

## INTERNATIONAL RECRUITMENT PROCESS FOR A SENIOR SOFTWARE DEVELOPER

Internal Reference: Amyris\_1

### 1. Framework

Amyris, Inc. is a world leader in industrial biotechnology, with a proven track record of developing high-performance renewable products. We encourage collaboration, learning and straight-up fun while producing quality products and maintaining the highest ethical business standards.

Amyris Bio Products Portugal, Unipessoal, Lda, a fully owned subsidiary of Amyris Inc. is building a team, in collaboration with UCP Porto (Universidade Católica Portuguesa - Porto), under the project Alchemy, with a first phase running until 31/12/2022, to build software products intended to facilitate and improve the design process for engineers and researchers engaged in metabolic engineering for industrial biotechnology. This project is co-financed by Portugal 2020 under the Operational Programme for Competitiveness and Internationalization through the European Regional Development Fund (FEDER).

The candidate will lead a team software developers and data scientists, architect solutions to project goals, plan and delegate work, mentor developers and check their work. The ideal candidate has worked in roles managing software engineering teams, and has experience building teams and hiring developers. They have worked as a development lead on one or more medium to large sized software projects, have experience building modern web applications, and have experience with modern best practices around software testing and deployment.

### 2. Workplace

The workplace is located on the premises of the Catholic University of Portugal – in Porto

### 3. Remuneration

Gross monthly remuneration to be paid is 4.200 euros, plus meal allowance. To these amounts are added annual holiday and Christmas allowances.

### 4. Admission requirements and preferential factors and selection process:

Any national, foreign and stateless candidate(s) with the following profile can apply to this announcement:

- ✓ A Masters or equivalent degree in Computer Science or related field;
- ✓ 3+ years of that experience in a technical management role (defined as leading the efforts of 3 or more developers);
- ✓ Experience using relational databases as a data store for a software product;

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- ✓ Experience with at least 3 programming languages, including at least 1 strongly typed language (e.g. Java or C#);
- ✓ Strong communication skills;
- ✓ Experience working on a medium to large codebase (100k+ lines of code, with multiple contributors);
- ✓ Experience working on projects with multiple contributors, automated software tests and continuous integration;
- ✓ Experience using modern version control systems (Git, Mercurial or equivalent);
- ✓ Candidate is expected to have strong communication skills in English.

### Preferential Factors

- ✓ 7+ years of experience in Software Development;
- ✓ Demonstrated experience delivering completed software products;
- ✓ Experience with functional programming;
- ✓ Experience with Python and or JavaScript;
- ✓ Experience with SQL database design and use;
- ✓ Machine learning;
- ✓ Education in a biological science;
- ✓ Experience building web based, SAAS applications;
- ✓ Experience with Unix based operating systems.

### Selection Process

The three candidates with the strongest experience and the most preferential factors will be invited to participate in a final selection round, first with a technical code test, and following with references and interviews. References will be checked for all candidates in the final selection.

The content of the test will exercise skills that an experienced developer should be expected to pass, and a tester will be available to answer any questions the candidate might have at any point during the test. Code will be assessed by the test proctor and results handed over to the selection panel.

While some small mistakes are acceptable, code that doesn't satisfy the requirements, or is judged to be of poor quality, will disqualify candidates. If candidates are disqualified at the code test stage, the next most qualified candidate by experience will be added to the top three for evaluation.

All candidates who are in the final selection group will be asked for references. Candidates should provide 3-5 references who can speak to the candidate's skills as a developer and as a leader, and how well they work in a collaborative development environment.

At least one of the references should be someone who has previously managed the candidate working in a technical context (as either a developer or technical lead).

At least one of the references should be someone who has been supervised by the candidate in a technical role.

At least one should be able to speak the candidate's skill as a programmer/developer.

The last stage of the process will be an interview of the top three candidates, to assess their interpersonal communication skills, clarify doubts regarding their CV as well as to understand their motivations and expectations around the role. Applicants are requested to present a short (max 20 minute) presentation of their relevant work experience to the interview team.

## 5. Application Process

Applications are formalized by completing the application form available at [APPLICATION FOR SENIOR SOFTWARE DEVELOPER](#) and submitted in English.

Form link: <http://inqueritos.porto.ucp.pt/site/index.php/713259/lang-en>

The application is accompanied by the following documents which must be submitted attached to the form referred to in the previous point and following the instructions defined therein:

- ✓ Curriculum vitae;
- ✓ Cover letter;
- ✓ Certificate of completion of the Degree;

If the Degree has been awarded by a non-Portuguese higher education institution it must comply with the provisions of the Portuguese legislation on registration/recognition of foreign degrees, regulated by Decree-Law no. 341/2007 of October 12, Ordinance No. 227/2017 of July 25 and DL nº 283/83 of June 21 and the formalities must be fulfilled until the expiration date of the application. If the candidate on the date of expiry of the application has not obtained the document certifying the registration/recognition of the foreign degree, a copy of the proof of the application for registration/recognition emitted from the competent national authority for its issuance may be provisionally accepted. In case the candidate is selected the signature of the contract is conditional on the presentation of the formal document. Applicants are advised to consult the website of the Directorate-General for Higher Education (DGES) for further information: <http://www.dges.mctes.pt>.

## 6. Term of candidature

The candidates present their application on the day 11/06/2018 until 5 pm, Lisbon time, on 29/06/2018.

## 7. Privacy Policy

Amyris BIO Products Portugal, Unipessoal, Lda is the Controller of the processing of personal data according to Regulation (UE) 2016/679 (General Data Protection Regulation).

The personal data processed in the context of this tender is intended for the preparation of the tender and shall be also processed by Universidade Católica Portuguesa to which Amyris BIO Products Portugal, Unipessoal, Lda has subcontracted the processing of this recruitment process

The personal data processed in the context of this tender is intended for the preparation of the tender and shall verifying compliance, by the candidate, of the requisites established in the legally applicable legislation for hiring. Opposition by the candidate to the processing of personal data will render the admission of the application unviable and, consequently, also of the analysis and evaluation of the application and eventual hiring.

When indispensable to comply with the obligations of Amyris BIO Products Portugal, Unipessoal, Lda., the personal data of the Data Subject may be communicated to third-parties, namely, the ANI-Agência Nacional de Inovação, S.A and AICEP - Agência para o Investimento e Comércio Externo de Portugal. This data may also be processed by other entities which Amyris BIO Products Portugal, Unipessoal, Lda has subcontracted for such purpose besides UCP – Universidade Católica Portuguesa.

The personal data may be kept for the legally allowed period.

The Data Subject is entitled to oppose processing, verify, correct, erase and limit the use of the data collected. However, the exercise of such rights may be excluded when the personal data is used to protect public interest, namely in the detection and prevention of crimes or when subject to professional rules of confidentiality. For purposes of exercising the respective rights, contact the Amyris BIO Products Portugal, Unipessoal, Lda, through the email [muller@amyris.com](mailto:muller@amyris.com) (Claudia Muller). The Data Subject is always entitled to contact and file a complaint with the Comissão Nacional de Proteção de Dados.

## 8. Final remarks

This position can be canceled at any time, when any case of force majeure occurs; reasons of a budgetary nature or lack of qualified applicants.

## 9. Contacts for clarification

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