Objective.

Description of the young talent positions that we would like to share with universities, disrupted schools and vocational education centres, showing requirements and value proposition offered by Santander Corporate & Investment Banking (SCIB).

Document structure.

- Common Santander T&O value proposition.
- Profiles description:

  o DevSecOps.
  o Software engineering.
  o Data development and solutions.
  o Cybersecurity analyst.

Santander T&O Value proposition.

SICB through Santander Technology & Operations (SGT&O) is looking for Technology Talent.

WHY YOU SHOULD JOIN US.

At Santander, you can be part of one of the largest transformations the world is experiencing in the past several decades. The emergence of disruptive platforms as a business model has reshaped other industries and is poised to do the same in financial services, being Santander one of the main actors of the financial industry transformation.

This change is only possible with people like you, who will help us to raise the bar. We aim to bring technologists, passionate professionals who live and breathe technology, who will be constantly seeking different ways of doing things.

SGTO is the Technology and Operations team for Santander Group. We are convinced of the importance of technology that is aligned with the requirements of the business and that our work not only brings value to users, people and communities but also fosters individual creativity. Our team of over 4,000+ people in 8 countries (Poland, Portugal, Spain, UK, Mexico, Brazil and Chile) develops and/or implements financial solutions across a broad spectrum of technologies (including Blockchain, Big Data and Angular among others) on all kinds of on premise and cloud-based platforms.

Santander is proud to be an equal opportunity organization, regardless of race, sex, religion, age, sexual orientation, marital status, disability, nationality or gender identity.

And on top of a meaningful job, we care about you "At Santander", this means creating a workplace that respects your individuality and supports you to enjoy life outside work. You will enjoy flexible working conditions, a global well-being program, Be Healthy, and will be entitled to spend a certain number of hours each month volunteering.

WHAT WE OFFER YOU.

- Be part of the very challenging projects.
- International mobility.
- A competitive economic package.
- Flexiworking.
- Become a valuable technician professional.

Profile description.

1.DevSecOps.

WHAT YOU WILL BE DOING.

As a **DevSecOps Engineer** your mission will be to collaborate in the end-to-end of DevOps projects, contributing with a full view over architecture, design, deployment of the solutions, system integration, automation, execution and support.

We need somebody like you to help us in different fronts:

- Pipeline deployments with ALM tools: Automatic software promotion between different environments. Orchestration with all quality control systems, including cybersecurity.
- SW deployments.
- Testing: Automation of functional and regression tests that ensure the correct behavior of the application.
- System integration / continuous integration: provide the teams with what they need to integrate their code on a daily basis with unit test automation and software quality.
- Environments and infrastructures: Make available, maintain and scale when necessary the self-configuration of the environments and their infrastructures so that the team can develop the solution.
- Continuous monitoring.

WHAT WE ARE LOOKING FOR.

Required qualifications.

- A STEM bachelor/degree/master (Science, Technology, Engineering and Mathematics). Graduates in Mathematics, Computer Engineering, Telecommunications, Statistics, Physics or similar.
- Pasion in the latest trends, technologies and programming languages.
- Team spirit, good communication skills, good interpersonal skills,
- Problem solver, creative, goal oriented.
- Eager to learn.
- English: B2/C1.

Knowledge in any of the following subjects or interested in developing them.

- Automatic deployment tools (Terraform, Ansible, etc.).
- Cloud architectures (vCloud, Azure/AWS), Monitoring tools.
- OpenShift / Docker Hub / Kubernetes / Cloud ALM (Azure DevOps, DevOps AWS, GitHub, GitLab, Atllassian, etc.).
- Jira / Confluence, Git, Jenkins (CloudBees), Nexus, Sonar y Harbour.
- Scripting languages (Groovy, Python, JavaScript, etc.).
- Data bases (PostgreSQL, MongoDB, Azure Cosmos DB).

2. Software engineering.

WHAT YOU WILL BE DOING.

As a **Software Engineer** your mission will be to interpret the solutions provided and transcribe them to the programing languages and parameters required to generate the technical components integrated in the solutions designed.

