



JOB VACANCIES

1. .Net Web Developer (Sharepoint)

Responsibilities:

- Design, development and implementation of custom business process workflows using Skelta BPM software and MS SharePoint 2007
- Architect, develop and deploy technical solutions for SharePoint websites applications using C#, VB.Net, ASP.Net, XHTML, CSS, AJAX based technologies and MOSS 2007
- Develop object oriented code and/or provide maintenance and enhancements to existing code Enable .net workflows through Skelta Business Process Management (BPM) software
- Create custom sharepoint web parts for required site elements using C#, VB.Net, ASP.Net

Requirements:

- Experience in ASP.NET 2.0 development (preferred)
- Microsoft Server 2003/2007
- Strong troubleshooting skills.
- Experience with one or more relational databases (preferably MS SQL)
- BS degree in Engineering or Computer Science
- Strong communication skills and the ability to communicate with various levels of technical experience (project management, other developers, operations, end users, and support staff) as well as divisional personnel and customers
- Excellent diagnostic, debugging, and problem solving skills
- Good documentation skills to create and maintain a document library related to this area's programs, processes and procedures
- Independent worker, self motivator
- Familiar with Windows server and MS SQL and Office Suite

Required Skills:

- **C#, ASP.net, SQL, JavaScript, XML, CSS, HTML,**
- **Microsoft SharePoint Server 2003 or 2007 (a plus)**
- **Microsoft Visual Studio.NET**
- Understanding of basic data architecture
- 3 years experience developing complete websites, applications, workflows, database schemas and business processes
- 3 years as a SharePoint developer creating workflows, forms and sites with Windows SharePoint Services, MOSS, MS-Office tools, .NET, Visual Studio, SQL-Server

2. Product Management Associate

Description:

As the market leader in video-on-demand solutions, SeaChange's software and systems have played a key role in shaping the future of Television worldwide. In this position, the product management associate will work closely with product management, sales, and marketing in the US to develop a comprehensive set of tools and capabilities in support of the company's go-to-market execution worldwide.

Responsibilities

- Conduct research on SeaChange products' economical benefits to customers and develop sales guides.
- Conduct research on competitive products and develop competitive analysis.
- Work with engineering to develop product performance metrics and compatibility matrix.
- Develop configuration guidelines based on product performance metrics and compatibility matrix. Assist worldwide sales teams in their configurations and quotes for customers.
- Work with engineering to develop product demos and value added solutions.

Requirements

- 0-5 years of work experience
- Bachelor's degree in Math, Physics, Engineering, or any other technical field.
- Self-motivated, able to perform tasks with little supervision
- Strong analytical skills ; research & market analysis background preferred
- Strong verbal and written skills in English
- Willingness to have con calls with the worldwide teams outside of regular working hours
- The ideal candidate should have a technical education/background but is motivated to pursue a career in high tech business.

3. Senior Creative Flash Developers

Description:

Prototyping, designing, building, and deploying original sites that are rich in video, audio and Flash animations. Creating rich media banners, websites and multimedia presentations in Flash. Integrating company branding, video, animation, still images, text and audio all into the graphical design of web sites and applications. Utilizing various Adobe graphical software tools and technologies to transform graphical concepts into specific web designs.

Working with Sales, Professional Services and directly with customers to fully understand and translate requirements into exciting and leading edge web sites and applications. An eye for quality and leading edge design is essential in this position, as we are working for the television and video industry leaders. You must be able to demonstrate strong initiative to advance team effectiveness, in line with department objectives, with little direction.

Requirements:

- Experience with the tools/technologies above for the technology focus posted below.
- A minimum of 2 years of designing, creating, and producing interactive media and websites.
- College Degree in Digital Design, Graphic Design, or equivalent experience.

