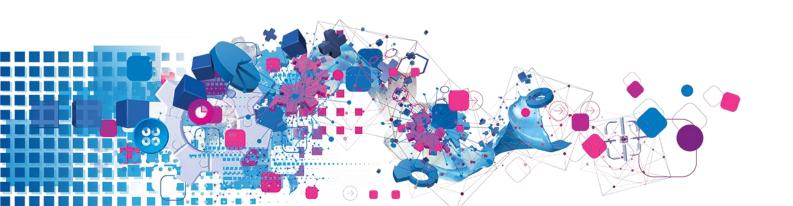


Software Engineer II – Decision Analytics

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1. Company Profile

Experian is a leading global information services company that unlocks the power of data to create opportunities for consumers, businesses and societies across the world.

During life's big moments – from buying a home or car, to sending a child to college, to growing a business exponentially by connecting it with new customers – we empower consumers and our clients to manage their data with confidence so they can maximize every opportunity.

We gather, analyse and process data in ways others can't. We help individuals take financial control and access financial services, businesses make smarter decision and thrive, lenders lend more responsibly, and organizations prevent identity fraud and crime.

For more than 125 years, we've helped consumers and clients prosper, and economies and communities flourish – and we're not done.

Our 16,000 people in 37 countries believe the possibilities for you, and our world, are growing. We're investing in new technologies, talented people and innovation so we can help create a better tomorrow.

What we do

We aim to place clients and consumers at the heart of everything we do. We help them to make the most of their data and realise their ambitions by enabling quicker, smarter decisions using our analytics and software.

The breadth, depth and accuracy of data, combined with analytics, help to drive informed and trusted decisions for our clients. We hold and manage powerful data sets, including credit data on 989 million people and 111 million businesses.

The data we hold varies, for example from how you have repaid credit in the past, to whether a car has been in an accident, to your eligibility for healthcare services in the USA, to how you like to respond to online advertising. Our industry experts collaborate with our data analysts and scientists to create innovative analytics and software to help solve our clients' challenges.

We help millions of consumers to:

- better access financial services;
- understand and improve their financial position;
- protect their identity; and
- know that their data is correct.

We help thousands of businesses and organisations to:

- manage credit risk;
- prevent fraud:
- better understand their customers; and
- better understand their markets and allocate resources.

Our clients come from a wide variety of areas, including financial services (33%), consumers (19%), healthcare (7%), retail (5%), telecoms and utilities (5%), automotive (5%), insurance (4%), media/technology (3%) and government and public sector (2%).

We provide services in North America, Latin America, UK and Ireland and EMEA/Asia Pacific, and we manage and report our performance across those regions. North America accounts for the largest proportion of revenues (56%), while Latin America accounts for 17%, UK and Ireland for 19%, and EMEA/Asia Pacific for 8%.

We employ more than 16,000 people across 37 countries. Our corporate headquarters are located in Dublin, Ireland, with operational headquarters in Nottingham, UK; California, USA; and São Paulo, Brazil. We are listed on the London Stock Exchange and are a constituent of the FTSE 100 index. Market capitalisation was approximately £16bn as at May 2017 and, for the past three years, Experian has been named by *Forbes* magazine as one of the 'World's Most Innovative Companies'.

Our business activities

Our business activities in our regions are grouped into the following four areas:

Credit Services (55% of revenues): We help organisations lend responsibly and protect themselves and their customers from risk. From our 17 consumer and 11 business information bureaux, we provide millions of credit reports every day, enabling lending decisions to be made fairly, responsibly and quickly for people and businesses.

Decision Analytics (13% of revenues): We help our customers to lend effectively and to minimise the risk of fraud by developing advanced software and models to analyse data.

Marketing Services (10% of revenues): We help businesses to understand their customers. We use our strengths in data management and analytics to give our clients a clear picture of who each individual is and of their needs, so they can target relevant offers and communications to each individual.

Consumer Services (22% of revenues): We empower people to take control of their credit – helping them to understand and better manage their financial position, while protecting themselves from identity theft and fraud.

