**The Elevator Pitch: Why will you enjoy this new opportunity?**

VMware is a leader providing multi-cloud services for all apps, enabling digital innovation with enterprise control. The CloudSolutionsTeam builds and operates the VMware Cloud Service Platform (VMC Platform) for our customers and partners. This multi-cloud VMC Platform enables subscription services with VMware Cloud on AWS, VMware Cloud on AWS Outposts, VMware Cloud on Dell, VMware Cloud Foundation, and all our service integrations with Azure, Google, Oracle, Alibaba Cloud, and on-premises vSphere users.

As a developer in CloudSolutionsTeam, you will have an opportunity to participate in all layers of SaaS development to lead VMware’s SaaS transformation. The SaaS lifecycle includes [Developer enablement](https://nam04.safelinks.protection.outlook.com/?url=http%3A%2F%2Fsmtp3.rolepoint.com%2Fls%2Fclick%3Fupn%3DCf5feiiUBwood8PYtdzzYa8xczGs7wYsTlEAZCW0nSt1G-2B8bsiqAJYlh-2F9xWcfXQa8tyXku2BDwEwBufapLZzt5wH7fJ1ySsd5CviDtjoQM6EvPIlfsezWvh-2B7ZsfpQCAq6Q_ZQ4ieqHUQR9Q-2FOniEFwpL6KeS-2BSUbWLLGtGtbiBPIQPer0-2B7XzE1Ze6E3hlIhKPRHAA9TNWRd83e3FXJrSSyinUdarGDtJqZOuimnTM8GTd9CjLOrwyrAauwssleMOQdL7vcsSruMdAqBxgisJ8-2Bedoudy2Cs-2B8KvC-2FfONiSIV27eF1ctDiwNNSfeM1Y1edq5f-2FltukcN9N-2BQtLp1Zs5PyEB-2Ft4EOq62iNYeJxomQDnUvI1KrDKL0dDWCE9CgPS4netcI7ZFHAZHlIT9zmIrj2B0isxz9NDnw9QXvZWIZvTOfOTBzvDT0u-2F-2FJ-2FvYo-2BWFqiiDIiPmH65OWrN2YEKypQSZ7xunIKDf8DY0XDfaaQ3-2FKu0vLOQVHFS8HUUaGJfbv1OoEuX4IKVSu9XY-2BoxO9GWOjUNsVOqoKUkwKjsK8UFnV8Kqcz7wXmiECtwA8ZLw&data=04%7C01%7Cmiram%40vmware.com%7Cbde7c6d1f2184362b54708da005c1028%7Cb39138ca3cee4b4aa4d6cd83d9dd62f0%7C0%7C0%7C637822692669402021%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=WJ67bDcAkCcbcgfs1Kg62w%2Fvlduogn8vAX%2FucQej2WQ%3D&reserved=0), creating tools and automation for a paved path to production, building a [SaaS Starter kit and Core services](https://nam04.safelinks.protection.outlook.com/?url=http%3A%2F%2Fsmtp3.rolepoint.com%2Fls%2Fclick%3Fupn%3DCf5feiiUBwood8PYtdzzYa8xczGs7wYsTlEAZCW0nSt1G-2B8bsiqAJYlh-2F9xWcfXQSLN9elxalt8uzt1uAwsG0w64eWBzHog02-2B6lNsltYIc-3DOZsl_ZQ4ieqHUQR9Q-2FOniEFwpL6KeS-2BSUbWLLGtGtbiBPIQPer0-2B7XzE1Ze6E3hlIhKPRHAA9TNWRd83e3FXJrSSyinUdarGDtJqZOuimnTM8GTd9CjLOrwyrAauwssleMOQdL7vcsSruMdAqBxgisJ8-2Bedoudy2Cs-2B8KvC-2FfONiSIV27eF1ctDiwNNSfeM1Y1edq5f-2FltukcN9N-2BQtLp1Zs5PyEB-2Ft4EOq62iNYeJxomQDnUvI1KrDKL0dDWCE9CgPS4MLoVrZsq447MrgjJgHUm974wYsCvN7BsWKualWG6pyhTZN4WbGSgwNY73tKPJzihS86dIgnb9B2ZpuM8I0LXTxjoqGFqXO9uIfEViOvuhtrGvyOrS60M-2FwnLz8ZSVjH5Y9ZGK8Y4LkhsXMgMbwbl0DF3Th7x4abHUSA7OMe5XPSW7VhuBgNRdkK1gA8iaJXD&data=04%7C01%7Cmiram%40vmware.com%7Cbde7c6d1f2184362b54708da005c1028%7Cb39138ca3cee4b4aa4d6cd83d9dd62f0%7C0%7C0%7C637822692669402021%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=9gVGEf3zVqBYZx%2B%2FIkYy5w5RT%2B0GDjkI6RbpS3FULjY%3D&reserved=0" \t "_blank) that enable fast service development with common functions (API Gateway, Data, Orchestration, Messaging...). In addition, you can develop our real-time usage mediation, metering and billing of SaaS services through the multi-provider [Hermes