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1. AI &VR

1.1. 机器学习专家

With several years of machine learning application, TrendMicro is now trying to enlarge its Machine Learning team.

As a key position in the most crucial TrendX Project in Core Technology Department, you will be dedicated to the application of most cutting-edge machine learning knowledge, and experience working with a global R&D team.

Goals/Mission: Research and Deliver Machine Learning Solutions for Trend Security Products

Responsibilities:

1. Study Malware characteristics for Mac OS/Windows/Linux or other cyber threats and work with threat experts to design possible features.
2. Handling real traffic data and analyzing distribution of features, selecting and/or changing features, purifying data, building up good quality training/testing data set as well as automatic processes for training and testing.
3. Research machine learning approaches to learn knowledge from real world data and prediction results should be comparable to worldwide competitors.
4. Based on gained knowledge from above research to provide advice or solution POC on new or enhanced methods of malware detection for Titanium, Office Scan, and other Trend Products.
5. Implement and deliver machine learning solutions as packages of Intelligent Engine embedded into Trend Products.
6. Join and speak in global security conference about research observations and findings.

Qualifications:

1. PhD/Master in Computer Science or related fields with 3+ years working experience.
2. Fast-Learning, Creativity and self-motivated.
3. Strong Developing Skill under Linux with C/C++ or Python.
4. Deep understanding on one or two machine learning algorithms along with high quality paper for innovation.

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5. Practiced in solving a real machine learning problem with real data: have full set of solution.

1.2. [机器学习架构师](#)

Responsibilities:

TrendX - Provide predictive detection using Context-Aware Machine Learning to our products.

As an Architect/Senior data analyst, you will be working on mission critical software system with top researchers and engineers across Trend. This role requires excellent technical leadership and communication skills in addition to a high degree of adaptability and creativity. Expect to design system architecture, provide solutions to difficult problems, implement data analysis system independently, and collaborate with remote teams in other regions around the world.

Qualifications:

1. 5+ years' experience in data analysis domain.
2. Bachelor degree and above in Computer Science, Applied Mathematics, Statistics or related discipline.
3. Strong knowledge on machine learning, pattern recognition and/or data mining.
4. Proven experience in working on large and complex data analysis systems design and implementation.
5. Proven experience in distributed system trouble-shooting and performance tuning.
6. Knowledge and experience leveraging open source technologies such as Hadoop, Spark, MySQL, MongoDB, Cassandra.
7. Experience in building index/search applications a plus.
8. Experience in Node.js providing super concurrent access is a plus.
9. Understanding of virtualization, and cloud computing concepts and technology is a plus.
10. Clear English written and verbal communication skills.
11. Ideal candidate should demonstrate history of technical innovation, attention to detail, ability to handle shifting priorities, changing directions and multi-tasking.
12. Good planning and effort estimation skills.

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13. Able to convert broad requirements to detailed specification and document software design via functional specifications and other design documents.

14. Agile mentality and can-do spirit.

1.3. [机器学习工程师](#)

Responsibilities:

1. Implement Machine Learning solutions using C/C++/Python under Researchers' instructions.
2. Analyze software (PE/Macho under Windows/MacOS/Linux) and extract requested information from them.
3. Assist Researchers to build up prototype systems for POC.

Qualifications:

1. C/C++ developments in Linux.
2. practiced and good at python.
3. Knowledge of PE/macho file analysis and disassemble is plus.

1.4. [资深开发工程师-Research](#)

Responsibilities:

1. Support senior researchers on implementing research prototypes.
2. Do research job independently. Transfer the knowledge obtained and prototype developed to the product teams.
3. Be a active thinker and contribute his/her new thoughts on selected research directions to the team.

Qualifications:

1. Master in Computer Science, Math ,EE, Communications or other related fields.
2. At least 1 year experiences of software product/prototype development
3. Knowledge/Experience on Computer Language, Operating system and Network security
4. Knowledge/Experience on following fields is a plus: IoT related/ car infotainment or ECU systems/ image processing/ pattern recognition/ VR or 3D engine.
5. Excellent written and verbal English & Chinese communication skills.
6. The candidate should be fast learner, self-started, then can work independently under full support.

