

Hewlett Packard Autonomy

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Introduction

Hewlett Packard (HP) Autonomy, formerly known as Autonomy Corporation is a British Software company that was founded in Cambridge in 1996 by Michael Richard Lynch, David Tabizel and Richard Gaunt. It was taken over by Hewlett Packard (HP) in 2011 for around £7 billion (\$11.8 billion) [1]. The company mainly sells to large businesses looking to store and deal with large amounts of data in an organised structure, for example Bond International Software Group uses software from HP Autonomy which helps them with their recruitment process [2]. Services provided by them include customer support and education which can both be accessed on their official website.

Working at HP Autonomy

On the HP website a job search can be done and options are given to search for jobs in specific regions and countries as well as specific types of jobs. In figure 1 the results are shown for when Software Engineering jobs in the UK are searched for and there are many options available at graduate level including opportunities to do Software Engineering or Software Development.

Job Title	Location	Date
Graduate Software Engineer HP Autonomy	Belfast, United Kingdom	10/18/2014
Software Engineer HP Autonomy	Cambridge, United Kingdom	10/18/2014
Graduate Software Developer Autonomy Technologies	Cambridge, United Kingdom	10/18/2014
Software Developer HP Autonomy	Cambridge, United Kingdom	10/18/2014
Application Software Support Analyst	Newcastle, United Kingdom	10/18/2014
UKPS Chief Engineer	Bracknell, United Kingdom	10/18/2014
Security Support Engineer	United Kingdom	10/18/2014
BSM Implementation Engineer	Erskine, United Kingdom	10/18/2014
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Research Engineer HP Labs	Bristol, United Kingdom	10/18/2014
Digital Press Field Engineer	Wigan, United Kingdom	10/18/2014

Figure 1 – Software Engineering Job search.

Both of these positions are advertised as looking for individuals who have a passion for technology and who can work well in a team as developing programs is likely to be done in teams. They also look for people who are creative and motivated to solve difficult problems. Some of the more technical skills HP Autonomy looks for in their candidates are:

- Previous experience using Java, C++ or C
- Knowledge of web development programs such as HTML5, CSS or Python
- Knowledge or experience in mobile platform development
- Experience with databases
- Prior internship experience

Software Engineers will be involved in all areas of the development of the software including the actual development and the testing.

There is also the opportunity to do internships at HP Autonomy and one example of this is their IT Internship Program which they also advertise on their website. This specific internship lasts for 13 months and all that is required is that the candidate is on target for a 2:1 in their degree as well as having a placement year as part of their degree. It involves areas of the business out with Computing such as Sales and Marketing and allows the candidate to build on any previous experience they have from their university course. Furthermore, successful interns will also have the option to join HP Autonomies graduate programs like the one mentioned above.

Recruitment

Most, if not all, of the job vacancies are advertised on the HP website and it is possible to apply online. The process of applying is quite simple and involves uploading your CV as well as other documents – for example your resume, references or a cover letter. They also ask for contact information and then you must input your work experience and education.

The four stages of HP's recruitment process are application, evaluation, assessment and selection [3]. The application stage is where you apply online for a job vacancy or series of vacancies which interest you. HP asks that the places you apply for should align with your education history as well as any previous experience you have had. Once you have applied your application will be evaluated against the specific requirements of the place or places you are interested in. These are likely to be mostly technical requirements but also some personal qualities they are aware of from your application. If your application meets the requirements you will be put through to the assessment stage of the process. This stage can but won't necessarily include written assessments but will have a face-to-face interview with either the manager looking to hire you, a member of Human Resources, or other relevant panel members. The main aim for HP at this stage in the process is to get an idea of your "competencies". These are specific skills that the company requires from every one of their employees and include:

- Customer Focus
- Integrity and Trust
- A drive for results
- Good decision making skills
- Good organisational skills

These are only a few examples of many competencies they look for.

Eventually they come to the final selection stage where they will select the most qualified candidate and they will notify all unsuccessful candidates as well as the successful ones.

Company Culture

HP is a company who seems to have a large gesture towards 'making the world a better place' and building a better future. One area on the HP website mentions how the e-Health Centres on the HP Cloud has been used by 35,000 patients. They also have their own foundation – "The Hewlett

Packard Company Foundation” – which supports disaster relief and education projects. Furthermore, they have the environment in mind and as well as reducing the amount of water they use they have created software which allows you to calculate your own carbon footprint and helps you work out how you can reduce it. According to the CEO of Hewlett Packard – Meg Whitman – they were “the first major IT company to publish and verify their complete carbon footprint” [4].

Conclusion

Hewlett Packard Autonomy is a British software company which was formed in 1996 and was previously known as Autonomy Corporation. They have many opportunities available for graduates including jobs in Software Engineering and Software Development and they also offer internships which can be the first step into one of their graduate vacancies. They look for candidates who are good team-workers, have a passion for technology and are well organised as well as the more technical skills required and they are a company committed to building a better future.

References

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4. HP Official Website *Environmental Progress* [online]. Available from http://www8.hp.com/us/en/hp-information/environment/index.html#.VEp5U_nF9u0. [Accessed 24th October 2014]