Role Profile: Graduate Software Engineer (2025)

A bit about us…

Amiosec is an exciting and growing UK technology company with innovation, agility, and state of the art technology at its core. We work in partnerships with UK government customers and commercial providers to deliver research, technology, products, solutions, and services in the communications security sector.

We provide a stimulating working environment, with an opportunity to be involved in various projects from early-stage proof-of-concepts using emerging technologies, tools, and languages right through to full lifecycle product development. We run self-managing agile teams using a mixture of Scrum and Kanban techniques so that engineers get a great sense of ownership of their work and can directly see how their efforts contribute to the bigger picture and help our customers achieve their goals.

Collaboration and team spirit are key – we actively seek to share knowledge and ideas. Our monthly Engineering Forum provides an ideal opportunity for sharing tips, tricks, and techniques between projects/teams. We organise regular social activities and gatherings such as coffee and cake mornings and activity days – something we feel is important to support our hybrid working scheme and maintain a comfortable social atmosphere.

Work life balance is important, and we offer several options to support our engineers. We have an optional 9-day fortnight scheme, which gives the opportunity to compress a fortnight's hours over 9 days to allow every other Friday to be taken off. We have a hybrid working policy, where we ask for a split of 3 days onsite (Tewkesbury) and 2 days remote (this is subject to individual project and development needs).

NOTE: - Due to the nature of our work, all candidates will be required to obtain and maintain an appropriate UK security clearance.

Our Graduate Scheme

We are passionate and committed to growing new talent. As such, we have been running a successful Graduate Scheme since 2021. We have a dedicated Head of Early Careers who supports our graduates to learn, grow and explore new things.

Our Graduate Scheme will provide you with structure and support, to allow you to hone the skills you already have and provide tailored opportunities and training to upskill you over a 12-month period. Our graduates will rotate through different projects putting new skills into practice. We are keen to ensure these projects are not just an opportunity for the graduates to grow and learn new things but the output of these projects adds value to the business.

Amiosec is seeking talented graduates to join our growing engineering team in September 2025, where you will be an integral part of small, multi-disciplined teams involved in the design,

© 2024 Amiosec Ltd.

development, and evaluation of a range of secure communication products and technologies. In addition, you will have opportunities to work within Research and Development to understand and investigate cutting edge technologies which allow Amiosec to stay ahead of the curve.

Typical Activities

Subject Area	Activities
Development	• Design, development, and implementation of software primarily in C and Python, but also in other languages • Integration of developed software with other system components including firmware and hardware
Documentation	• Documentation of design specifications and implementation decisions, with guidance • Documentation through software development tasks, following best practices
Lifecycle	• Obtain an appreciation and some experience in all areas of the product lifecycle, from requirements through to testing
Technology Evaluation and Research	• Investigate emerging frameworks, libraries, build tools, technologies
Team Activities	• Using Agile methodologies and getting involved with ceremonies • Working within teams to contribute to technical solutions
STEM outreach	• STEM outreach is very important to Amiosec and all early careers staff will be encouraged to get involved with the creation of new activities and attending events

Technical Competencies

Subject Area	Competency
Qualifications	• Minimum of 2:1 degree in a relevant subject such as Software Engineering, Computer Science or Cyber

Programming languages	• We are looking for someone who is familiar with the principles of software development and has experience of coding in at least one of these areas:
	   o Embedded programming languages/OS typically used on development boards (e.g. Linux on Pi, Arduino)
	   o Apple/Android app development
	   o Scripting languages (e.g. Python, Bash)
	   o UI / UX and accessibility

Operating Systems	• Required to have a good understanding of how to use Windows OS • Desirable to have experience with either Linux and/or real-time embedded microkernels/hypervisors
Lifecycle	• Familiarity with the basic stages of the product development lifecycle

Core Competencies

AMIOSEC PROPRIETARY

Subject Area	Competency
Approach	• Enthusiasm for technology and desire to understand and utilise it to develop innovative solutions • Ability to quickly learn innovative technologies • Ability to apply a systematic and methodical approach to debugging/resolving technical issues
Working Style	• Ability to work individually or as a member of a multi-disciplined team • Self-motivated • Willingness to embrace new technologies/techniques • Good time management and ownership of own deliverables • Good troubleshooting and problem-solving
Innovation	• Ability to foster and develop innovative ideas • Willingness to contribute to improvements in products and ways of working

Amiosec is committed to providing equality of opportunity for all. We aim to ensure our workplaces are free from discrimination and that our current and future colleagues, are treated fairly and with dignity and respect. Please inform us of any reasonable adjustments that we may need to make to the application or interview process.

AMIOSEC PROPRIETARY