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1.5. [资深 Android 图形图像处理工程师](#)

Responsibilities:

1. Optimizing current VMI CSR for better balance with quality and traffic.
2. Solve compatibility issues on graphic and image processing, client rendering.

Qualifications:

1. Education major on computer graphic processing relative.
2. Work on Android Graphic processing development for more than one year.
3. Prior experience in one of following software developments as prefer:
 - Android middleware (surface Flinger/HW Composer, Skia, Stagefright/OpenMAX)
 - OpenGL or graphics software implementation
 - OpenCL/OpenCV/CUDA application developments

任职要求:

1. 计算机图形图像处理或相关专业毕业.
2. 在 Android 图形图像处理方面从事超过一年的开发工作.
3. 如果下列经验优先:
 - 安卓中间件开发 (Surface Flinger/HWComposer, Skia, Stagefright/OpenMAX).
 - OpenGL 或图形图像处理软件开发.
 - OpenCL/OpenCV/CUDA 应用软件开发.

2. [Linux](#)

2.1. [Linux 资深工程师](#)

Responsibilities:

1. Feature design, review and implementation. Deliver qualified design document.
2. Problem tracing and troubleshooting.
3. Performance tuning.
4. Data mining based on various log system.

Qualifications:

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1. Bachelor's degree in Computer Engineering or Computer Science with more than 3 years' experience.
2. In depth knowledge of Linux OS.
3. Able to finish module high-level and detail-level design.
4. Knowledge of internet protocol (HTTP, SMTP, FTP, etc.) is a plus, familiar with open source solutions.
5. Familiar with C/C++ development under Linux environment.
6. Familiar with Shell and PHP /python programming will be a plus.
7. Web (html, js , ajax) programming is a plus.
8. Good oral and written skills in English.
9. Fast learning, could learn new technology quickly and use them in development.

2.2. [Linux 网络资深开发工程师](#)

Responsibility:

1. Software develop engineer-contributing design/coding/debug/review/training in whole project development lifecycle.
2. Problem solving and troubleshooting, debugging and performance optimization, maintenance of software products.
3. Self-motivated, proactive, can work with minimum supervision. Communicate smoothly with team members, customer, and other team.

Qualifications:

1. Bachelor's degree in Computer Engineering or Computer Science with more than 3 years' experience.
2. In depth knowledge of Linux OS.
3. Able to finish module high-level and detail-level design.
4. Knowledge of internet protocol (HTTP, SMTP, FTP, etc.) is a plus, familiar with open source solutions.
5. Familiar with C/C++ development under Linux environment.
6. Familiar with Shell and php/python programming will be a plus.
7. Web (html, js, ajax) and Windows programming is a plus.
8. Good oral and written skills in English.

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9. Fast learning, could learn new technology quickly and use them in development.

3. Python/Java/NodeJS

3.1. 资深软件开发工程师 - Python/Java

Responsibilities:

Support products to improve software international level with RD teams. And co-work with localization team to improve product localization efficiency.

Major daily works include:

1. Design and create system/tools to improve software internalization level and localization efficiency.
2. Analyze product international level, check product's localizability status and give suggestions for improvement.
3. Define and optimize processes for better software internalization and localization.
4. Research latest industry localization solution like machine translation, translation process automation, localization big data analyze and bring them to localization team's daily work.

Qualifications:

1. Technical education, preferably in Computer Science.
2. Familiar with python or Java language and at least one Python or Java Web framework (like Django, Flask), have over 3 years related project experience.
3. Familiar with common software UI resource files format (like Json, PO, Properties, HTML, XML, etc..).
4. Known with HTML/CSS/JavaScript/AJAX/NodeJS.
5. Strong analytic skills and organizational skills.
6. Knowledge of scripting languages (Like regular expression, Batch).
7. Software international, Localization Engineering and software localization experience preferred.
8. Experience in design and shipping international software or is a big plus.

