



EVOLVED BINARY

## Trainee Engineer

Evolved Binary is looking for an undergraduate level student who is considering a career in Software Engineering to join our team. You need not have any formal qualifications in Computing, but you will need passion and drive! We offer a full-time position. The first one or two (dependent on the applicant) inception years will be structured with ~70% of your time dedicated to formal education and/or training, whilst the remaining ~30% of your time will be used to develop your programming skills within the company and work on real projects. Upon successful completion of your inception year(s), you will be considered for a full-time work position.

At the moment we are a small remote-first company, but we are growing and have big ambitions! As a trainee, we are offering a position whereby you can grow with us, and have your ideas make an impact. As one of the earliest team members you will need to be a highly motivated individual who is capable of self-directed study and assuming responsibility for your own work schedule.

### ✦✦ What we do

Evolved Binary helps companies with their information storage and retrieval needs. Our flagship product is FusionDB, a new multi-model NoSQL database which we are actively developing. As well as building the tools to manage data, we also love to help organisations better understand and work with their information. Our clients include well known Publishers, Archives, and Social Media networks.

### 🚀 What you'll do here

- Study towards a recognised and certified qualification in computing, which will include a large component of software engineering.
- Be mentored by our engineers to develop your technical skills.
- Contribute to software projects undertaken by the company, many of which are Open Source.
- Develop your inter-personal and business skills by joining and observing meetings with customers to learn about technical support, project planning, and sales.
- Become an expert in self-management by taking ownership of your role to schedule and manage expectations for both your study and work responsibilities.

- Become technically sufficient with our products, so that you may actively participate in providing technical support to our customers.

## What we are looking for and why

- An Early Career Individual considering Software Engineering.

We understand that the classic University vs. Employment route is not for everyone, we also understand that apprenticeships with technology companies are few. Therefore, we are offering a different approach. If you are not eligible or a good fit for University, or you lack the skills for immediate employment, we would be happy to hear your story!

- An Interest in Computing and an Aptitude for Software Development.

We love the nuts-and-bolts of technology, and we work on some of the most challenging computing problems. You must have an interest in computing, and an aptitude for Software Development. Perhaps you have worked on some hobby projects at home, built websites for friends, built some toy apps or games... tell us about it!

- A Passionate Person with the Desire and Determination to Learn.

We want you to succeed, and whilst we will support you, ultimately your success will be self-determined. This may be the biggest challenge you have faced yet... how much do you want it?

- Good Personal Skills, with Basic English and Maths.

You will be representing our company. As such you need to be courteous, tolerant, and polite at all times. All communication is carried out in English. We require at least UK GCSE (or equivalent) English to a good standard. We don't expect you to be a Maths wizard, however demonstrable UK GCSE Maths (or equivalent) is an advantage.

## Our values

We value:

- People and Equal Opportunities, we believe in continuous self-improvement, and most importantly we want to build a happy and lasting team.
- Challenges, we expect our team to challenge each other when deciding on the best solution.
- Community Engagement, and would help you to attend relevant conferences, meetups, and events.
- Research, and would help you in producing papers for publication.
- Open Source, we use a large amount of Open Source components and contribute back to many projects.
- The Right Approach, we rarely prioritise the quick or easy approach.



## **You will love this job if you...**

- are Passionate.  
This is a job for someone who wants to deliver the best solution.
- are Highly Self-Motivated.  
We are a small company, and so we require inspired team members.
- want to Have a Voice.  
You can influence the product and be listened to.
- want others to See Your Work.  
We attend conferences, engage with communities, and much of our (and potentially your) work is Open Source or performed in the open.
- enjoy Solving Difficult Problems.  
Database engines touch on many parts of computer science, and in our opinion offer some of the most interesting technical challenges.

## **Bonus points!**

- We mostly work with - Java, C++, XQuery, Scala, Rust, TypeScript. For the web we use HTML, CSS, and TypeScript/JavaScript. Demonstrable experience with any of these will make us :-)
- If you have had any previous experience working for a technology company... part-time or perhaps even as work-experience?
- Most individuals leaving basic education have used Microsoft Windows. Perhaps you have also used MacOS, or Linux?
- If you have used or even contributed to one or more Open Source projects, then let us know...

## **What you get**

- To be one of our first employees.
- Remote-first position.
- Living Wage appropriate to your country of residence.
- Paid education/training with a recognised and certified qualification in Computing.
- Benefits appropriate to your country of residence, e.g. health insurance/pension/etc.
- Home Office equipment / Local Co-Work membership as needed.