Position Code: MRE
Position: Malware Research Engineer
Designation: Malware Research Engineer

General Function:
Responsible for daily analysis and research on malicious software, investigate how it works and what it does, create detection and removal/cleaning, assist in creation of removal tools and write malware descriptions for our Security Response Team.

Duties and Responsibilities:
- Handles the assigned cases reports and escalate difficult cases to next level of engineer
- Reverse Engineer of malware to understand the underlying behavior and implication on a computer and network environment
- Develop malware detection and remediation code
- Research on new technologies on detection and remediation and vulnerabilities
- Reports engine bugs and limitations
- Create and maintain technical documentation using technical documentation templates
- Performs related duties as assigned

Working Relationships:
- Directly reports to the Technical Leader.

Qualification Standards:
Education: Bachelor’s degree Computer Science Science/Information Technology, Engineering (Computer/Telecommunication), Engineering (Electrical/Electronic) or any related courses.
Experience: Minimum of 1 year comprehensive experience.

Technical Skills:
- Experience in Assembly and C programming language is preferred
- Must be able to understand core processes of different IT section and knowledge areas such as Information Security, Network Infrastructure, Technical Support, Telecommunications, Reverse Engineering, Microprocessor and Input and Output devices.
• Knowledgeable with Network programming, Windows internals, and / or x86 assembly language, dissembler and debuggers.
• Knowledgeable with networking technologies and knowledge of core internet protocols (HTTP, TCP/IP, SMTP, etc.)

Other Skills:
• Strong teamwork skills, experience working as part of a development team.
• Strong analytical skills, design skills, technical writing skills, and problem-solving ability.
• Strong verbal, written, and interpersonal communication skills
• Excellent command of both oral and written English communication
• Excellent in human relations and customer service skills
• Excellent problem solving skill
• Short Learning Curve

Competency:
• Appreciate technologies
• Team Oriented
• Methodical Problem Solving
• Schedules and Estimates Well
• Focus on User or Customer Needs
• Response to Schedule Pressure
• Emphasizes Elegant and Simple Solutions
• Pride in Quality and Productivity
• Pro-active/Initiator/Driver
• Driven by Desire to Contribute
• Desire to Improve Things
• Innovation
• Quality
Position Code
SMRE

Position:
Senior Malware Research Engineer

Designation:
Senior Malware Research Engineer

Total No. Person:

Office/Station:
AVLabs

Job Posting:
Senior Malware Research Engineer

GENERAL FUNCTION:

Responsible for escalated analysis and research on malicious software, investigate how it works and what it does, create detection and removal/cleaning, assist in various tools and write malware descriptions, sourcing of malware, help out on improving processes.

DUTIES AND RESPONSIBILITIES:

- Handles escalated cases
- Reverse Engineer of malware to understand the underlying behavior and implication on a computer and network environment
- Develop malware detection and remediation code
- Research on new technologies on detection and remediation and vulnerabilities
- Reports engine bugs and limitations
- Create and maintain technical documentation using technical documentation templates
- Performs related duties as assigned

Working Relationships:

- Directly reports to the Technical Leader.

Qualification Standards:

Education:
Bachelor's degree Computer Science, Science/Information Technology, Engineering (Computer/Telecommunication), Engineering (Electrical/Electronic) or any related courses.

Experience:
Minimum of 5 years comprehensive experience.

Technical Skills:

- Must be highly experienced in Malware Analysis. Have done a lot of in-depth core-traces of Win32, Scripts, Office Macro, exploits and vulnerabilities.
- Must be highly experienced in different Malware detection techniques.
• Must be highly experienced in Malware clean-up/remediation techniques.
• Must be able to understand core processes of different IT section and knowledge areas such as Information Security, Network Infrastructure, Technical Support, Telecommunications, Reverse Engineering, Microprocessor and Input and Output devices.
• Must have average C/C++ programming skills. (No trainings will be given)
• Knowledgeable with Network programming, Windows internals, and/or x86 assembly language, dissembler and debuggers.
• Knowledgeable with networking technologies and knowledge of core internet protocols (HTTP, TCP/IP, SMTP, etc.)
• Having Python or Java programming skills is a plus

Other Skills:
• Very resourceful
• No need for supervision
• Works proactively
• Strong teamwork skills, experience working as part of a development team.
• Strong analytical skills, design skills, technical writing skills, and problem-solving ability.
• Strong verbal, written, and interpersonal communication skills
• Excellent command of both oral and written English communication
• Excellent in human relations and customer service skills
• Excellent problem solving skill
• Short Learning Curve

Competency:
• Appreciate technologies
• Team Oriented
• Methodical Problem Solving
• Schedules and Estimates Well
• Focus on User or Customer Needs
• Response to Schedule Pressure
• Emphasizes Elegant and Simple Solutions
• Pride in Quality and Productivity
• Pro-active/Initiator/Driver
• Driven by Desire to Contribute
• Desire to Improve Things
• Innovation
• Quality
Position Code: SSE
Position: Senior Software Engineer
SG: Designation: Senior Software Engineer
TNP: Office/Station: Product
Job Posting: Senior Software Engineer

