



Open Position: Associate Software Engineer

MAQ Software is a leading provider of innovative software solutions for Fortune 500 companies. We use AI, cognitive services including Azure machine learning, the latest cloud computing trends including Microsoft Azure, Amazon Web Services, Big Data and advanced business intelligence features of SQL Server, Power BI, and the latest form factors such as iOS and Android.

We have been closely aligned with Microsoft Corporation for over 23 years and are a Microsoft Gold Partner for Data Analytics, Data Platform, Cloud Platform, Application Development, Application Integration, DevOps, Project and Portfolio Management, Collaboration and Content, Datacenter, and Security. We are also a Consulting Partner for Amazon WebServices.

MAQ Software was honored for the 11th time as one of America's Fastest-Growing Private Companies by Inc. magazine. We are proud to be recognized for our sustained growth and innovation.

In 2021, MAQ Software was honored with the Power BI Partner of the Year award by Microsoft. The award recognizes our outstanding successes and innovations by partners from over 100 countries and in a wide variety of categories, including partner competencies, cloud-to-edge technologies, entrepreneurial spirit, and social impact.

As part of our fast-paced team, you will help deliver over 100 software solutions every year in an agile and fast-paced manner. You will get great exposure to multiple projects using the latest technologies. The company employs over 1000 people in four engineering centers located in Redmond, WA, and India (Hyderabad, Mumbai, and Noida).

As a key member of a dynamic and fast-moving team, you will take part in sprint planning, product definition, and software implementation. This role provides a unique opportunity to be involved with every aspect of a software development project throughout its development life cycle. Our developers gather requirements, design code, test, engage in task management, and deliver end-to-end solutions to customers. This role includes all the technical challenges associated with ensuring project delivery on fast-paced projects.

Engineering Culture:

We foster an intense work culture with a can-do attitude. Our key managers all have excellent educational backgrounds and significant experience growing a company and mentoring software engineers. Due to our smaller size, we are able to adopt the latest technologies and computing trends ahead of the larger industry players. As a part of our globally distributed engineering team, our engineers gain exposure to the latest software engineering practices and fast development cycles.

Our developers routinely work on challenging technical problems that utilize the latest technologies to deliver Software quickly and efficiently

Examples of some of our projects:

◆ One of the largest food and beverage companies in the world faced challenges due to unreliable data that did not give executives a real view of their customers' points of sale. This was a result of having disparate systems that generated siloed, static, and conflicting reports. In addition, reporting performance was low and dashboards were not intuitive. We addressed these challenges by migrating multiple Business Intelligence platforms into Power BI. This reduced critical decision-making from weeks to days, saved on licensing and infrastructure costs, and led to a surge in Power BI adoption. This was achieved through a well-crafted plan that included:

- Power BI migration and optimization.
- Process automation through Power Automate.
- A pilot to integrate Azure Synapse to infuse AI-driven insights into inventory, delivery routes, and sales forecasts.

A key contributor to user adoption was our approach to implement Centers of Excellence to train hundreds of team members around the world in Power BI capabilities, governance, and best practices.

◆ We worked on a machine learning solution for retail stores to help them increase sales. We partnered with our client to gather their sales data, promotion, and discount data for model engineering. We also used weather data from the US government to develop a historical weather model. Our team created a hybrid machine learning model that predicts future sales far more accurately than the existing model used by the customer. We used Fourier transforms to decompose sales, analyze trends, and remove noise from the sales time series. Then, we applied logarithmic, exponential, and S-curve transformations to features to help us develop hybrid regression models and predict upcoming future sales. Our sales forecasting engine, built on Microsoft Azure Databricks, allowed our client to align their business objectives with predicted sales.

◆ For another client, we developed a business intelligence solution to efficiently pull high volume data (more than 150 million rows) from source tables to a staging environment. We developed visually rich reports that allow business users to analyze the data from different perspectives and perform what-if analysis based on their business needs. We developed data orchestration pipelines to pull a high volume of data in 30 minutes and created reports using Power BI with optimal page performance.

Job Responsibilities:

Gather Software requirements and Data Analytics (~15%)

- Elicit requirements from customer
- Review User Stories and create software development tasks
- Participate in daily project team huddles and attend daily calls with the onsite team and customer to understand business needs
- Work closely with business intelligence and analytics developers to understand, analyze, make solution recommendations, and define alternate strategy for data design, data orchestration, and ensure data consistency and accuracy

Develop architecture design (~10%)

- Develop iterative prototypes and analyze various upstream data sources
- Prepare approach documents based on the business needs
- Identify design alternatives and conduct technical feasibility
- Develop proof of concepts for technical evaluation and early customer feedback

- Develop database schema and document other architectural dependencies for a reliable, scalable, and optimal solution
- Develop algorithms to convert functional specifications into software design

Application development using Azure SQL, Azure services, Power BI, Machine Learning, SharePoint Online, Power Apps, and C# (~65%)

- Develop, maintain, and enhance ADF pipelines, Azure Analysis Services, Azure Databricks, and various forms of BI content including reports, dashboards, and analytical models
- Develop and maintain the machine learning models using Python
- Develop various content rich reports using Power BI
- Write frontend and backend code as per the approach document
- Unit test the solution
- Develop, maintain, and enhance web applications using latest frameworks and libraries
- Analyze the reports generated by the tools and incorporate the changes/results
- Conduct peer code reviews and external code reviews using Git and Azure DevOps
- Generate and deploy daily builds for verification and customer review
- Ensure the consistency between the defined requirements, the implementation of the business logic at the database layer, and the user's experience in interacting with that data
- Debug, monitor, and troubleshoot solutions
- Automate verification framework using Selenium and other tools

Training and certifications (~10%)

- Participate in technical study groups and internal trainings
- Complete in-house certifications to improve the skills on different technologies
- Complete MOOC courses from Microsoft Learn
- Complete MOOC courses from Coursera, edX, Udemy, and Pluralsight, as needed
- Complete Microsoft certifications on Data Analyst Associate, Azure Developer Associate, Azure Data Engineer Associate, Azure AI Engineer Associate, and Azure Data Scientist Associate as needed

Candidate Profile

Eligible Branches:

- B. Tech./B.E. (CSE/ IT) with 9.25 CGPA+

Eligibility criteria:

- 80% plus or equivalent in Computer Science/Information Technology
- 80% plus in 10th and 12th
- No active backlogs