Financial performance

We have a strong financial track record with high quality, recurring revenues and we are highly cash generative with low capital intensity. Total revenue for the year ended 31 March 2017 was US\$4.3bn, with organic revenue from ongoing activities up 5% at constant exchange rates. Benchmark EBIT was US\$1.2bn and Benchmark EBIT margin from ongoing activities was 27.7%. Benchmark free cash flow was US\$933m, and the full year dividend was 41.5 US cents per ordinary share, up by 4%.

Our strategy

Our strategy is focused on delivering a significant growth agenda supported by several foundational principles:



2. Our Brand

Our brand brings to life our strategy of putting clients and consumers at the heart of everything, being more collaborative through a 'One Experian' approach and even more innovative. It embodies a clear ambition for us to help people and businesses create a better future for themselves.

Our core beliefs are:

- 1. Data is central to how we all live. It has the potential to transform all our lives for the better.
- 2. We can unlock the power of data to realise opportunities for people and organisations.
- 3. It is how we can help that sets us apart. We place the power of data and our expertise in the hands of our customers, creating opportunities and helping them plan for a better future with confidence.
- 4. That we can make a difference to society and our communities, by helping people make the most of their data
- 5. That how we work is as important as what we do: we treat everyone fairly and their data with respect; we work with integrity, always.

How we work is as important as what we do

Success at Experian is evaluated based on performance, what we do – our objectives – and how we do it – our behaviours and capabilities. We've recently developed and launched 'The Experian Way' - a unique and consistent way of working globally. It informs how our people act and behave, which shapes our culture. It's defined across five key areas of strategic importance:





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The term 'Customers' refers to our 'Clients' (B2B) and 'Consumers' (B2C and B2B2C).
At Experian, whether your role brings you into contact with customers directly or not, all of us contribute to meeting customer needs. At the heart of what we do are the relationships we invest in and nurture.





Innovate to Grow



'One Experian' mindset – we work as one united team and use the combined strengths and capabilities of our people, products and services across teams, functions and regions. This translates into seamless experiences for our customers.

At Experian, it's the responsibility of each one of us to find opportunities and improve the way we do things to help our business and our customers grow.

Safeguard Our Future



Value Each Other

Collaborate to Win



We make Experian a great place to work. We treat each other with respect, trust and integrity.

3. Job Description

ROLE SUMMARY

The role sits within our Decision Analytics business, one of our four Global Business Lines. Experian Decision Analytics helps client achieve and sustain significant growth. We do this by enabling clients to make analytics-based customer decisions that support their strategic goals. As experts in uniting business understanding with consumer and business information, analytics and strategy execution, we empower clients to optimise customer value and actively manage it over time. This role therefore has clear accountability for creating measurable value within our client organisations.

Essential Duties and Responsibilities

- Interaction with the Product management function to build functional requirement.
- Driving the creation of technical requirements.
- Working with an architecture team to design the components of the product suite.
- Provide input to project plan regarding own areas of responsibilities.
- Responsible for implementing accurate and reliable code in time according to specification to deliver needed functionality.
- Responsible for designing and implementing unit tests to validate functionality implemented correctly.
- Help build and maintain systems and processes required for software engineering.

Knowledge

- Strong programming, troubleshooting, analytical & problem solving skills.
- Understand and familiar with SOA.
- Understand and familiar with good Java software engineering processes and methods e.g.:
- Design Patterns
- Refactoring
- TDD
- Agile methodologies
- Automation
- Familiar with three or more Open Source tools / Frameworks, including but not limited to: Ajax, Spring, JSF, Ant, Subversion, Maven, CruiseControl, Hibernate/JPA, Junit, FIT / Fitnesse, JMS, SOAP, Axis.
- Understand emerging Java Technologies.
- Very good process understanding of software development
- Strong communication skills
- Good management abilities
- Good organisational skills
- Good interpersonal skills
- Experience of working in cross functional teams
- Ability to work in a dynamic, fast moving and challenging environment.
- Java Engineering & Design
- Shows architecture decision making skills
- Understanding of Design Patterns
- Use of refactoring
- Automated unit testing (JUnit)

Qualifications

 Candidate must possess at least a Bachelor's Degree in Computer Science/Information Technology, Engineering (Computer/Telecommunication) or equivalent.