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Shure Incorporated
5800 West Touhy Avenue
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Dear Hiring Team,

In 2021, I made it to a final-round interview for a DSP internship at Shure. I left that process with a clear impression: Shure treats engineering as a craft and reliability as a promise. The timing didn't align then, but the excitement about the company stuck with me. After four years of building and leading quality-critical, networked C/C++ systems at Ford (and an audio-focused internship at HARMAN), I'm applying for the Engineer Sr, Embedded Software Development role because this is exactly the kind of work I want to do: real-time, dependable software that professionals trust.

Over my time at Ford, I've led development and maintenance of diagnostic tools, simulators, and libraries across C++, C, C#, and VB.NET, including ownership of a DoIP edge-node simulation application and a vehicle communications library. I implement and optimize protocol features spanning DoIP over TCP/IP and CAN, and I build conformance-oriented tests and harnesses that must run deterministically across complex interdependencies and CI/CD pipelines. I'm excited to bring that same "build it right, prove it works" mindset to Shure.

There are three things that make me a strong fit for this position:

First, I bring a senior-level focus on software architecture, code quality, and testability in C/C++. I've moved beyond writing features to engineering the system around the code so it stays correct under change. Recent examples include migrating key libraries to NuGet packaging to eliminate 8,000+ lines of redundant supplier code and make builds deterministic, rolling out SonarQube analysis across three repositories (reducing code smells by 26.6% and reported bugs by 84%), and building an end-to-end remote-control test harness that increased automated code coverage by 26.3%. I treat deterministic behavior, clean interfaces, and unit/integration testing as non-negotiables, because the only "reliable" system is the one you can understand and verify.

Second, my core technical strength is building and validating networked, real-time systems that have to behave correctly under pressure. At Ford, that has meant deep work in protocol design/implementation, conformance testing, and debugging across software and hardware boundaries (DoIP over TCP/IP, CAN, and the tooling around it). In my embedded coursework and projects, I've translated finite state machine designs into working systems using interrupts and peripherals, which is work that maps naturally to Shure's needs around real-time behavior, component integration, and engineering discipline across hardware drivers and embedded applications. I'm also comfortable turning behavioral requirements into clear models (e.g., state machines), then estimating and documenting the work so it's reviewable and testable; I'm used to peer code/design reviews as part of how systems stay dependable over time.

Finally, I'm applying to Shure because I care about what reliable audio enables, and I want my work to serve the people on the other end of the signal. I've been a percussionist since childhood, served as a Section Leader in the University of Michigan Drumline, and performed in steel drum groups; I know what it feels like when equipment simply works and the focus stays on the music and the people. During my acoustics engineering internship at HARMAN, I built a C# automation tool that reduced a production electrical validation workflow from 5-8 hours to under an hour (~90% time savings), freeing my team to spend more time on benchmarking and tuning where results must be reproducible and defensible. That audio-first quality mindset, paired with my embedded networking and systems rigor, is what I want to bring to Shure's cross-functional teams building products that professionals depend on.

Sincerely,
Erik Sangeorzan