



Delivering software engineering and consulting services to scientists and engineers



First class careers for first class people

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Tessella is an Investor in People – if you invest in us, we will invest in you

Tessella has an enviable reputation for providing high quality software development and support services to organizations in the scientific, technical, and engineering community. The keys to our success are the technical excellence of our staff and our attention to the quality of service we provide.

Our ambitious growth plans provide great opportunities for high-caliber individuals with a scientific and engineering background looking for a career in software development.

Work in an environment where excellence is celebrated

You will work with and learn from some of the most skilled people in the IT industry. Tessella's technical staff all have strong degrees in science, mathematics, or engineering, and over two-thirds have research experience.

We select staff based on academic achievements and a proven ability to solve complex technical problems. With diversity as one of our key strengths, our staff are bright, motivated, and adaptable, which gives us a unique perspective on understanding and solving clients' problems.

Tessella brings a professional and high-quality approach to all projects which is very much valued by our clients. Tessella projects are run under the direction of our ISO 9001 and TickIT accredited Quality

Management System. This ensures that all work is carried out in a thorough and consistent manner while allowing freedom for creativity and innovation. Experience with Tessella's methods will provide you with an excellent foundation for a career in software engineering.

Work on a variety of challenging projects for world-class clients

Tessella provides software services for some of the best-known scientific and engineering organizations in the world.

Our expertise covers many different industries, including pharmaceutical and biotechnology, engineering, environmental, US federal government, instrumentation, petrochemicals, telecommunications, manufacturing, transport, utilities, space, and defense. To each project we bring a clear understanding of our clients' objectives.

We write software for modeling and simulation, data acquisition and analysis, visualization, databases, web-based applications, process control, and graphical user interfaces, as well as providing advanced level infrastructure support. Our ability to deliver systems using innovative technologies means that we can focus specifically on producing world class solutions that exactly fulfill the client's needs.

This variety means that you will have the chance to learn and develop a range of skills and will be constantly challenged to think of innovative solutions. You will be able to utilize skills learned during your degree course or research and have the opportunity to gain experience in new areas.

Enjoy diverse and challenging career opportunities

You will profit from the chance to develop a wide range of both technical and managerial skills over the course of your career with Tessella.

The very dynamic nature of our business means that rigid career structures are not appropriate. Training and project assignments are devised with your preferred career path in mind. Our current expansion program will provide exciting opportunities for ambitious individuals who want to grow with us. At Tessella we take personal development very seriously in order to stay at the cutting edge of business. In the future we will require new VPs to manage our expanding network of offices as well as Project Managers, software architects, and programmers. Technical skills are highly valued within Tessella and senior positions are not limited only to those wishing to move into management.

Don't just take our word for it... what do our staff think of us?

Luvina on the variety of work available...



Since joining Tessella a year ago, I have worked on a variety of projects ranging from web application development to integrating a commercial, off-the-shelf product for a major pharmaceutical company. My experiences have given me the opportunity to acquire

software skills and knowledge and have enabled me to assimilate new technologies quickly. The diverse skill set I have gained at Tessella has allowed me to develop valuable solutions to satisfy our customers' needs.

Ryan on training opportunities at Tessella...



Tessella's focus on its staff has allowed me to develop strong skills in software engineering and business, which has added value to customers' projects and my career. I joined Tessella two years ago and have taken advantage of their extensive training in

Software Engineering, Software Design, Java, XML, Databases, SQL, AJAX, and JavaScript. My experience on projects has broadened my knowledge of technical domains, including Digital Archiving, Pharmaceutical Drug Discovery, and Web Development.

Develop your skills in an outstanding training environment

Tessella's commitment to staff training is at the core of our success. We allocate 20 days training per year to each of our technical staff which is three times the industry average. Our training system is aimed at increasing both the depth and breadth of your technical and professional experience while remaining focused on current and future business needs. With Tessella there are opportunities to gain many sought-after skills. You will learn mainstream IT skills like C++, C#, Java, .NET, J2EE, Oracle, SQL Server, and software engineering techniques which will form the basis of your future career.

As you grow in experience, the development of professional skills becomes key, with the potential to undertake training in project management and personal effectiveness. In recognition of the excellence of our training program, Tessella has held the Investors in People award since 1995.

Training methods range from formal taught courses to self-study and on-the-job training. We have a large library of textbooks and multimedia. We especially encourage staff to take modules from a range of higher education computing courses. These courses are highly regarded, the most popular being Software Engineering, Relational Database Systems, and Project Management.

Benefit from a highly competitive benefits package

Joining Tessella not only allows you to work in a challenging environment with like-minded people who have a similar background to your own, but also allows you to develop professionally while utilizing your academic and technical skills. In addition to a competitive salary, we offer:

- Choice of healthcare schemes
- Retirement savings plan
- Free life insurance
- 14 to 20 paid vacation days per year (depending on grade)
- 10 paid public holidays
- Short-term and long-term disability insurance
- Interest-free loan
- Assistance with relocation expenses

What skills and experience do we require?

We recruit people with a proven technical or academic record and an ability to learn new techniques and systems. Your academic background must include:

- Good Bachelor and/or Masters degree from a high-ranking university, GPA 3.5 minimum, in a numerate subject (e.g. Math, Physics, Chemistry, Engineering, Biology, Computer Science, etc)
- Software development experience in one of our core languages (C/C++/C#/VB/Java)

Many of our recruits also have PhD qualifications and post-doctoral experience.