和产品开发组合作提高产品软件国际化水平。并与本地化团队合作，提高产品本地化效率。

主要日常工作包括：

1. 设计和创建系统&工具，以帮助提高软件国际化水平和本地化效率。

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2. 分析公司现有产品国际化水平和可本地化性并给出相应的建议.
3. 制定和优化相关流程使国际化和本地化变得更容易和高效.
4. 研究业界相关技术, 包括机器翻译, 翻译管理平台, Translation Memory 发掘和分析, 自然语言处理等. 并把相应的解决方案引入公司内部.

任职资格:

1. 技术背景, 最好是计算机科学相关专业.
2. 精通 Python 或 Java 语言并熟悉至少一种 Python 或 Java 相关的 Web 框架(比如 Django, Flask 等), 有超过三年的项目经验.
3. 熟悉常见的 UI 资源文件格式(比如 Json, PO, Properties, HTML, XML, etc..).
4. 了解 HTML/CSS/JavaScript/AJAX/NodeJS 等相关前端开发语言.
5. 具有很强的分析复杂问题和解决复杂问题的能力, 有强烈的责任心和使命感, 良好的沟通表达能力和团队协作能力.
6. 具有一定的项目规划和决策能力, 善于捕捉业务需求、架构设计中存在的问题, 并给出有效的解决措施和方法.
7. 有大规模高并发 web 应用架构设计开发经验, 数据库调优经验的优先.
8. 有自然语言处理、软件国际化、本地化行业背景经验的优先.

3.2. 资深 SaaS 后端开发工程师 Java/NodeJS

Responsibilities:

CAS is a SaaS product based on MS Azure. It can protect MS Office 365 and Storage Service include Box, Dropbox and Google drive. It supports Advanced Threat Protection and Sandbox.

1. Feature design, review and implementation. Deliver qualified design document.
2. Problem tracing and troubleshooting
3. Performance tuning
4. New technology research

Qualifications:

1. Bachelor's or Master Degree in Computer Science or related field

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2. 2+ years' experience of software development
3. Strong coding and debugging skill, should be proficient in Java or Node.JS and master at least one additional programming language: Node.JS/C++/Java/C#/Python is a plus.
4. Expertise on web back end development and experience in front end development is a plus.
5. Fast-learning and self-motivated, can work under pressure with minimum supervision
6. Good reading and written communication skills in English

4 Mobile

4.1. [资深 Android 框架工程师](#)

Responsibilities:

1. Android Framework customization and optimization.
2. Android sensors virtualization and audio/video development.

Qualifications:

1. Education major on computer programing.
2. Work on Android Framework development for more than one year.

任职资格:

1. 计算机软件开发相关专业毕业。
2. 在 Android 框架方面从事超过一年的开发工作。

4.2. [资深 Android 工程师](#)

Responsibilities:

1. Strengthen security pitches upon Android environment.
2. Design and implement new user-facing features in Trend Micro's products.
3. Build the libraries and frameworks that supportsophisticated security features or user engaging features.
4. Optimize mobile applications on Android platform.
5. Writing design spec, quality codes and unit tests.

Qualifications:

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1. BA/BS degree in Computer Science or related technical field or equivalent practical experience.
2. 3 years of relevant work experience.
3. Experience in mobile or web application development. Programming experience in Java.
4. Working proficiency and communication skills in verbal and written English.

1. Preferred qualifications:
2. One or more years of Android application development experience.
3. Master's or PhD in Computer Science or related technical field.
4. Experience with one or more general-purpose programming languages including but not limited to: C/C++, C#, Python, JavaScript, Go, Objective-C, Swift.
5. Knowledge of the Android SDK performance tools and optimization techniques.
6. Interest and ability to learn other programming languages as needed.

4.3. [移动威胁大数据研发运维工程师](#)

Responsibilities:

1. Design and implement powerful mobile threat big data stream processing system for over billions of files (Android/iOS/...).
2. Design and implement smart protection cloud service for hundreds of millions endpoints.

