



Job Description

Position title:	Firmware Engineer (Graduate)	
Location:	Hamilton or Auckland, New Zealand	
Reports to (role):	Firmware Group Manager	
Main purpose:	<p>Endace markets a wide range of network monitoring cards and appliances based on FPGA technology.</p> <p>You will be expected to work independently and as part of a team to develop FPGA designs for these systems. Key functions include:</p> <ul style="list-style-type: none"> • Development, testing and debugging of FPGA designs for Endace card-level products. • Maintenance of the existing product base, including responding to queries from post- and pre-sales support staff 	
Dimensions:	Staff managed: 0	Direct: 0 Indirect: 0
	Budget:	N/A
	Financial DA: (OPEX & CAPEX)	N/A
Key Relationships	<p>Internal</p> <ul style="list-style-type: none"> • Firmware Group Manager • Firmware team members • Members of other development teams • Product marketing staff • Support staff <p>External</p> <ul style="list-style-type: none"> • Endace Customers 	
Job Level	Graduate – work with Supervision	
Essential skills and experience	<ul style="list-style-type: none"> • Be able to develop, test and debug FPGA firmware for high-performance systems. • Proficient in VHDL • Applying best practice in VHDL and system design • Good analytical and problem-solving skills 	
Specific Role Requirements	<ul style="list-style-type: none"> • Education to first degree level in Computer Science, Electronics or equivalent (Honours or Masters degree an advantage) • Excellent oral and written English language communication skills • The ability and desire to learn and apply new knowledge • Flexibility to work well either in a team or independently • Good debugging skills, including board-level debugging • Honesty and integrity 	
Preferred Role Requirements	<ul style="list-style-type: none"> • Scripting skills, eg in Perl, bash and Python • C programming • Working knowledge of PC hardware and system issues • Working knowledge of computer networks and protocols 	

Key accountabilities:	<p>Responsible for You will be joining an established team dedicated to the development Endace products. You will be responsible for developing, testing, debugging and maintaining FPGA designs.</p> <p>Your tasks will include :</p> <ul style="list-style-type: none"> • Developing VHDL firmware for Endace products • Testing, debugging and documenting all firmware developed. • Helping Support staff respond to customer problems. • Accurately recording time spent on activities and projects. • Maintaining and increasing your own skills and knowledge in relevant areas. • Working effectively as a member of both single- and multi-disciplinary teams. <p>General</p> <ul style="list-style-type: none"> • Achieving agreed objectives. • Taking initiative to ensure technical skills are kept up to date in line with industry developments. • Performance of any other duties Endace may reasonably require him or her to perform.
Performance and Bonus Assessment (KPIs)	See Key Accountabilities above. Effectiveness of work as part of a team.
Business Compliance	Ensure a sound understanding of, demonstrate commitment to and comply with all legislation and Endace Policy relevant to his or her role and all activities undertaken in that role.