We need somebody like you to help us in different fronts:

- Design and development of market access solutions based on the integration of new and existing products with third party applications and services.
- Definition of best practices for development, automatic testing and deployment.
- Actively working on optimization and efficiency of software development processes.
- Package of solutions for the correct deployment of SW in the different work environments or collaborate with DevOps.
- Implementation of the appropriate alerts and metrics for solution measurement.
- In addition to development, you must collaborate in the technical design of solutions to comply with the SCIB microservices reference architecture framework.
- Ensure that the software has the necessary quality in both maintenance and new software to be developed.
- Implement software quality controls.
- Implement cybersecurity controls that are detected.
- Identify training, upskilling or re-profiling needs required to maintain technical competences.

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Knowledge in any of the following subjects or interested in developing them.

- <u>Technical</u>: Java, Shell script, Jenkins, Python , Spring, Relational Database, NoSQL, Github, Testing using TDD or DB (Jasmine, Karma).
- <u>Functional</u>: understanding of banking products and processes (payments / receipts / invoices / balances and movements).

- <u>New technologies</u>: Kafka / Java 8 o later (JDK 11/17) / Spring Cloud Stream / Spring Boot / Spring Cloud (Web, Data, JPA) / Spring framework Reactive, WebFlux/ Microservices with Event-Driven architecture / MongoDB / Neo4J / SaaS at software level / Openshift / K8S / Flink

3. Data management solution delivery.

WHAT YOU WILL BE DOING.

As a **Data Management Solution Delivery** your mission will be to develop data management pipelines and components aligned with CTO policies. You will develop, test, scale and deploy components that sustain a global financial product.

We need somebody like you to help us in different fronts:

- Develop data pipelines using top-class data management frameworks.
- Deploy assets using CI/CD pipelines.
- Reuse existing components, define and propose new reusable components.
- Build sophisticated yet simple unit and integration tests, be responsible for your software (in a good way).
- Suggest new user stories to the product owner and technical lead that you think will make the product better.
- Scale up your software, make it faster, make it secure, you will make it great and be proud of it.
- You will be comfortable writing batch programs and event oriented pipelines.

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- Team spirit, good communication skills, good interpersonal skills,
- Problem solver, creative, goal oriented.
- Eager to learn.
- English: B2/C1..

Knowledge in any of the following subjects or interested in developing them.

- *Cloudera / Spark / SnowFlake / Databricks/ Stratio / Hive / Impala / Hbase*
- *Spark Streaming / Flink / Storm.*
- *API Ecosystems.*
- *HDFS.*
- *S3*
- *Kafka.*
- *Scala / Python / Java.*
- *CI/CD.*
- *Google/AWS/Azure.*

4. Cybersecurity Analyst.

WHAT YOU WILL BE DOING.

As Cybersecurity Analyst, your objective will be to support in the management of cybersecurity, participating in the definition, execution and monitoring of cybersecurity projects, controls and activities in order to improve our levels of defense.

We need somebody like you to help us in different fronts:

- Internal and external vulnerability management: Evaluate, analyze and establish remediation plans for vulnerabilities that may be present in CIB's technology assets.
- Support in the governance of Secure Development(S-SDLC), ensuring that projects comply with policy and following action plans.
- Support the implementation of global cybersecurity projects, identifying key actions and implementing them according to the entity's needs.
- Support in the monitoring and improvement of the entity's KPIs.
- Support during audits and participation in the follow-up of action plans.
- Execution of cybersecurity controls aligned with the group's strategy, seeking continuous improvement and risk mitigation.
- Analysis of cybersecurity events to detect and respond in time to threats. Elaborate continuous improvement plans to focus on the most relevant events.
- Resolving cybersecurity incidents in a timely manner. Evaluate and improve incident response plans and scenario development.
- Support in cybersecurity event plans to detect and respond in time to threats.
- Manage data leakage prevention measures.

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- Eager to learn.
- English: B2/C1.

Knowledge in any of the following subjects or interested in developing them.

- Cybersecurity incident and event management.
- Implementing and monitoring cybersecurity controls.
- Vulnerability lifecycle management.
- SSDLC, knowledge of cybersecurity management in application development lifecycle.

- In-depth knowledge of technology, cybersecurity solutions and frameworks such as NIST.
- Cybersecurity in Cloud (Azure and AWS).