Qualifications:

1. Having experience or great interests on big data processing and DevOPs.
2. Should be adaptive and fast learning for quick changing mobile threat eco system.
3. Solid programming skills on Java or Python.
4. Having experience on Datacenter operation/AWS is plus.
5. Having experience on distributed computing/storage system is plus.
6. Being familiar with message broker (such as RabbitMQ or Cassandra), Redis, MongoDB, MySQL is plus.
7. Being familiar with Elastic Search is plus.
8. Being familiar with Hadoop/Spark is plus.
9. Being familiar with machine learning is plus.

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5. Windows

5.1. [Windows 驱动开发工程师-Sandcastle](#)

Responsibilities:

1. Perform leading edge malware behavior research & landscape analysis (data-mining), as well as reverse competitor' s solution to enhance Sandcastle engine;
2. Ownership of significant areas of the code for both new feature/functionality development as well as to maintain/redesign of the existing areas of the engine;
3. Continuous focus and contribution in the areas of effectiveness, performance and scalability of the engine.

Qualifications:

1. Fast-Learning, creativity and self-motivated.
2. Strong C/C++ programming development skill with experience of Agile programming and rapid prototyping.
3. Strong interest and deep understanding on network and Windows OS internals especially user/kernel mode hook and reverse engineering.

5.2. [资深开发工程师-Script Analyzer](#)

Responsibilities:

1. Analyze actively exploited vulnerabilities present in exploit kits, targeted attack campaigns and public POC.
2. Propose defense rule & program with ownership of significant areas of the code for both new feature/functionality development as well as to maintain/redesign of the existing areas of the engine.
3. Continuous focus and contribution in the areas of effectiveness, performance and scalability of the engine.

Qualifications:

1. Fast-Learning, creativity and self-motivated.
2. Strong C/C++ programming development skill with experience of Agile programming and rapid prototyping.

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3. Strong interest and deep understanding on any of following: browser hooking, browser exploit, exploit kit, computer language compiler theory.

5.3.Windows 驱动开发工程师-EI

Responsibilities:

1. engine related feature design, review and implementations with excellent quality on schedule
2. conduct troubleshooting and bug fixing effectively
3. deliver the whole effective solutions on schedule with good quality and testability
4. new technology study and initiative to fit engine development if necessary as plus

Qualifications:

1. At least three years windows platform development experiences.
2. Strong C++ programming, troubleshooting and performance tuning experience.
3. Have good knowledge with windows internals like driver, hooking and kernel mechanisms with good troubleshooting and debugging skills in practice.
4. Fast learning with self-motivations and innovation potential for problem solving and new initiative, can work with high pressure without monitoring.
5. Have the threat knowledge and related reverse engineering is plus.
6. Team players with good English reading and document writing skills.
7. Have good energy and physical strength on windows system level exploration is plus.

5.4.资深开发工程师 Windows/c++

Responsibilities:

1. Design and develop Endpoint Correlation Engine on Windows platform
 - Design documents
 - Feature implementation
 - Code review
 - Bug fix, including dump analysis
2. Work closely with product teams for new feature design, implementation and module integration

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3. Application debug and dump analysis
4. Malware behavior analysis, infection chain correlation.
5. Malware landscape prediction.
6. New technology research, prototype POC
7. Competitor products research, reverse engineering

Qualifications:

1. Bachelor or Master Degree in Computer Science or related field
2. 5+ years' experience of software development
3. Strong C, C++ coding and debugging skill
4. Solid experience in development on Windows platform is a must requirement, Linux is a plus
5. Experience of OS Kernel and debugging as a big plus (Windows or Linux)
6. Security related experience as a big plus
7. Machine learning/Deep learning related experience as a plus
8. Fast learning on new technology, sense of innovation and creativity
9. Open, direct communicator with collaborative working style. Be a good team player to co-work with globally development sites.
10. Experience working in agile methodologies
11. Attention to detail and quality

5.5.资深开发工程师-Windows

Responsibilities:

1. Maintain Trend Micro' s consumer products.
2. Develop and maintain browser extensions on IE/Firefox/Chrome and PC health check module
3. Bug fixing, root cause analyses, and troubleshooting technical issues in the test and customer environment.
4. Develop tool to improve the support service.
5. Collect and analyze the data feedback from customers for the improvement of support service.

