Career Development

We're committed to investing in our employee's success.

Employee Onboarding	Week 1: Videos & small exercises to learn clean code & test drive development Weeks 2 & 3: Work on mini projects ranging from requirements analysis to delivery
Code Retreats	1 day retreats allow developers to try different techniques & practices
Mentorship	Each staff member is paired with a mentor for support
Feedback	Regular feedback on tasks via code & other reviews

Employee Benefits

Our employees enjoy a variety of competitive benefits & perks.

Flexible Work Hours	Flexible work hours, 37.5 hr work week, minimal overtime, bank overtime or paid out at 1.5X regular rate
Affordable Parking	Affordable onsite parking, $4 per/mo deducted from pay
Comprehensive Benefits	Comprehensive benefits plan paid by SED Vision, dental, prescription drugs, massage, etc Short & long term disability, life insurance
Pension Plan	Pension plan 5% of salary paid by SED
On-Site Cafeteria	Healthy affordable meals & snacks during the week
Social Activities	Games room, monthly social activities, access to Innovation Place gym, discounted Motion Fitness rates

Apply Online Today!

www.sedsystems.ca/careers/current-opportunities

CALIAN | SED

Human Resources
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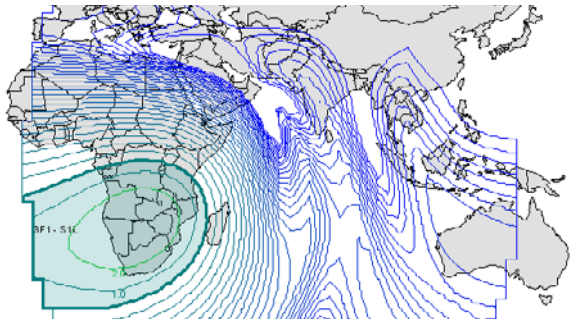
Software Development Careers

Located at Innovation Place Research Park, our team develops sophisticated software systems for customers around the world. The majority of our systems support the world's leading space technology companies.

Satellite communication companies like SiriusXM, Inmarsat and Boeing Satellite contract us to deliver high-tech solutions for their complex software problems.

Overview

Parent Company	Calian Group Ltd. Publicly traded as TSX:CGY
History	Established in 1965, SED has been helping the world communicate & innovate for over 50 years
Markets	Primarily Satellite Communications
Saskatoon Headquarters	Engineering Staff: Software 55, Hardware 45, Systems 30
Edmonton Office	Engineering Staff: Software 6
Growth	Total SED Systems employees: 340+



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Sophisticated Systems for International Customers

Customer	System
SiriusXM NYC, Washington, DC	Uplink to customer radios over satellite
Inmarsat London, UK	Part of the satellite gateway that allows communication over satellite, including airplanes Satellite Resource Planning
Hughes Washington, DC	Part of the satellite gateway that allows communication over satellite
Star One Rio de Janeiro, Brazil	Satellite Resource Planning

Key Aspects of the Systems We Build

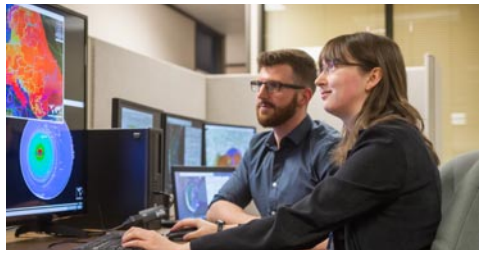
Unique Customer Requirements	One of a kind systems with a unique problem domain (i.e. satellite radio uplink)
Complex Problem Domains	Hundreds of key concepts that map to classes Complex mathematical models of the satellite network or the satellite itself
Distributed Network of Inter-Communicating Systems	Communication via REST, Websockets, gRPC, TCP/IP Implementation of propriety protocols Handle delays, failures and other edge cases Work around limitation in other vendor's systems
Fault Tolerant	If there is a hardware failure then a backup node takes over automatically System synchronization, failure detection management
Time Critical	Respond in hundreds of milliseconds Highly multi- threading systems

Team Oriented

Multi-Disciplinary	Teams include staff from software development, systems engineering & sometimes hardware engineering - many people move between the groups
Co-located	Teams sit together to ease communication & collaboration Teams interact naturally, no forced socializing required
Small to Large Teams	Teams range from 1 part time person to 30 people

Modern Development Environment & Practices

Programming Languages	Server: Java with some C++ and Python Client: JavaScript; JavaFX
Tools	IDE: JetBrains (Intelli, CLion, PyCharm, WebStorm) Build Tool: Gradle Source Control: Git, Bitbucket Issue & Task Tracking: Jira Wiki: Confluence Continuous Integration: Jenkins
Modern Practices	Informal test driven development Code reviews with pull requests Continuous integration Best practices guidelines for detailed design, code & unit test, code reviews
Technology Stack	Planning System: Java, JavaFX, WebSockets, Jetty, PostgreSQL SXM: Java C++, PostgreSQL, Proto Pythem, Jinja, Flask, Javascript, Foundation, SCSS



Key Skills & Qualifications

Entry Level	Understand basic coding principles Some knowledge of object oriented design
Junior Level	Strong coding skills Strong class design
Intermediate/Senior Level	Experienced in large distribution systems Can work effectively in large code bases Strong analysis & design skills
Education Required	Computer Science 4 year degree Computer Engineering 4 year degree Computer Science 3 year degree combined with Electrical Engineering or Engineering Physics degree

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