Microsoft

What fuels your passion?

We know deciding where to take your career next can be as nerve-wracking as it is exciting. The good thing is, at Microsoft, you have lots of options. Nowhere else will you have such a variety of products and technologies to get behind—or so many career paths from you can select your own future. You'll learn from people who have been in the industry for over 30 years. And most of all, you'll have the resources to reach people all over the world with your work. It's about taking your career as far as you want it to go—in any direction you choose.

> *"The variety of products that Microsoft develops greatly influenced my decision to work here. As my career develops I can follow my passion to apply myself to different technologies without having to leave the company."*
>
> *- David, Software Design Engineer in Test, Live Meeting*

Take the Leap, It's Cool Inside

As a Microsoft employee in a full-time technical position, you'll dive head first into meaningful work. The kind that inspires you. This is the kind of place where your goals are limited only by your imagination and motivation. What's more, you'll be backed by a multi-billion dollar company at the top of its game. It's in your blood to innovate, so join others who share your passion, your talent, and your limitless energy.

> *"You will find no other company with the sheer breadth of technologies, from Windows kernel, to Office applications, to servers, to Live Web services, to Xbox, to games, to business solutions, to hardware. The things you get to see and learn from other people are amazing."*
>
> *- John, Software Development Lead, Windows Server Performance*

Not sure what full-time position at Microsoft fits you best? Have a look at the Product Development Process to get an idea where your contributions could make the most difference.

Below are a number of current positions we currently have available in our European Development Centre in Dublin, Ireland. If you're interested **please send your CV** to: **gradjobs@microsoft.com**

All of these roles are ***full-time positions*** for new graduates

When you send your CV, we will review it, and if interested will contact you directly regarding next steps. And, by the way, we have many positions available, so if there is someone else you think we should know about; please share this information with them. For more information about our benefits, Microsoft Ireland Offices, and interview tips please see our website: https://careers.microsoft.com/careers/EN/IE/GradApplication.aspx

Current open opportunities within Microsoft Ireland

Microsoft Office Graduate Positions

Are you passionate about working on state-of-the-art problems, in a dynamic and international environment? Would you like to work on cutting edge software and online services, which will have a huge impact on hundreds of millions of people around the world? Part of a multi-billion dollar Office business within Microsoft, the **Office Ireland Development Team (OIDT) in the European Development Centre in Dublin** is working with an amazingly diverse set of technologies, employing engineers working on the Microsoft Office applications and also on Microsoft Office Online (http://office.microsoft.com).   The Office Ireland Development Team We will deliver commerce-focused features into Office client applications (such as Word and PowerPoint) and into Office.com, a Microsoft website with over a billion page views a year.

1) Office - Software Design Engineer in Test (SDET)

Description:
The SDET position is one of the three core engineering positions at Microsoft, along with program manager and software development engineer. All three positions leverage strong computer science engineering skills, with SDETs leveraging their technical and analytical skills as the primary drivers of quality—no small task! Good SDET candidates help shape our products by:

- Participating in defining the product.
- Participating in design and code inspections.
- Writing infrastructure tools and automation code to exercise our products.
- Understanding in exquisite detail how customers will use the product.

Not everyone is cut out to be an SDET; you need to be structured enough to make sure nothing is missed, creative enough to think like millions of customers, technical enough to write code and design algorithmically beautiful solutions, and articulate enough to let people know what you think!

In most SDET positions, you start by learning about your product and your customers—how else will you know how the product should work? From the beginning, you'll be an integral part of the team that designs and writes the code, providing feedback on its design and anticipating everything that could go wrong. To prevent those possible disasters, you'll be writing code that automatically verifies that if anything does go wrong. You will also write code for tools to help find new problems or prevent bugs from happening in the first place. All eyes will turn to you to make sure that the release of the product that your team created is ready for customers around the world to use!

Competencies

- Top-notch coding skills (C/C++ or C# preferred, but not an absolute requirement)
- Great problem solving abilities
- Energy and desire to deliver high-quality software on time
- Customer focus and ability to drive for results
- Strong verbal and written communication skills.
- Integrity and trustworthiness
- A BS CS degree or equivalent.

2) Office - Software Design Engineer

Summary:
The team is looking for strong developers who are passionate about delivering high quality features and products. Together with program management and test counterparts, you'll define, develop and deliver new high quality features in the Microsoft Office product suite and Office.com. The features span client, client/server, web services and web sites. You will improve various development processes and enhance engineering practices. You will also take part in creating the strategy, defining the product and building the knowledge base that this software development organization needs.

We are looking for smart, passionate, and creative people who can help us create amazing new products for our customers. If you're passionate about software development, look no further – we are THE coolest development centre in Europe.

Description:
There's a Software Development Engineer (SDE) at the core of every Microsoft product. As an SDE, you will be responsible for all aspects of product feature development, including defining and prioritizing features, creating advanced technical designs, defining data structures and algorithms, writing code and unit tests, and relentlessly working to ensure your designs stand up to the test of millions of users worldwide. The SDE position is one of three core engineering positions at Microsoft, along with program manager (PM) and software development engineer in test (SDET). All three positions leverage strong computer science engineering skills.