Must have experience with following tools & technology:

- Advanced Design principles and Web design.
- Advanced conceptual development and layout skills.
- Advanced use of Adobe Photoshop, Adobe Illustrator, Adobe Flash and the CS3/4 Suite (ActionScript 3)
- HTML and Javascript.
- Experience with After Effects, Premiere or other video editing software
- Advanced Animation techniques.
- Some knowledge of ASP and .NET. Communication skills.
- Experience showcasing external media (video/audio/photo) dynamically
- Build the stage and create complex animation
- Using your understanding of interaction to create user friendly and innovative interactive experiences

** Please request for a recent portfolio of work.

4. System Administrator

Description:

The System Administrator Level is responsible for direct guidance and phone desktop support to existing and new employees in the Philippine facility. In this role, the admin will work closely with Acton IT Staff and escalate issues as required. This person must have the ability to work in a fast paced environment, and be able to balance priorities. This person will also work with the Director of IT to establish budgets for the Philippine facility and provide system metrics on the Servers, LAN & WAN. This position requires the supervision of the Level 1 administrator, and will assign tasks and priorities as required.

The position includes installation, configuration, and troubleshooting of Windows Servers, Workstation and Laptops, as well as desktop application support, including but not limited to: Microsoft desktop applications, Lotus Notes, Norton Anti-Virus, Engineering applications such as VMware, Visual Studio, as well as other 3rd party applications used by the company. The System Admin L@ will test new operating systems and applications, and as required integrate them into existing infrastructure. The admin is responsible for the Lotus Notes Email database administration, and company wide backups. This person will work with outside vendors when issues arise that are outside the scope of SeaChange IT Group.

Job Requirements

- 5 years in Systems and Administration or related technical field
- 5 years in supervisory/management experience
- Proficient in an XP Client/Server 2003 and 2007 environment
- Solid understanding of TCP/IP and related concepts
- Configuring network switches
- Administration of Printers & Print Servers
- Support of Microsoft desktop applications
- Support of LOTUS email and databases
- Support of Backup Exec. Backup software
- Support of 3rd party applications used by company
- Excellent troubleshooting skills
- Strong interpersonal, organizational, and communication skills
- Preventative maintenance on computer equipment
- Inventory control via Asset Tracking

Beneficial Skills:

- Router and Firewall
- Avaya phone switch
- Configuring Extreme switches
- WAN Concepts

5. Software Quality Assurance Engineers (QAI, Senior & Principal)

Job Description:

- Designs, prepares documents and executes software quality assurance testing..
- Utilizes formal test and software quality assurance (SQA) methodologies and constructs test databases and network setups.
- Creates, extends, updates, and maintains functional details in client regression test plans.
- Sets up experimental networks, including configuration of servers, hardware and software on host operating systems to run simulations and testing.
- Responsible for coordinating SQA project tests when testing is performed across several related projects.
- Analyzes and reports significant bugs under the appropriate project/product.
- Tracks all bugs and project issues.

Requirements:

- Requires relational database experience, **automation and programming experience**
- Agile development experience
- Knowledge of software architectures and all supported platforms (i.e., PCs, PC Networks, UNIX).

Other Preferences:

Typical Education: BS degree in Computer Science or Engineering

At least 5 years relevant experience for Senior Software QA Engineer position; 8 years for Principal; min 3 years for QA2

6. System Integration Test Engineers (Senior & Principal levels)

- Define complex customer systems and configurations that will provide a coverage solution and optimization within hardware and budget constraints.
- A strong influence in the development stages through the delivery of a quality product promoting adopted system integration and test engineering practices.
- Support cross functional teams in the organizational activities through product life cycle and the advanced planning of system integration/test projects.
- Develop and apply the art of systems integration and test engineering methods, theories and research techniques to the design and development of complex systems hardware and software development activities.