Qualifications:

1. A bachelor's degree in a relevant computer science major.

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2. Excellent knowledge of Windows.
3. Experience of developing Windows based product.
4. Excellent knowledge of C/C++, multi-thread programming.
5. Excellent knowledge of HTML/JavaScript/CSS.
6. Software development experience in scripting (Python, Lua, etc.).
7. Ability to communicate in English.
8. Fast learning. Teamwork spirit. Work under pressure.

6. QA

6.1 资深测试工程师

Responsibilities:

1. Come out test plan for multiple modules/features single product independently.
2. Come out test design, test cases design based on product requirement.
3. Design and deploy test environment.
4. Design automation test and develop test tools.
5. Test Execution and Problem/Risk identification and mitigation for own tasks.
6. Design system test strategy and methodology in performance, stress, volume, etc.
7. Trace the issues; Troubleshooting and root cause of defects analysis; Review
8. Defect bug-fixing solution and give optimization proposal.
9. Test result analysis and optimize the testing for owned modules/features continuously.

Qualifications:

1. At least 3 years' software development or QA experience, understand general QA process, Knowledge in Software Testing methodologies.
2. Be familiar with script programming language, e.g. python, Shell or else.
3. Experience/knowledge developing and executing manual and automated test suites.
4. Be familiar with Windows or Linux or Unix, TCP/IP networking, database.
5. Familiar with test design/test cases design/test report
6. Plus: VMware products (ESX, Vcenter) or multi-thread programming on Windows or Public Cloud knowledge of AWS & Azure
7. Bachelor/Master degree for computer science/engineering or related disciplines.
8. Good teamwork spirit and strong responsibility

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9. Good reading and written communication skills in English.

7. Marketing

7.1 [增长黑客 Growth hacker](#)

Digital Marketing Manager Job Content

You should have a strong grasp of current marketing tools and strategies and be able to lead integrated digital marketing campaigns from concept to execution. Digital marketing managers will work with the product team, supporting teams, and vendors to launch campaigns on time and on budget.

Include:

1. Planning Web, SEO/SEM, email, social media and display advertising campaigns against oversea market.
2. Maintaining our social media presence.
3. Measuring and reporting on the performance of all digital marketing campaigns.
4. Act as growth hacker to drive Mac series products' user base increasing.

Responsibilities

1. Plan and execute all web, SEO/SEM, marketing database, email, social media and display advertising campaigns.
2. Design, build and maintain our social media presence.
3. Measure and report performance of all digital marketing campaigns, and assess against goals (ROI and KPIs).
4. Identify trends and insights, and optimize spend and performance based on the insights.
5. Plan, execute, and measure experiments and conversion tests.
6. Collaborate with internal teams to create online marketing event campaign and trace the ROI.
7. Instrument conversion points and optimize user funnels.
8. Collaborate with agencies and other vendor partners.

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9. Evaluate emerging technologies. Provide thought leadership and perspective for adoption where appropriate.

Requirements

1. BS/MS degree in marketing or a related field.
2. Solid English language skill. 2nd language is plus.
3. Proven working experience in digital marketing. Have growth hacker mindset.
4. Demonstrable experience leading and managing SEO/SEM, marketing database, email, social media and/or display advertising campaigns.
5. Highly creative with experience in identifying target audiences and devising digital campaigns that engage, inform and motivate.
6. Experience in optimizing landing pages and user funnels.
7. Experience with A/B and multivariate experiments.
8. Solid knowledge of website analytics tools (e.g., Google Analytics).
9. Working knowledge of ad serving tools is a plus.
10. Experience in setting up and optimizing Google AdWords campaigns.
11. Working knowledge of HTML, CSS, and JavaScript development and constraints is a plus.
12. Strong analytical skills and data-driven thinking.
13. Up-to-date with the latest trends and best practices in online marketing and measurement.

