

# SEPHORA CAREERS

## Senior Engineer

**Your role at Sephora...** As our Senior Engineer, you will design and implement large scale enterprise solutions suited for one of the best considered Loyalty Platform in retail industry. Reporting to the Sr. Engineering Manager, you will work closely with extremely talented peers, leads from cross functional teams, enterprise architects and product managers to evaluate and understand requirements, identify gaps and come up with best ways to achieve the solution. This is a hands-on technical role which demands strong engineering capability with an eye on performance, scalability and quality and must be able to demonstrate all this in day to day working. Come and be a part of the team that is chartered to deliver best of the breed solutions in Loyalty space. Your responsibilities include:

- Lead, design and implement innovative enterprise solutions using Object-Oriented design principles, data structures, algorithms, DBMS/SQL, and Software Engineering practices
- Work with product and engineering team to understand requirements, evaluate new features and architecture to help drive decisions
- Build collaborative partnerships with architects, technical leads and key individuals within other functional groups
- Perform detailed analysis of business problems and technical environments and use this in designing quality technical solution
- Actively participate in code review and test solutions to ensure it meets best practice specifications
- Build and foster a high-performance engineering culture, mentor team members and provide team with the tools and motivation to make things happen
- Work with stakeholders and cross-functional teams to develop new solutions or enhance existing solution
- **Demonstrate our Sephora values:** Passion, Innovation, Expertise, Balance, Respect, Teamwork, and Initiative.

**We would love to hear from you if...** [No more than 6–8 bullet points; no education listed except for specialty skilled roles where it is truly required, such as finance/legal]

- 7+ years of hands-on experience in planning, designing, developing and delivering enterprise solutions using Java/J2EE, Spring, Spring Boot frameworks, JBoss and other web related technologies
- First-hand experience in designing, deploying and managing RESTful APIs using JSON message structures
- Strong hands-on experience in designing and deploying cloud-based applications using micro services architecture and best practices preferably on MS Azure cloud platform
- Prior experience in decomposing monolith application into micro services and deployed them in highly available, scalable and fault tolerant setup on cloud platforms
- Implemented monitoring and alerts dashboards using Splunk, Nagio and App Dynamics
- Hands-on experience with queueing and streaming solutions such as Kafka, JMS, Coherence, etc
- Good hands-on experience with MS SQL and any other No SQL databases
- Ability to identify performance bottlenecks and use good coding standards and design patterns to avoid them in the first place
- Working experience with continuous integration framework, building regression-able code using GitHub, Jenkins and other dev ops related tools & applications
- Analytical approach to problem-solving with an ability to work at an abstract level and gain consensus; excellent interpersonal, leadership and communication skills

- Highly self-motivated, independent, efficient and able to handle several projects; work under pressure with a solid sense for setting priorities
- Ability to work in a fast-paced (startup like) agile development environment
- Friendly, articulate, and interested in working in a fun, small team environment
- Experience working in the retail industry with a large-scale enterprise organization, ecommerce, marketing and self-serviceable applications will be a plus
- BS or MS in Computer Science or equivalent; MS preferred

#### **While at Sephora, you'll enjoy...**

- **Beauty & Beyond:** Every day we reimagine beauty, discover new brands, and influence positive change. Together we inspire our clients, empower people, and help them become the best versions of themselves. We think this is beautiful.
- **Endless Evolution:** You will learn with innovators, artists, and experts in every field. As our business evolves, so will you. Here, you're empowered to choose your own path, accelerate your growth, and be your best. As part of our family and the LVMH community, your options are endless.
- **Creativity Unleashed:** At Sephora, you're encouraged to explore, innovate, and have fun while working with diverse clients, teams, and leaders. You won't just partner with iconic brands; you'll help build them. We value your curiosity, your drive for success, and the emotional connections you make. Together we're defining the future of beauty.
- **Bold Authenticity:** Being bold and different has made us a global beauty and retail leader. At Sephora, we celebrate diversity, embrace your unique and winning spirit, and believe that real beauty is being authentically you. *You* are what sets us apart.
- **Diversity, Inclusion & Belonging:** We pledge to create a beauty community where everyone's uniqueness is celebrated, respected, and honored. We will drive diversity, equity, and inclusion in all aspects of our business—ensuring that our employees, brand partners, suppliers, and our clients feel a sense of belonging in store, online, and in our workplaces. We believe in demonstrating our values with action!
- **Meaningful Rewards:** Sephora offers comprehensive medical benefits, generous vacation and holiday time off, commuter benefits, an employee discount, free beauty product gifts from brand partners, and so much more. Details about our company benefits can be found at the following link: [https://jobs.sephora.com/USA/content/Our-Perks/?locale=en\\_US](https://jobs.sephora.com/USA/content/Our-Perks/?locale=en_US).

**Sephora is an equal opportunity employer and values diversity at our company.** We do not discriminate on the basis of race, religion, color, national origin, ancestry, citizenship, gender, gender identity, sexual orientation, age, marital status, military/veteran status, or disability status. Sephora is committed to working with and providing reasonable accommodation to applicants with physical and mental disabilities.

Sephora will consider for employment all qualified applicants with criminal histories in a manner consistent with applicable law.