Required Qualifications & Skills:

Key Competencies:

- Skills in developing tests or tools using test languages including Perl, TCL/Expect, Python, C, C++, Java or competent in the use of test infrastructure tools and products
- System Administration experience
- Solid computer networking skills: TCP/IP, Routing, CISCO Routers
- Good understanding of OS/NOS, Windows Servers/Unix
- SQL Database
- With Telco experience/Hardware-Software Integrator Projects

Other requirements:

- Minimal general guidance and direction setting from management
- Self motivating and self starting
- Capable of sustained reporting and collaborating with management
- Typical Education: BS/MS degree in Computer Science or Engineering
- Typical Experience: at least 5 years of related experience in Integration, Systems Engineering, or Quality Engineering

7. Technical Support Engineers

Description:

- Consistently pass the spot case audit check conducted by management and/or leaders
- Must be flexible and be able to work/cover different shifts when needed
- Must assist the department with weekend rotation
- Provide exceptional customer service to internal and external customers
- Work together and respect fellow team members

Requirements:

The focus of this opening is for a CUSTOMER SERVICE PROFESSIONAL with strong computer skills and as such this job requires the ability to multi-task, prioritize calls and display strong time-management skills. You will be required to take ownership of as part of a team to answer live phone queue calls as fast as possible while accurately recording the customers issue, contact information and setting the proper expectations for follow-up. A candidate for this job must also have very clear technical writing skills as service requests must be recorded for each issue and the detail must be accurate and customer readable.

- Min 3 years experience in a customer service, technical support/helpdesk environment.

- EXCELLENT CUSTOMER SERVICE SKILLS A MUST.
- Verbal & written (English) communication skills are key
- MS Windows 2000 or MS Windows 2003 experience. (MCSE a plus)
- Basic LAN/WAN experience
- BS in Computer Science, Computer Engineering, ECE or equivalent
- Basic SQL server experience a plus.

8. Call Queue Monitors

Requirements:

- Bachelors Degree with at least 1 year experience in a Customer Service, technical support, or helpdesk environment. (call center - technical account)
- Excellent verbal and written (English) communication skills with experience in MS Office and MS Windows
- Strong organizational and interpersonal skills
- Flexible to work night shifts, weekends and holidays.
- Ability to communicate in Japanese, Korean, Mandarin languages is preferred but not a requirement

9. Contracts Administrator

PRINCIPAL DUTIES/RESPONSIBILITIES:

- Proactively works as a team member on contract administration under the supervision of the Regional Controller and in conjunction with the VP of Regional Sales.
- Performs all duties of contract administration, including correspondence, documentation, maintaining files, certification, financial reporting, product/service delivery for major contracts, and tracking when a contract is ending for renewal.
- Coordinates approval of negotiations, and contracts with appropriate management staff.
- Provides advice and interpretation of contract requirements.
- Prepares and submits cost proposals including pricing and scheduling details, and coordination of requirements

Requirements:

- Experience in using ORACLE business systems.
- Thorough knowledge of the practices, procedures, and processes involved in contracts administration.
- Thorough knowledge of relevant laws, regulations, terms, conditions, and policies governing product/service contracts
- Strong teamwork, problem solving and interpersonal skills
- Effective administrative and organizational skills.
- Effective communication skills

EDUCATION AND EXPERIENCE:

- Requires 3-5 years of related experience in Contracts Administration, Business contracts, Legal Services or equivalent.
- Bachelors Degree in Business Administration, Business Management, Legal Management or a related discipline.

10. Project Manager - Professional Services, PHI

- Creates and executes project work plans and revises as appropriate to meet changing needs and requirements.
- Identifies resources needed and assigns individual responsibilities.
- Manages day-to-day operational aspects of a project and scope.
- Reviews deliverables prepared by team before passing to client.
- Effectively applies our methodology and enforces project standards.
- Prepares for engagement reviews and quality assurance procedures.
- Minimizes our exposure and risk on project.
- Ensures project documents are complete, current, and stored appropriately.
- Standardizing any new scope of solution so that others can use it in the future
- Facilitates team and client meetings effectively
- Client Management
- Manages day-to-day client interaction.
- Sets and manages client expectations.
- Keeps track of lessons learned and shares those lessons with team members.

Requirement:

- A highly experienced technical Program or Project Manager handling complex infrastructure projects from the telecommunications industry.
- Possesses general understanding in the areas of application programming, database and system design.
- Should be willing to travel and accommodate US business hours.