8. SQA

8.1 [软件开发流程专家](#)

Responsibilities:

1. Introduce world leading software engineering good practices into Trend Micro, including investigation/benchmarking/gap analysis, consolidation, convince top management and key stakeholders, providing training, pilot and deployment.
2. Diagnose Trend Micro and identify the high priority improvement opportunities, and lead the cross functional/site software engineering process improvement.
3. Analyze the diversity of current different software engineering practices from different Trend Micro teams, identify pros and cons, and propose the organizational level recommended/mandatory practices.

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4. Provide hands-on consulting for engineering teams, and resolve the problems related to engineering / process in their daily work. Meanwhile, leverage the feedback from different teams as trigger for the continues improvement.

Qualifications:

1. 5+ years' experience being SQA (Software Quality Assurance), SEPG (Software Engineering Process Group), PMO (Project Management Office) or related roles in the company which have +2000 software development engineers.
2. Enthusiasm and true belief on the value of continue software engineering process improvement.
3. Profound experience on software engineering process improvement. The experience should be accumulated from process improvement efforts in NOT ONLY enterprise product development, BUT ALSO consumer product development and SaaS development.
4. Solid experience in promotion of the value of continue software engineering process improvement. Dozens of success stories on convince high level management and key stakeholders on acceptance of software engineering process improvement.
5. Professional knowledge on process institutionalization, deployment and monitoring, for example, CMMI, ISO/IEEE standards, SPC, DoE, RCA, FMEA, DMAIC...
6. Sensitive on the industrial emerging software engineering practices, for example, Lean Development, CI/CD, DevOps, Self-direction teaming... And, more important, could judge the applicability of the practices for specific software organization.

9. Solution Consultant

9.1 [技术支持专家](#)

Responsibility:

1. Deliver high quality solutions to customers quickly, courteously and cost-effectively.
2. Provide the highest level of technical support to our customers through technical expertise.
3. Provide Advanced Technical Support to customers.
4. Handle cases coming from Premium Enterprise Customers, Channels/Partners/Resellers as well as act as escalation point to our Level 2 support engineers.

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5. Work closely with software development team and Service Engineering Group in identifying and resolving the problem; effectively interact with the engineering teams to provide solutions to complex technical issues.
6. Product Testing/Beta Testing.
7. Maintain and expand working knowledge of current Trend Micro products as well as their integration and methods of support delivery.
8. Email and phone support, willing to be assigned on night shifts.

Qualifications:

Technical Skills:

1. Virtualization Administrator/System Engineer/ System Integrator/Technical Support Engineer.
2. Minimum Three (3) Years' experience as a Virtualization Administrator/System Administrator; or design and implement Virtualization environment for companies.
3. VMware Certified Professional/VMware Certified Advanced Professional.
4. MCSE Certified for Windows NT/2000/2003 or Linux/Solaris Certified Administrator an advantage.

Working knowledge in any of the following Applications:

1. Send mail, MS Exchange Server, Lotus Notes; MS Proxy, ISA, Firewalls (Checkpoint); TCP/IP, WAN, VPN.
2. Knowledge in FTP, HTTP and SMTP Protocol.
3. Hands-on experience in Virtualization environment.
4. Hands-on experience in Internet/Networking environment, and client/server applications.
5. Security Certification is a plus (ex. CISSP, SANs, GIAC, ICSA, etc).
6. Help Desk / Support Experience is an advantage.

Core Skills:

1. Must have a good command of the English language (written and oral).
2. Effective customer service skills.
3. Able to manage multiple complicated assignments simultaneously.
4. Self-motivated and a team Player - able to work independently.
5. Passionate interest in IT and possess initiative to keep up with current IT trends.

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6. Enjoys working in a challenging environment.
7. Knowledge in software test automation or experience in software test tools development is a plus.
8. Candidate must possess at least a Bachelor's Degree in Engineering (Computer/Telecommunication), Computer Science/Information Technology or equivalent.