Responsibilities
- Explore and create innovative technical solutions
- Design and develop features and whole product areas
- Contribute to and improve feature definition and design

- Implement, debug, performance-tune, and maintain high quality code
- Constantly improve knowledge of relevant technologies and programming skills
- Perform design and code reviews
- Creating and using unit tests and developer verification tests to ensure quality of code
- Work as part of a global team, interfacing with developers in many other countries

Competencies
- Top-notch coding skills
  - C/C++ or C# preferred but not an absolute requirement
  - Experience in the following; ASP.NET, SQL Server, XML, Web services and database design is a plus
  - A passion for producing the best code solution possible for any given problem
- Great technical problem solving skills
- Energy and desire to deliver high-quality software on time
  - Customer focus and ability to drive for results
- Strong verbal and written communication skills.
  - Integrity and trustworthiness
- Good design skills
  - Brainstorming, whiteboard, prototyping etc.
- A degree in Computer Science or equivalent.

3) Office Program Manager

Summary of Team:
Working in close partnership with Redmond as well as Dublin teams, we will deliver compelling scenarios which enable 100s of millions of users to discover and buy a wide range of products - these may include anything from copies of Office itself, to images and templates, to solutions and services.
We are a team with a strong focus on innovation, collaboration and execution. Our background is solving complex problems with powerful, simple solutions. We enable new business models and new scenarios, applying new thinking in processes, design, UI and solutions. We place a great emphasis on achieving strong results in an environment that is fun, collaborative and that challenges you to grow. We are proud to be voted Ireland's best workplace 2 years in a row.

Role Description: You will be given the responsibility of defining a feature area in a product (be it a website or an Office application). You must understand the customer and the competition. Through collaboration with Microsoft teams globally, you must ensure it integrates well with other Microsoft software. You will work with a development and test counterparts who will turn your technical specifications into code. You will be held accountable as a triad for ensuring that the resultant component delivers the scenario you intended for the customers you identified, and that it is stable, usable and desirable.

Responsibilities:
- Create persuasive pitches for new features, articulating which problems are being solved or opportunities exploited, and why this is a worthy area to invest
- Create compelling storyboards for the user's experience as they use (or administer) the features, paying particular attention to usability and discoverability
- Effectively and confidently collaborate with local and remote teams to tune your design so it meets its goals
- Brainstorm with developer and test counterparts on how to reduce the concepts to a technical implementation
- Write clear technical specification detailing how the features work, how data logically flows and how the product behaves when the user interacts with it
- Work with developers and testers to turn the specification into stable code, making trade-offs and tweaks based on data you gather.
- Successfully incorporate feedback, including usability and customer/Beta feedback.
- Deliver the feature either into the Office product or onto a live site.

A successful Graduate Program Manager...
- Has vision, and creates innovative, compelling solutions that users want
- Can really put themselves into the user's shoes
- Has strong technical abilities, logical thinking and good problem solving abilities
- Is noted by others as a clear and persuasive communicator, capable of convincing others of their ideas
- Has notable drive and proactivity
- Can confidently represent and project their own ideas as well as their team's, in meetings as well as in email.
- Continually seeks and acts upon feedback, both for the feature they are developing and in their own personal development
- Makes a real difference to the bottom line, often by designing product features that will deliver millions of dollars of value at Microsoft

Successful interviews (not an exhaustive list)...
- You structure information well, and can present ideas coherently
- You're confident in what you argue, but not overconfident
- You feel comfortable asking questions, but also surprise us with innovative answers
- You have opinions about the Microsoft Office products and competitors' products / websites.

Entertainment & Devices Division Graduate Positions

The Product Services & Localization Dublin (PS&L) team in Dublin is looking for an IPE who has the ability to work as part of a high performing localization team which consists of multi-disciplinary engineering functions namely program management and localization engineering. The position requires technical excellence and the ability to work well across geographical regions in a team environment where the emphasis is on innovation, collaboration and execution excellence.

If you are passionate about Microsoft consumer products such as Xbox, Mac Office, Surface, and Mobile then this is your chance to be a key member of the team delivering the international versions to our customers. The ideal candidate will excel at planning, analytical problem solving, customer/partner engagement, product execution and delivery.

1) International Project Engineer (IPE)

Responsibilities

- Responsible for upstream engagement with core development team, identifying globalization issues during the software development cycle on assigned core products. Partners with key stakeholders on implementation plan to address and resolve. Tracks and closes out on globalization issues throughout the project cycle which impact localization execution.
- Engages with relevant stakeholders to ensure a scalable localization build system is put in place for assigned projects.
- Works with IPM and other stakeholders to review feature specifications from an international point of view. Works with Product Manager and other stakeholders to deliver international market specific content where appropriate.
- Appropriately aligns with peer contacts in PS&L teams in Tokyo and Redmond to achieve project results, ensuring that deliverables are compatible and fit for market across all regions.
- Owns the end –to-end localization engineering planning and execution excellence for assigned projects.
- Continuous use of new technology and systems delivering innovative solutions which improves our processes, product quality and ROI.
- Drives delivery on engineering plan with internal project team(s) and external vendor team(s).
- Manages the compilation of localized software files and the creation of localized setup builds.
- Creates and maintains source control structures for assigned projects. Is responsible for software management with partners.
- Accountable for working closely with peer IPEs in the team to promote team work, consistency and innovation within the organization.
- Accountable for working closely with the other members of the PS&L project team example IPM, Audio, test and development to build strong effective collaboration that is aligned to project goals.

