

Consultative Passion

- Ability to work independently and in a team environment
- Leadership experience or a project management background
- Superior verbal and written communication skills
- Ability to interact with staff at all levels, including technical and non-technical
- Desire to train others and pass on your mastery of technical solutions
- Experience in cross-platform environments, and a familiarity with UNIX
- Experience using UNIX scripting tools including KSH, CSH, and Perl
- Familiarity with software development practices and activities; strong understanding of the software development life cycle
- BS in Computer Science, Information Systems, or equivalent work experience

and/or

Technical Expertise

- Systems administration background
- Strong UNIX competency
- 1-3 years experience in administration of any software application
- Experience using UNIX scripting tools including KSH, CSH, and Perl
- Object-Oriented development experience
- Familiarity with software development practices and activities, including an understanding of software compile/translation functions for Senior Consultant positions
- BS in Computer Science, Information Systems, or equivalent work experience

We'll provide you with training and support on our SCM methodology and tools – leading-edge solutions for the explosive world of software development.

Once you've learned what we do and how we do it, you'll consult as a subject matter expert in SCM methodology and SCM tools. You'll perform SCM assessments and advise clients on SCM methodology and SCM tools, including product installation, use, and customization. Consultants train our clients on SCM tools and methodology, and lead presentations on functionality and options.

Quality Assurance Lead

We need an experienced, creative player to design and execute testing for our new Java-based Software Configuration Management product. Initially we'll train you on our SCM methodology and the SCM tool we're introducing. Once you're familiar with the product, you'll establish and maintain QA test documentation, including test plans, test cases, and defect tracking.

Optimal experience

- 3+ years experience leading software development test efforts in a multi-platform software development environment
- 3+ years Windows and 3+ years NT experience
- Programming experience with C++ and/or Java preferred
- UNIX experience preferred
- Experience testing web based applications desirable
- Strong problem solving skills required
- Strong verbal and strong written communication skills required
- BS in Computer Science, Information Systems, or equivalent work experience preferred
- Planning and execution of integration and regression testing a plus

SCM finally got interesting!



You could get this excited about software configuration management.

In a field that's often overlooked, under appreciated or seen in the same light as a root canal, we offer leading-edge solutions, challenge and exciting technology. If you know SCM – or if you have technology skills, consulting skills, and an interest in making a change – we're excited about you.

Work in an emerging field. Software developers are beginning to see and feel the need for more effective software configuration management. You'll be ahead of the crowd when you start or continue your SCM career at SCM Labs. We're the only SCM provider with our level of expertise and experience in our field. Our sole focus on complete SCM solutions makes us unique in the industry.

Real career growth: The end of the daily grind.

You'll learn fast and develop your managerial and technical skills through your work with a variety of client challenges and solutions. And SCM Labs gives you the training and development opportunities you need to succeed in our fast-paced, technology-driven environment.

A place you want to be. SCM Labs strives to attract and retain smart, skilled and creative people. You, your career, and the balance between your life and your work are respected and nurtured. We want you to like your work, use your imagination, stay challenged and grow.

No employment agency representatives, please. H-1B candidates please check back with us in June 2001.

SCM Labs, Inc. is an equal opportunity employer.

Our culture

Along with providing superior software configuration management solutions, SCM Labs makes it a priority to create and maintain a workplace where smart, creative people want to be. We believe the right balance between work and play helps us get to know each other better, build the team, and support each other more effectively as coworkers and as people. Not to mention that it's a lot more fun that way.

We encourage employees to participate in our monthly social outings and our twice-yearly weekend outings. Families are always welcome. Last summer, we camped at Glendo reservoir in Wyoming, and we've taken yearly ski trips each year since 1998. Local outings are often sports events, movies, happy hours, and cultural activities.

Your career is a priority too. Respect for the individual includes working with you to take your career where you'd like to see it to go. Our Professional Development department was created just to make sure you get the help and support you need. And SCM Labs values your input – our employee evaluations even rate your openness and frankness in sharing your ideas and concerns. We want you to succeed and to feel good about working here.

Our culture was consciously established when we incorporated in 1996. We believe the quality of all our lives is influenced by the people we work with, our relationships with them, and the environment where we work. So we strive to provide the means to foster friendship, trust and camaraderie between our employees, their families, and important others in their lives.

What do we do?

SCM Labs is the only full-service consulting firm focused entirely on complete software configuration man-

agement solutions. Our proven methodology and extensive experience in SCM make us unique in the software industry.

A software developer's largest, most vital asset is its software. SCM Labs believes in managing that asset for maximum return. Our solutions give clients repeatable and consistent development processes that reduce time and costs for software development efforts, increase security, and give our clients predictable software and predictable success.

The four circles you see in our logo represent the four areas of focus in our methodology: version control, build control, change control and deployment control. Using this methodology, we give our clients:

- Cross-technology, cross-platform solutions
- Release-based development
- Automated and unattended builds
- Multiple levels of SCM maturity
- Consistent, flexible methodology
- Robust reporting capabilities
- Customized training and documentation

Each SCM solution is custom-designed. Our unique methodology and services are flexible and suit the needs of a wide range of client needs and environments. We offer four main services. Each is designed to work in concert with the others, or in any combination our clients' goals dictate:

Solution design and implementation services.

We provide project management and leadership to define needs, identify the right tools, and determine the most effective solution. We manage the project from planning to implementation.

Solution training services. Training clients in the solution we develop helps to ensure that the SCM software and process are implemented properly, accepted by the users, and providing the client with real value.

Solution support services. To make

sure our clients' solutions continue to provide the value intended, we offer a range of support options after solutions are implemented.

Assessment services. Identifying a customer's existing problems is often more challenging than finding the solution. We are experts in focusing specifically on SCM maladies, and their solutions.

Company benefits

SCM Labs provides employees with a casual, friendly work environment in the LoDo section of Denver, with access to numerous bus and light rail routes, parking, and the 16th Street Mall.

Salary and retirement account. Salary includes a pretax contribution to a company-sponsored SEP Individual Retirement account. You control how these funds are invested toward your retirement, and you're fully vested from your date of hire.

Health and dental plans. Company-paid employee health and dental plans. Dependent coverage is also available. Coverage begins on your date of hire.

RTD EcoPass. Company-paid RTD EcoPass allows you to ride most RTD transportation without additional fares.

Education and training. Onsite training to enhance your skills and product knowledge. Personal budget for

approved educational development after one year of employment.

Technology. A laptop computer and a carrying bag for your use as an SCM Labs employee, an Internet dial-up connection, and company discounts when you buy personal equipment through our vendors.

Casual dress code. Casual attire at our offices; the client's dress code when you're working onsite.

Long-term disability. Company-paid long-term disability insurance.

Vacation. Three weeks of paid vacation per year.

Holidays. Seven paid holidays per year.

Stock options. Performance-based. Awarded to employees by the Board of Directors at its discretion.

Social events. Company-sponsored monthly outings. Summer and winter weekend outings. Families and important others are always welcome.

Community involvement. Opportunities to participate in company-sponsored charity and community activities.

Colorado Rockies Baseball. We've got four season tickets we'll share with you.

Current job openings

Software Configuration Management Consultant

We're looking for achievers with previous consulting experience or a passion for working in a client-focused role.

Our Consultants provide onsite and offsite services for Software Configuration Management methodology, policies, procedures, and tools.

Previous Software Configuration Management experience is not essential.

You're a great candidate if you come from one of these two background areas:

