

## Software Group Emerging Leaders for Growth Markets Program

**Date Needed:** July 2011  
**Location:** Austin TX, Raleigh NC, Littleton, Lexington MA, San Jose, Costa Mesa, Burlingame, CA, Tucson AZ, Beaverton OR, Bellevue WA, Boca Raton FL, Lenexa KS, or Rochester MN.  
**Degree(s) Needed:** MS, PhD  
**Majors Needed:** Computer Eng; Computer Science; All Other Eng; Comp Inf Sys; IT Specialist (CS/EE/Math/Physics/MIS); Management Info Systems; Software Engineering; Software Development

### Job Description:

Are you a trailblazer and highly interested in pursuing career opportunities outside of the US? What does it take to be a leader in a growth country? Globalization has broadened the spectrum of career opportunities for many individuals, particularly those in growth countries. Now more than ever understanding the role you play in a globally integrated enterprise is paramount. IBM understands this better than any organization as we're always exploring ways to enhance our global technical talent pool.

At IBM Software Group, we've launched the **Emerging Leaders for Growth Markets Program**, a program designed to develop future technical leaders for enhanced career opportunities abroad. We recruit highly skilled technical professionals who have been educated in the US and hire them with the goal of long term employment abroad in our Development labs. You will start with a US employment opportunity that is intended to provide you with the foundation of skills and set you on the path to becoming a leader in one of our labs in **China or India**. The program has two phases:

#### Phase 1

- Hired into IBM as a Long Term Supplemental - you will be working for approximately 24 months in the United States at one of our Software Group locations/labs in the US
- You will have a technical role – examples: Software Developer, Programmer, Product Development, etc.

#### Phase 2

- Upon completion of Phase One, you'll be offered the opportunity to work as a full time employee in one of our Software Group Development labs **located in China or India**
- You will have progressed to leadership roles – examples: 1<sup>st</sup> Line Manager, Senior Developer/Programmer, etc.

We are looking for top tier, innovative, advanced degree technical professionals who have completed their Master's Degree or are currently in pursuit of your Master's degree in the areas of Computer Science, Software Engineering, Information and Knowledge Management or eCommerce, Computer Engineering and Software Development. Our ideal candidates must have strong technical skills, a passion for technology and software, strong teaming skills and show leadership potential. Must be able to work in a high energy environment and exhibit creative thinking and collaboration. Having the ability to turn ideas into reality, communicate effectively, and work closely with others in teams around the world is essential.

Our positions offer an excellent opportunity to develop technical skills with a multi-disciplinary team of developers, designers and business professionals focused on the next generation of software. You will gain real life experience with a corporate position that will not only impact IBM's bottom line but also influence the future of software. For more information on our business unit and products, please visit our website at <http://www-306.ibm.com/software/>

### Candidates should possess the following basic qualifications:

- Bachelor's Degree
- Willingness to live in one of the following locations: Austin TX, Raleigh NC, Littleton, Lexington MA, San Jose, Costa Mesa, Burlingame, CA, Tucson AZ, Beaverton OR, Bellevue WA, Boca Raton FL, Lenexa KS, or Rochester MN.
- **Have at least 8 months remaining on their OPT**

### Preferred qualifications:

- Leadership skills including a drive to achieve
- Ability to work well in a team
- Creative problem solving
- Powerful Communication skills

IBM Software Group provides a next-generation open integration platform built on a service-oriented architecture. Things like oil exploration, earthquake prediction, water conservation, and traffic management need smart systems to find the big answers to the big questions; we provide open rather than proprietary software and fully integrated business processes and solutions rather than piece-part products that don't work together easily. Bringing these systems to life does not occur at the snap of a finger. It requires the right people, tools and business insight.

### **Application Procedure:**

In addition to Submitting your resume through your Career Office system please also submit your resume and online profile through our employment web site at <http://www.ibm.com/careers> to **job ID#: SWG-0406430**. This formal application process is a requirement to be considered an official candidate for a position at IBM. All resumes submitted to [ibm.com/careers](http://www.ibm.com/careers) are active for a period of six months, and will only be considered once you have applied through our employment website.

### **IBM's Employment Policy**

IBM's intent is to hire the best-qualified candidate for job opportunities within IBM, regardless of race, color, genetics, religion, sex, sexual orientation, national origin, age, disability, veteran status, and military status. However, applicant eligibility for employment-authorized immigration status, temporary or permanent, will be considered. Any subsequent sponsorship for permanent residence is at the sole discretion of IBM management, and is based on job performance, contribution, and business requirements. IBM is committed to creating a diverse environment and proud to be an equal opportunity employer.