11. Software Engineering Manager

Responsibilities:

- Managing a group of engineers focused on the development and sustaining engineering of SeaChange products.
- Coordinating the activities and deliverable for a multi-disciplinary technical team, including planning, estimating, scheduling, tracking internal and external dependencies, eliminating obstacles to successful delivery of product, reporting progress, working across groups for dependencies, ensuring the engineers follow a development process, tracking progress on project plans, and coordinating access to equipment in the lab.
- Contributing to the technical direction of the products at an architect level.
- Managing product development and sustaining activities, interacting heavily with other departments such as customer support, manufacturing, field service, sales,

and, possibly, direct customer interaction, to prioritize bug fixes and resolve customer issues.

- Providing managerial direction and motivating individuals to ensure team meets schedule and quality commitments.
- Conducting performance reviews, providing career growth opportunities, and recruiting for open positions.

Required Qualifications & Skills:

- **10+ years technical experience, 2 years + in a Management role, and has Project Management experience**
- Consistent track record of success in similar positions.
- Experience staffing and managing an engineering team, with a wide range of skill sets, through the full software product lifecycle.
- Manager who creates clear goals and fosters accountability/ownership.
- Dynamic person who leads by example and builds loyalty.
- Manager who understands the balance between risk assessment and time to market realities.
- Team player who will build bridges inter-and intra-departmentally.
- Recent systems/software experience with complex products, especially quickly learning complex systems that involve multi-threaded services and network communications.
- Experience in **C#, C++** and **Data warehouse** a definite plus.
- Proven track record of good written and verbal communication skills with customers, partners, and internal teams.
- Desired educational background includes a Bachelor's or Master's degree in Electrical Engineering, Computer Engineering, Computer Science, or related field.

12. Software Engineers - Security (Senior & Principal level)

Responsibilities:

- The position is responsible for analyzing security vulnerabilities, assessing impact to existing SeaChange products, analyzing solutions, and communicating mitigation plans.
- The Principle Software Engineer – Security directs problem solving projects or major phases of projects in the investigation and solution of advanced technical problems related to security vulnerabilities.
- Coordinates technical support staff, determines methods of approach, organizes means for problem resolution, reviews project progress, recommends technical corrections and evaluates results.
- The position reviews literature, patents and current practices, assesses vendor capabilities, and provides technical consultation.

Required Qualifications & Skills:

- At **least 5 years** of related work experience for Senior, and at least **8 years** of related work experience for Principal.
- BS or MS degree in Engineering or Computer Science.
- Experience in working with MS Windows environments and with MS development tools
- Experience in working with cross-functional teams to ensure delivery of quality software
- Knowledge of networking and applications
- Database knowledge (i.e. SQL and N-tier applications).
- Able to make assessments of impact to systems based on technical finding of third parties, design mitigation plans, and drive implementation of recommendations across product teams.
- Able to solve complex problems in complex systems
- Able to work independently on tasks and can accurately create schedules for product delivery (including dependencies, risks, issues, etc.)

13. Software Engineers - C++ (Senior & Principal level)

Responsibilities:

- The position is responsible for Developing and applying advanced methods, theories and research techniques to the design and development of complex systems hardware and software across multiple platforms.
- The Sr. Software Engineer also directs problem solving projects or major phases of projects in the investigation and solution of advanced technical problems.
- He coordinates technical support staff, determines methods of approach, organizes means for problem resolution, reviews project progress, recommends technical corrections and evaluates results.
- The position also reviews literature, patents and current practices, assesses vendor capabilities, and provides technical consultation.

Required Qualifications & Skills:

- At **least 8 years** of related work experience
- BS or MS degree in Engineering or Computer Science. Ideally, the BS or MS degree program will consist of courses in Object Orientated Programming, Software Engineering, Networking or Distributed Computing, Data Structures, and Operating Systems. Courses in Databases and Multimedia are a plus.
- Experience in working with MS Windows environments and with MS development tools

- Experience in working with functional teams to ensure delivery of quality software
- Skillful with object -oriented programming, **particularly C++** (with knowledge in C# and/or C language), new/advanced programming languages and integrated automation systems.
- Knowledge of networking and multi-threaded applications
- Database knowledge (i.e. **MySQL, Oracle, N-tier** applications etc.); Experience in using Crystal Reports version 8 and above.
- Experience and knowledgeable with **Java, XML, Ruby on Rails** or **Crystal Reports** a definite plus.
- Able to design, develop, architect and test complex, object-oriented, N-Tier software solutions from scratch
- Able to solve complex problems in complex systems
- Able to accurately scope deliverables and act independently on tasks.
- Able to accurately create schedules for product delivery (including dependencies, risks, issues, etc.)