GENERAL FUNCTION:

- Perform the SCRUM process.
- Research, design, develop, and document features for the Vipre engine product
- Confer with other engineers to design system in accordance with the requirements gathered by the team
- Execute feature enhancement and bug fixing on existing software to improve its features and performance
- Consult with customers about software system design and maintenance.
- Support, maintain and document software functionality

DUTIES AND RESPONSIBILITIES:

- Adapt the SCRUM process in our software development life cycle
- Participate in the Sprint planning to assess and clarify the requirements to the product owner
- Update the team on the status of tasks and raise potential blockers (if any) in the daily standup meeting
- Present the completed features in the Sprint review to stakeholders
- Review and evaluate the team’s accomplishment in the Retrospective meeting
- Develop features for the work product
- Do peer review before committing to code repository (GIT / SVN)
- Fix defects and support software testing and quality assurance
- Deliver technical discussion on the implemented functionalities
- Comply to coding standards that has been set by the organization
- Handle escalations on engine related features
- Involve in the technical evaluation of applicants
- Participate in team development activities (team building, training etc…)
- Contribute for the success of the team’s objectives
- Perform related duties as assigned

Working Relationships:
• Directly reports to the Technical Leader

**Qualification Standards:**

**Education** : Bachelor’s Degree in Computer Science/Engineering or any related courses

**Experience** : At least 5 years experienced in Software Development

**Technical Skills:**

- At least 5 year working experience as a software developer in C / C++ with excellent track record
- Has solid experience in open source technologies implementing C++ libraries
- Has experience in JAVA core libraries – J2EE only, Java Frameworks is not required e.g. STRUTS, SPRING, EJB etc...
- General knowledge in windows internal and MFC
- Proficient in Linux (or Mac) development is an advantage (bash scripting)
- Has exposure or has knowledge in high performance computing and low latency development
- Has exposure in test driven development using Jenkins and other continuous integration technologies
- Has exposure in memory leak testing in C and C++ using Valgrind and Insure++ is advantage
- Experience in SCRUM development process
- Exposure in Antivirus / Antimalware space and / or malware analysis is an advantage
- Expertise in software development for embedded devices with exposure memory constraints
- Reverse Engineering skills is an advantage but not necessary

**Other Skills:**

- Strong analytical skills
- Excellent problem-solving ability
- Would like to work as part of a self-organizing Scrum team in a scaled agile framework
- Good Learning Attitude
- Strong verbal, written and interpersonal communication skills
- A team player and communicator who enjoys creative freedom and independence
- Proficient in oral and written English communication
- Excellent human relations and customer service skills
- Short learning curve
- Can work with minimum supervision
Position Code: SE  
Position: Software Engineer  
Designation: Software Engineer

TNP:  
Office/Station: Product  
Job Posting: Software Engineer

GENERAL FUNCTION:

- Perform the SCRUM process.
- Research, design, develop, and document features for the internal systems.
- Confer with other engineers to design systems in accordance with the requirements gathered by the team.
- Execute feature enhancement and bug fixing on existing software to improve its features and performance.
- Consult with customers about software system design and maintenance.
- Support, maintain, and document software functionality.

DUTIES AND RESPONSIBILITIES:

- Adapt the SCRUM process in our software development life cycle.
- Participate in the Sprint planning to assess and clarify the requirements to the product owner.
- Update the team on the status of tasks and raise potential blockers (if any) in the daily standup meeting.
- Be part and evaluate the team’s accomplishment in retrospective meetings.
- Develop features for the work product.
- Develop unit test in the work product being submitted to test engineering.
- Do peer review before committing to code repository (GIT / SVN).
- Fix defects and support software testing and quality control.
- Comply to coding standards that has set by the organization.
- Handle escalations on engine related features.
- Participate in team development activities (team building, training etc…)
- Perform related duties as assigned.

Working Relationships:

- Directly reports to the Technical Leader.
Qualification Standards:

Education : Bachelor’s Degree in Information Technology/Computer Science any related courses
Experience : At least 3 years’ experience in Software Development

Technical Skills:
- At least 3 years working experience as a software developer in C# / Java with excellent track record
- Has experience in Web Services (SOAP/REST), Relational Database (SQL Server/MySQL), Messaging Frameworks (MSMQ/ActiveMQ) and Test Frameworks (Microsoft Test Framework/Cucumber).
- Proficient in multi component C# / Java Development
- Has exposure or has knowledge in high performance computing and low latency development
- Has exposure in test driven development using Jenkins and other continuous integration technologies
- Experience in SCRUM development process
- Has exposure in software development for embedded devices with memory constraints is an advantage

Other Skills:
- Strong analytical skills
- Excellent problem-solving ability
- Would like to work as part of a self-organizing Scrum team in a scaled agile framework
- Good Learning Attitude
- Strong verbal, written and interpersonal communication skills
- A team player and communicator who enjoys creative freedom and independence
- Proficient in oral and written English communication
- Excellent human relations and customer service skills
- Short learning curve
- Can work with minimum supervision