platform](https://nam04.safelinks.protection.outlook.com/?url=http%3A%2F%2Fsmtp3.rolepoint.com%2Fls%2Fclick%3Fupn%3DCf5feiiUBwood8PYtdzzYa8xczGs7wYsTlEAZCW0nSt1G-2B8bsiqAJYlh-2F9xWcfXQLFtg8ATCXyuqE8DfO5JxeYXL-2BMHOHPL-2F5Q-2FwblSrWx8bd6M5GVg25L3BEPplEh8ZA7fuIttL21-2BGFCUWDOmUF2VeEsVu5cs6k9k-2FeuqNOENTIPRuH0Hku-2B-2FWIrBrtHhvxlXqSVZslIofFmiKioZzRw-3D-3DY7fC_ZQ4ieqHUQR9Q-2FOniEFwpL6KeS-2BSUbWLLGtGtbiBPIQPer0-2B7XzE1Ze6E3hlIhKPRHAA9TNWRd83e3FXJrSSyinUdarGDtJqZOuimnTM8GTd9CjLOrwyrAauwssleMOQdL7vcsSruMdAqBxgisJ8-2Bedoudy2Cs-2B8KvC-2FfONiSIV27eF1ctDiwNNSfeM1Y1edq5f-2FltukcN9N-2BQtLp1Zs5PyEB-2Ft4EOq62iNYeJxomQDnUvI1KrDKL0dDWCE9CgPS4mSnRqOLeAQC7oqFODHuI8KfhvMD9427YlVObdfMte1Sw63mTnlMNyAabllOWbdMu1F3HbNgPc7bzsMlcRQIlbchiucQC8nVlkCaI2KVUwXu7nDZms4rcgQqVzE8A4UBtE3kaErNlQSiCah5SnnOsHnLHtdnQnQyUhDlFlxH4SHEpB8gYdnw0CwRzaZ2bAvnG&data=04%7C01%7Cmiram%40vmware.com%7Cbde7c6d1f2184362b54708da005c1028%7Cb39138ca3cee4b4aa4d6cd83d9dd62f0%7C0%7C0%7C637822692669402021%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=vVhl8ioth3foJ6P65nTABtkfXSkaNo2SCnTOU4lcN0w%3D&reserved=0). You can also directly contribute towards VMware’s multi-cloud journey by joining our public and local cloud teams such as [VMware Cloud on AWS](https://nam04.safelinks.protection.outlook.com/?url=http%3A%2F%2Fsmtp3.rolepoint.com%2Fls%2Fclick%3Fupn%3D8y-2FrV1V9QALQiehr3DLijj7nfG2mIP2D-2B81A3H2rIGmdSPuooaRgehAGZ9tnC4xuvf6aRD-2FopRwX5OATCUITEw-3D-3Dx69r_ZQ4ieqHUQR9Q-2FOniEFwpL6KeS-2BSUbWLLGtGtbiBPIQPer0-2B7XzE1Ze6E3hlIhKPRHAA9TNWRd83e3FXJrSSyinUdarGDtJqZOuimnTM8GTd9CjLOrwyrAauwssleMOQdL7vcsSruMdAqBxgisJ8-2Bedoudy2Cs-2B8KvC-2FfONiSIV27eF1ctDiwNNSfeM1Y1edq5f-2FltukcN9N-2BQtLp1Zs5PyEB-2Ft4EOq62iNYeJxomQDnUvI1KrDKL0dDWCE9CgPS4xfCBPiFhmyknw61JdRdiB8RaQswK18a9L4G2fx0foRd69MFGb9K9Y7gIHTLRZ0wuOIZeRcufZejuaP1PKzv2tQDPHyhHj7SqF9VgUJgOAgy-2BDW6rHRyYm7Os8EvUFnuVYRqRij3sliuZw3M7pnHZb78B4SaKHSivhaAe6Xpt5RCdM-2F4kAmMHaaRVyD9eVAHT&data=04%7C01%7Cmiram%40vmware.com%7Cbde7c6d1f2184362b54708da005c1028%7Cb39138ca3cee4b4aa4d6cd83d9dd62f0%7C0%7C0%7C637822692669402021%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=oj5HPaHywnyFfMySwamM6DMgRoTlRXzxZuFbu2bzLHA%3D&reserved=0) and [VMware Cloud on Dell](https://nam04.safelinks.protection.outlook.com/?url=http%3A%2F%2Fsmtp3.rolepoint.com%2Fls%2Fclick%3Fupn%3D8y-2FrV1V9QALQiehr3DLijncBqePd-2Fsnpm5shzO1m2qaSCPSJ0w8PtkFcAHAAjIHBu7mQuQ1itCOi8Jg5n1CvSw-3D-3DbFAl_ZQ4ieqHUQR9Q-2FOniEFwpL6KeS-2BSUbWLLGtGtbiBPIQPer0-2B7XzE1Ze6E3hlIhKPRHAA9TNWRd83e3FXJrSSyinUdarGDtJqZOuimnTM8GTd9CjLOrwyrAauwssleMOQdL7vcsSruMdAqBxgisJ8-2Bedoudy2Cs-2B8KvC-2FfONiSIV27eF1ctDiwNNSfeM1Y1edq5f-2FltukcN9N-2BQtLp1Zs5PyEB-2Ft4EOq62iNYeJxomQDnUvI1KrDKL0dDWCE9CgPS4IjbadwTcaVwXC7arfqfjbe6Ce14RMCDPwWeJW17BmtfftwvrWDORJYNnFLjSwtN2hSTB-2B5j5lS98c6ORRfloomCYUIOTZlowKtrO9D0NBgXl8CNC4gWb1mbg9LTR-2Bp-2FZTvA1-2B2De4jP5YxYL7Wx3UYGTSpdcMfn5uhSpxoBW9XyvmErIpcDxzNVAwenS7-2B7I&data=04%7C01%7Cmiram%40vmware.com%7Cbde7c6d1f2184362b54708da005c1028%7Cb39138ca3cee4b4aa4d6cd83d9dd62f0%7C0%7C0%7C637822692669402021%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=cIEryLCPPmUPcLgEJH7c9swMygw4klM6wFIilcazwqU%3D&reserved=0) or by participating in new innovative multi-cloud consumption solutions that drive customer and partner adoption.