We welcome candidates with some proven academic software development experience who want to develop a career in professional IT. We also welcome experienced IT professionals who want greater variety while retaining or revisiting a scientific and engineering connection.

Tessella is an equal opportunities employer. Gender, religion, race, sexual orientation, and disability form no part of our selection procedure.

To work for Tessella

You should be a US citizen or hold US work authorization. You should be prepared to work in a variety of scientific establishments, including those relating to the defense, nuclear, and pharmaceutical industries. Our work is often based at customer sites so you should be prepared to travel from the Tessella office at which you are based.

Further details on Tessella and application details can be found at www.tessella.com or email jobs@tessella.com

Mark on career development opportunities...



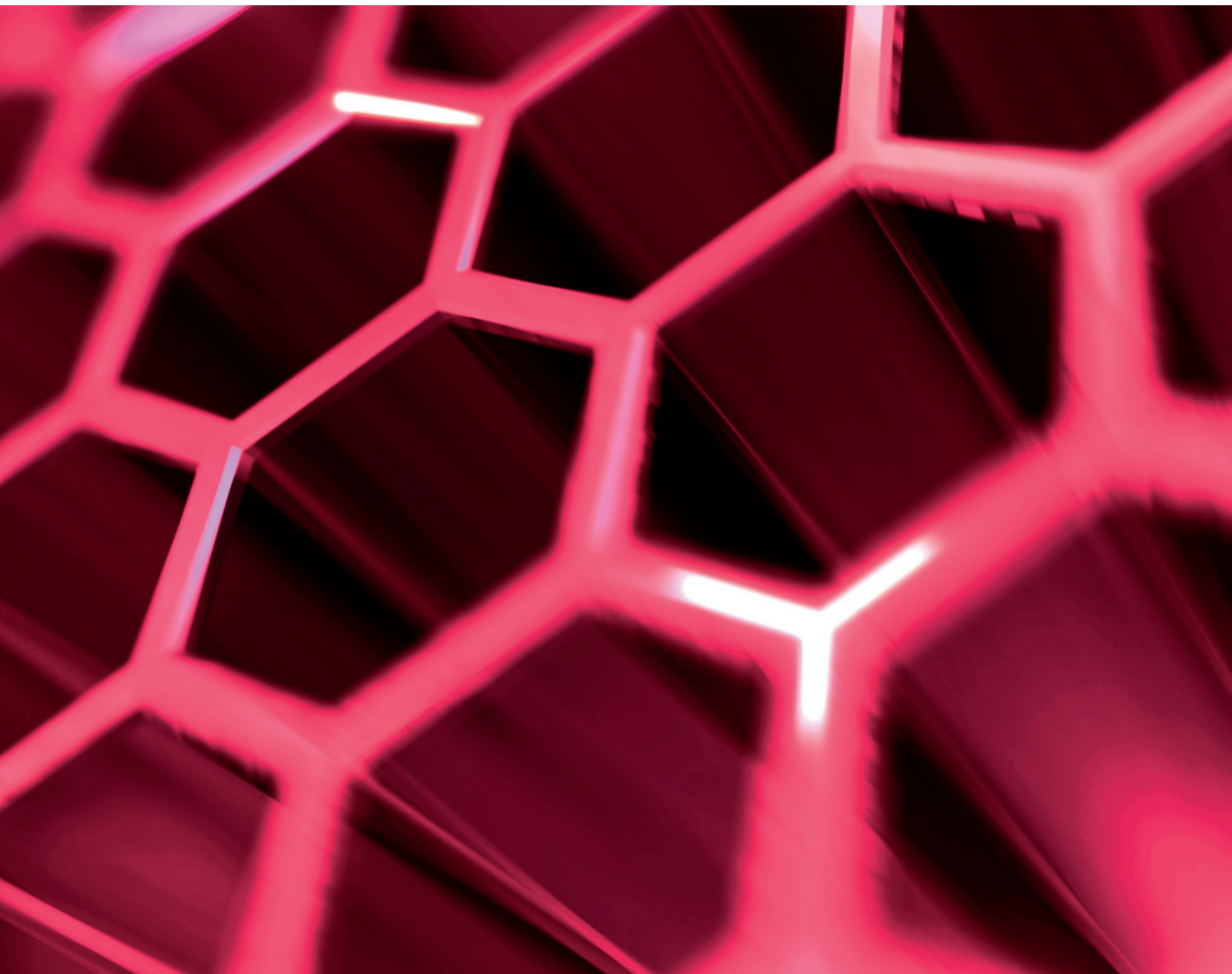
I joined Tessella in 1999, coming from a background in the aerospace industry and academia. At the start of my career with Tessella, working on a number of small projects enabled me to learn about the software development life cycle in a

commercial environment. This quickly progressed to involvement in large projects using leading edge technology in a variety of industries. In June 2004 I was given the opportunity to transfer to Boston and was fundamental in setting up our branch there, quickly becoming a key member of staff. I am now Digital Archiving Practice Manager at our DC office, managing five staff, and taking a lead in US business development.





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