



## STC – Munich: Program Manager

Are you looking to tackle problems at internet scale? Do you find yourself using searching the internet and being frustrated that you cannot find the right results? Are you interested in international markets and do you have a passion for presenting a great global experience to our customers? Are you looking for a start-up like work environment, but appreciate the backing of an established organization? Do you relish being in the role of an underdog facing stiff competition? You have found the right team! The mission of Microsoft's Search Technology Centre (STC) in Europe is to provide the best search experience to European consumers by delivering Bing search innovations tailored to European markets.

Our Munich office is focused on improving the relevance of search results in European markets. We are making significant investments in machine learning, data mining, query understanding, and information retrieval techniques. We work on a distributed system with tens of thousands of computers (and growing) to return results from billions of documents, several thousand queries at a time, in a matter of milliseconds. Search on the internet is a large scale distributed problem with exacting needs in speed, accuracy, and comprehensiveness and expanding relevant coverage across markets poses unique challenges seldom found at this scale. At the STC Europe, you will have the opportunity to work with world class researchers from MS Research Cambridge and to closely collaborate with world class developers around the globe.

We are seeking the best and brightest engineering talent to join our relevance team in Munich where your creativity, passion, and expertise will have a huge impact in taking our product to the next level. We believe there are many opportunities for search innovations within reach and ample opportunities to win users for Bing and increase our European market share.

### **Role & Responsibilities**

This Program Manager position will be primarily focused on improving our ability to algorithmically rank web pages with the goal of increasing the relevance of our search results in European markets. We are seeking candidates with demonstrated experience in areas such as parallel or distributed processing, high performance computing, large scale data mining, data classification algorithms, and machine learning. As one of the key members of our relevance and platform team, you will be working closely with other highly motivated software developers and researchers to create cutting edge search technologies. Your expertise will be critical in helping the team programmatically analyze terabytes data, scale classification and learning algorithms, and realize innovations in search that will make a global impact. If you have a passion for collaborating with talented individuals, for inventing and defining new algorithms, for excelling in a small, dynamic, team-oriented

environment, and for creating internet scale services that compete directly with offerings from Google, Yahoo, and others, then you may be the candidate we are seeking.

### **Required Qualifications**

Success in this position requires a broad set of experiences and skills, including excellence in core software engineering, the ability to deeply engage with researchers and developers, and building collaborative working relationships within a software development team, with product planning, and with marketing – all across geographical boundaries.

You should possess a deep and recent technical background and an extremely good grasp of software engineering principles, exceptional problem solving and design skills, exceptional analytical skills, and experience in delivering software solutions at very high quality within fixed time intervals. You should be self-motivated, proactive, and possess the demonstrated ability to come up-to-speed quickly in complex new technical domains. Excellent interpersonal communication skills, excellent written communication skills (English), and the ability to work well in a team environment are critically important. It will be necessary for you to establish cross-group and cross-discipline collaboration with colleagues around the world. Experience and confidence in presenting to senior executives is a must. *Fluency in French, German, Spanish, Italian, or Portuguese is highly desirable.*

Additionally, the following are required:

- 5+ years of technical program management experience with complex software systems
- Capability and passion for developing a deep and hands-on understanding of the algorithms and technologies that comprise “web relevance”
- Strong analytical skills that you will employ for both ad hoc and programmatic analysis of user feedback and usage data. Your analyses will be critical to developing a team-wide understanding of users’ behavior and needs, driving product innovation, delighting customers, and winning market share.
- Great cross-team collaboration and project management skills with a demonstrated ability to drive non-reporting and geographically distributed groups to perform
- Proven ability to define and lead a project’s strategy and vision using a full spectrum of input (product data, user data, business objectives, team members, management, etc.)
- A detail-oriented, agile, and strategic thinker with the ability to handle a diverse number of concurrent activities. Especially with respect to driving and tracking team progress and making quick and accurate decisions.
- Excellent leadership, communication, and influencing skills
- BS/MS in computer science or a related discipline is strongly preferred

This position is located in Munich, Germany and may require travel within Europe, India, Asia, and the United States.

This description has been designed to indicate the general nature and level of work performed by employees within this position. The actual duties, responsibilities, and qualifications may vary based on assignment.

At Microsoft, we believe that diversity enriches our performance and products, the communities where we live and work, and the lives of our employees. As our workforce evolves to reflect the growing diversity of our communities and the global marketplace, we continue to expand our efforts to understand, value, and incorporate differences as we help our people and our customers realize their potential.