14. Senior Software Engineers - Config Suite

RESPONSIBILITIES:

The individual hired for this position will be a member of the SeaChange team responsible for the design, implementation and maintenance of the SeaChange Config Suite product. This product is used to assist in the configuration and maintenance of SeaChange Axiom on Demand software used to control Video on Demand systems world wide. This person will be expected to work cross functionally within SeaChange and externally with customers and technical partners.

The candidate hired for this position should have experience developing on a Microsoft Windows platform. The primary development tasks will be **in ASP.Net, AJAX** and **C#** interacting with a **Windows SQL Server** database.

The following tasks would be expected:

- Design, implement and provide support for assigned product components
- Full responsibility for planning, organizing and conducting project tasks to resolve advanced and complex technical problems.
- Work with project team to resolve implementation issues.
- Understand business model and objectives
- Support the rollout and installation of the product
- Provide technical support and resolve issues that may arise in the field

EXPERIENCE/EDUCATION REQUIRED:

- 5+ years experience with full software product life-cycles including specifications, design, coding, testing and debugging.

- Thorough knowledge of software development, especially in multi-threaded, asynchronous, client/server database applications.
- Solid knowledge of both current and legacy technologies such as enterprise-class technologies (e.g. C, C++, C#, ASP.NET, XML, and other web services), databases (e.g. SQL Server, Oracle, etc.)
- and networking technologies as well as Socket experience (e.g. TCP/IP, Multicast, HTTP, SSL, etc.) on Windows Server platforms.
- BS in CS, EE or related field.

Experience with the following would be considered a plus:

- Windows Management Instrumentation Service
- Microsoft Windows Remote Registry service
- Windows Communications Foundation Service
- Telerik RadControls for ASP.NET AJAX
- Experience with Interactive Television, MPEG2, and H.264 technologies
- Experience in the Cable Television

15. Senior Software Engineers (B-box/Porting)

REQUIREMENTS & QUALIFICATIONS:

- **Minimum of 5+ years** experience coding in **C/C++** in a **Linux UNIX environment** and preferably in an **embedded systems development**.
- **Embedded systems:** understanding of embedded requirements and constraints, programming for multiple environments, experience with IDE and source control systems for embedded systems.
- **Languages: Java** desired, and/or strong general **object oriented** knowledge base.
- **Webapps:** Knowledge of latest networking technologies (i.e. 802.11n, UPnP, DLNA ...)
- **SW engineering processes** - A Senior-level position with 5+ years experience, has an ability to communicate pros/cons of different processes, some understanding of the role of architecture in the engineering process, understanding of basic project management at an individual level (ability to manage their own tasks, priorities, give appropriate feedback to management).
- **Organizational skills** - ability to work within small highly focus and faced-paced groups that have well defined requirements, plans, and goals.

Note: good communication skills and ability to work well with others will be very important in this environment.

More organizational skills: give input into requirements definitions, holds design reviews, and is pro active.

- **Programming IDE: GNU C/C++** and **Eclipse IDE** experience desired. **Linux C/C++** is fine.
- **Windriver Workbench** experience and **Source control** systems, a plus.

- Bonus points for **cross compilation** experience on platforms such as **ARM/MIPS/x86 etc.**
- Also, **networking protocol** and **programming** experience **e.g. TCP/IP, UDP** any form of sockets programming, as well as **Multi-threading** experience.
- Also look for some **PHP** (Personal Home Page) and **SQL**(Structured Query Language) **DB experience** on any RDBMS (Relational Database Management System).
HTML, DHTML, CGI would also be useful.
- **C# .NET** not mandatory but nice to have.