



At SafeNet, our goal is to employ the brightest and most talented people in the industry. With more than 30 offices worldwide and more than 1,100 employees, we know the importance of hiring the very best to make our company succeed. No matter what the job is—Tech Writer, Software Engineer, or Customer Service Rep—we're always looking for our future leaders. If you're seeking a challenging career and would like the opportunity to advance, then SafeNet may be right for you. SafeNet, get inside.

We are currently recruiting for the following position to be located at our facility in Redwood City, CA.

## **Director, Development Engineering**

### **Summary:**

Directs the efforts of product research engineers and managers. Responsible for the formulation of R&D programs. Develops policies and procedures to maintain the company's competitive position and profitability. Provides technical assistance and coordinates research activities with other functions. Keeps executive-level management informed of department progress and problems. Responsible for resource allocation, including budget and personnel.

### **Qualification Requirements:**

#### **Education:**

Bachelors in Computer Science or equivalent, advanced degree desirable

#### **Experience:**

10-15 years experience in development, research or product testing with 5 years in research management

Progressive leadership experience managing engineering department staff/budgets, etc.

#### **Skills:**

Proven experience in managing software research and development projects

High knowledge of software development design procedures and objectives

Excellent organizational, leadership, decision making, human relations and communications skills.

Experience in the following areas will be considered significant:

- Security and Encryption Technologies, specifically in the area of data encryption (Disk, File, Database)

- Key management practices and standards

Windows and Linux software development  
Deep content inspection  
Networking

**Essential Duties & Responsibilities** include, but are not limited to the following:

- Manages strategic aspects of Data Encryption product development. These aspects include making sure development teams address correct priorities, are operating efficiently sharing knowledge and people as appropriate, and are providing in-feeds to other groups (tech pubs, QA) consistently.
- Time resolution of escalation issues in a manner that best serves SafeNet interests
- Projects process under Plan-of Record control with weekly status to be made available for all projects
- Ultimate ownership for the technical quality, functional completeness, and on-time delivery of the product
- Time management and achieve result within cost and schedule constraints
- Ensures development teams executes projects to agreed requirements and dates with high quality
- Directs the daily personnel/operating activities of the managers (i.e., hires, trains, appraises, rewards, motivates, disciplines, recommends termination as necessary)
- Provides employee development opportunities, mentoring, etc.
- Promotes creation of innovative technology and ideas
- Remains informed of current technological progress to ensure company's products remain marketable and competitive
- Represents company interests to ensure that each SafeNet employee, irrespective of their manager, is presented with a consistent company image.

**SafeNet is an Equal Opportunity Employer**