**Success in the Role: What are the performance outcomes over the first 6-12 months you will work toward completing?**

* Within the first 30 days, you will:
  + Learn more about the team, technologies and VMware products that you will be supporting.
  + Establish relationships with cloud solutions key stockholders from security and compliance prospective.
  + Become familiar with team automation and development environment and CI/CD
  + Learn more about VMware products, compliance and security standards
* Within the first 90 days, you will:
  + Contribute to team audit and compliance automation effort
  + Contribute to services security and compliance reviews and assessments
  + Contribute to security incident management process and remediation
* Within a year, you will:
  + Lead automation workstreams for various engineering groups
  + Lead feature development for EAC (evidence as code) automation engine
  + Become an expert in VMware cloud offerings and their compliance and security posture
  + Lead security and compliance product reviews and contribute to remediation effort as needed
  + Lead systems security testing, remediation and incident management
  + Contribute to services audits with external auditors

**The Work: What type of work will you be doing? What assignments, requirements, or skills will you be performing on a regular basis?**

* + We are looking for a strong software engineer with an experience building large and complex distributed architectures in the cloud and on-prem.
  + We are looking for someone with passion for security engineering and understands what it takes to adapt an existing architecture to security & compliance controls.
  + You should be using agile methodologies, open-source technologies, and feel comfortable translating standard control language into engineering design and architecture.
  + You need to be familiar with compliance regimes and security audit processes.
  + You should be able to lead technical meetings with senior technical audiences.
  + You need to have strong communications skills, both verbal and written.

**What is the leadership like for this role? What is the structure and culture of the team like?**

My name is Ayman Shehata, Sr. Manager for Security and Compliance Engineering (SACE). I am currently leading the SACE group for VMware cloud solutions.  I have been with VMware for 3 years.

My team culture is focusing on innovation. The SACE team main objectives are to promote security and compliance by default and by design , to optimize security and compliance efforts by automation and to continuously raise the security bar for VMware cloud services offerings.

I am a “work form anywhere” believer. My team is distributed across different parts of the globe and they are all self-driven, intelligent, high skilled and talented engineers. You will have access to the right technology, collaboration capabilities and work practices to help you do your best work.

Within SACE team, You will have the opportunity to work on interesting challenges, solve problems and develop your skillset within a very friendly environment. You will be empowered to innovate, think big and bring your full, authentic self to work every day.

**Where is this role located?**

Bangalore/ Pune