabilities

## SENIOR TECHNICAL WRITER

**Location: Pasadena, CA**

Applicants for the Senior Technical Writer position must possess superior editing skills, a meticulous attention to detail, and the ability to translate complex ideas and highly-technical information into language that is easy for non-technical readers to understand. Due to the highly-technical subject matter, an ideal candidate for this position would have a background in both engineering (computer science) and writing. In addition, applicants must have experience writing User Guides, Test Plans, and Test Cases.

### **A week in the life of a Senior Technical Writer**

- Writing technical project documents (e.g., design documents, test cases, interface control documents, system administrator guides, release notes, etc.)
- Writing detailed user guides that provide step-by-step instructions for using 3M Cogent software and hardware (This involves interviewing engineers and hands-on work with the software and hardware in order to gain a “user’s point of view” of the processes and workflows.)
- Updating existing user guides to reflect new versions of software and hardware
- Analyzing customer requirements and writing test cases to be used during system testing to confirm/demonstrate that the system meets all requirements
- Editing a variety of technical and marketing documents written by engineers and high-level executives for formatting, spelling, grammar, and consistency
- Assisting with editing and formatting of business proposals
- When documenting the software, reporting any bugs/issues to the appropriate engineer, and following up to ensure the bugs/issues are resolved
- Working with engineers to ensure consistent and correct language throughout the entire interface of a software product

## Knowledge, Skills and Experience:

### To succeed at this job, you must have:

- Bachelor degree or higher from an accredited university
- Minimum of two to three (2-3) years of technical writing experience

### It would be preferred if you have:

- Expert knowledge of grammar, spelling, and punctuation usage for the English language
- Superior editing skills
- Ability to translate complex ideas and highly-technical information into language that is easy for non-technical readers to understand
- Extensive experience using computer software and hardware
- Meticulous attention to detail
- Aptitude for working in a fast-paced IT environment
- A minimum of beginner-level ability in Adobe FrameMaker® software
- Advanced-level ability in Microsoft Word® software
- Ability to express ideas clearly when writing and when speaking
- Ability to work independently and to organize and prioritize work
- Ability to learn new concepts quickly
- Ability to work under extreme pressure and very tight deadlines
- Ability and willingness to work overtime, including nights, weekends, and holidays (only when necessary to meet a deadline)

**You must be** fluent in English

**We would like someone to join our team who:** is a people person who is excited to learn about new technology

**You must have:** a Bachelor's Degree from an accredited university

**We are looking for someone with:** is adept at communicating complex technical concepts in a clear and concise manner

## QUALITY ASSURANCE OFFICER

**Location:** Pasadena, CA

As a Quality Assurance Officer for the Government Business Unit, in Platform & Services Delivery team located in Pasadena, you will evaluate, at project level, how processes are executed against applicable policies, procedures and practices within Gemalto. You will regularly report to the project team the results of your assessment and you will monitor non-compliances resolution until closure or escalate when needed. You will also provide management with visibility on both process and product control.

At organization level, you will participate to the definition, the implementation and the continuous improvement of the software development processes.

### A week in the life of a Quality Assurance Officer:

- You will participate to project reviews.
- You will audit project plan, project tasks and their execution.
- You will report non-compliances if any, and monitor their resolution.
- You will support project teams on day-to-day basis by providing a methodological help.
- You will report progress, issues, and propose actions.
- You will contact and collaborate with most of the projects & organization stakeholders including management.
- You will contribute to the definition and implementation of continuous improvement plans.

## Knowledge, Skills and Experience:

- **To succeed at this job, you must have** at least 5 years of experience required in software development and services & solutions project management. You must master project management, development methodology, programming, test & validation, integration, and configuration management activities.
- **It would be preferred if you have** knowledge in quality assurance (process oriented) and quality management methods.
- **You must be** fluent in English.
- **We would like someone to join our team who is** a team player with excellent communication and interpersonal skills. Also someone organized, rigorous, autonomous, assertive, and customer oriented.
- **You must have a Bachelor's Degree** in software engineering, computer science or related fields.

## **ORACLE DATABASE ADMINISTRATOR**

**Location: Pasadena, CA**

As an Oracle DBA for the System Integration Team, you will take a leadership in the administration, maintenance, and implementation of Oracle databases. You will also play a key role in delivering projects that secure the digital life of millions of people.

### **A week in the life of an Oracle Database Administrator:**

- **You will** install and upgrade the Oracle server and client.
- **You will** allocate system storage and plan future storage requirements for the database system.
- **You will** perform database backups, validate backups, and periodically restore database to test backup and restoration.
- **You will** maintain archive logs.
- **You will** monitor database performance and perform Oracle database performance tuning.
- **You will** create tablespaces, increase tablespace size, create database objects, and maintain creation scripts.
- **You will** modify database structure if needed.
- **You will** create Oracle users and enforce system security.
- **You will** audit user access to the database

- **You will** perform disaster recovery by applying your knowledge of Oracle backup and recovery scenarios.
- **You will** write SQL and PL/SQL programs with good knowledge how Oracle enforces data integrity.
- **You will** remotely support a worldwide customer base
- **You will** be able to work after hours and on weekends for both planned and unplanned maintenance and time sensitive integration projects
- **You will** travel occasionally

### Knowledge, Skills and Experience:

- **To succeed at this job, you must have:**
  - The ability to install, de-install, maintain, and troubleshoot Oracle server and client from 11g to 12c; the ability to maintain older version Oracle database from 9i to 10g.
  - Experience with Oracle RAC (11g and/or 12c) and Oracle ASM
  - Solid experience with Oracle on both UNIX-like environment and Windows environment.
  - Solid experience with Oracle RMAN and familiar with disaster procedures
  - Experience in setting Linux system parameters for Oracle server
  - Solid experience with UNIX commands and UNIX shell scripts.
  - Solid experience by using command-line to manage Oracle server
  - Experience with Oracle database migration or cloning.
  - The ability to help developers tune the SQL statements
  - Solid experience with Oracle PL/SQL programming and write optimized SQL statements
  - Experience with Oracle Cloud Control, Oracle DB Console, and Oracle Enterprise Manager
  - Good knowledge of Oracle security management
  - A Bachelor's Degree in Computer Science or Engineering
  - Leadership and mentoring skills
  - Excellent critical thinking skills and excellent troubleshooting skills
  - 3+ years of Oracle DBA experiences
- **It would be preferred if you have:** Oracle Data Guard experience in setting up standby databases, and Oracle Golden Gate experience
- **You must be**
  - Fluent in English and have sound communication skills with management, development teams, and other project teams.
  - Eager to learn; detail-oriented; good at following directions and working independently.