Essential Requirements
- BA/BSc degree in Computer Science or equivalent qualification.
- Strong programming skills & web development experience.
- Passion for technology, constantly alert to opportunities for process improvement through the use of technology.
- Excellent communication skills are a must, both written and verbal.
- Enthusiastic team player who positively contributes to the team's goals and success.
- Innovative thinking from a business and people perspective.

Desirable Requirements
The following items will be considered as strong advantages:
- Experience building, developing products for international markets.
- ASP.NET/C# experience.
- Demonstrated ability to work as part of a multi-functional team including other geographical regions.
- Drive for results and execution excellence.
- Strong analytical and problem solving ability.
- Ability to motivate individuals and teams to follow a vision and deliver on commitments.
- Ability to work under and deliver to continual deadline constraints.

2) Audio Engineer

Summary:
The PS&L team in Dublin is looking for an enthusiastic graduate Audio Engineer who has the ability to work as part of a high performing team consisting of multi-disciplinary audio producers focused on audio localization, development, sound design, voice recording and field recording. The position requires a passionate technical audio graduate who thrives on

new learning experiences and challenges. We are looking for individuals who have been trained successfully in audio production relevant to the games industry.

If you are passionate about Microsoft consumer products and bringing audio to life for the Xbox360 and Games for Windows then this is your chance to be part of a team delivering audio excellence to our customers. The ideal candidate will have a strong understanding of audio production, sound management, planning, customer/partner engagement, product execution and delivery.

Responsibilities

- Holds themselves accountable on commitments to exceed project goals. Supports other team members through project cycle to deliver on objectives.
- Ensures he/she delivers on their Audio project portfolio on time, hits/exceeds our quality standards and return on investment.
- Continuous use of new technology and systems delivering innovative solutions which improves our processes, product quality, solutions to our customers and ROI.
- Accountable for working closely with the other functions and team members in Product Services & Localization team (PS&L) such as Test, International Project Engineer and Development ensuring audio resources are used effectively and the team is aligned to project goals.
- Working on multiple titles across different product teams, customers and partners.
- Constructive audio quality analysis understanding localization and development meeting high quality expectations.
- Proactively supports customers and partners adding value to the Dublin business.
- Supports and partners with Asian localization centre
- Audio Processing or post production tasks where appropriate.
- Audio product and file management.
- Partnering and managing audio vendor tasks.

Essential Requirements
- Successful 3rd level education in game audio production, VO production and sound design
- Ability to manage 2 or more projects remaining organized with attention to detail.
- Technical and analytic with a good understanding of audio.
- Quick learner of processes, tools and technology.
- Experience using audio tools such as Pro-tools, Sound Forge, Auditon and Vegas.
- Understanding of game audio design, implementation and tools used.
- Passion for audio technology and the use of technology for process improvement.
- Excellent knowledge of audio and video production and post-production methods and tools.
- Excellent communication skills.

Desirable Requirements (The following items will be considered as strong advantage)
- Computer Science/Information Technology or Audio Production degree or equivalent technical qualifications
- Demonstrated ability to work across multi-functional teams including other geographical regions
- Strong analytical and problem solving ability
- Ability to contribute to and follow a vision and deliver on commitments
- Ability to work under and deliver to continual deadline constraints

Competencies

- ➢ Technical Excellence
- ➢ Cross-boundary Collaboration
- ➢ Organizational Agility
- ➢ Impact and Influence
- ➢ Analytical Problem Solving
- ➢ Customer and partner understanding
- ➢ Drive for results

Whatever position you choose, you'll make a real impact in the dynamic world of product development at Microsoft. Microsoft has an ongoing need for exceptional recent graduates to management level from around the world to help us build the next generation of software products.

Tip's for submitting your CV:

Submitting your CV is the only way to get to the next stage of consideration, the interview. Our recruiting team travels to your region regularly to meet bright and enthusiastic people like you, and we look forward to receiving your CV. Here are a few things to keep in mind when you are updating your C.V. to send to us:

- Include your military status if your country mandates it.

- Clearly state your graduation date, degree/major and the university you attended or are attending

- Specify your technical skills (including programming languages and other development tools you know well), project details (both within university and at any jobs or internships you have held), and technologies you have used on those projects

- Describe your role in the projects that you worked on, and what you personally achieved

- Provide an active e-mail address, physical address, and current phone number where we can reach you

NOTE: If we invite you to an interview somewhere in your region, we will cover any travel expenses you may have.

Microsoft's equal employment opportunities policy