

# A unique opportunity for all ambitious IT professionals

NetPeople, a Denmark-based IT business is launching a Software Company in Dhaka, in a joint venture with Adcomm.

NetPeople is an ambitious company who value talent, expertise and motivation above all else. The launch of this software company represents a unique opportunity to work with the latest technology in a truly global environment, where our prime goals are to create innovative solutions for demanding international clients. In NetPeople we have specialized in development, implementation and maintenance of Marketing Operation Management (MOM) solutions for large European Advertising clients. We call our MOM solution BrandShare™. BrandShare™ is a B2B marketing portal that provide Global Brand consistency, significant cost saving and reduced time to market for large complex marketing organisations.

## General Manager

### 1 General Manager

We are looking for a General Manager who can play a key role in the management team that drives and steers the company on a daily basis.

During the start-up period for 24-36 month, the Danish on-site COO will give full support. The goal is, that after this induction period, the General Manager will assume full responsibility for the company's daily business.

### Responsibilities

Along with the Danish COO you will have the overall responsibility for the entire business. Your tasks will include:

- Development of the new joint venture as a self-supporting business.
- Running the joint venture's administrative and financial routines and methods.
- Responsibility for the overall P/L of the company.
- Responsibility for ensuring delivery to NetPeople A/S and PeopleGroup or other clients.
- Overall responsibility for daily management and HR.

### Education and Qualifications

To qualify for the first round of interviews, you should be able to document at least the following skills:

- A relevant Masters Degree and at least 5-10 years' working experience.
- Extrovert personality and a true team player.
- That you are a structured person with strong analytical skills and management experience.
- Fluency in written and spoken English and proficiency in IT tools such as MS Office and MS Project.
- Management experience for smaller or larger teams.
- A minimum of 3 years working experience in areas such as business planning, financial control, resource allocation, project monitoring and risk management.

Experience and qualifications in the following areas would be an advantage:

- Project management.
- Experience with software development organisations.

### Role based training

- You will receive specific training for advanced project management tasks with Visual Studio 2005 and CMM-I processes.
- You will receive management training on the job, both internal and external.

### Tasks

- Performance and financial control via the daily management.
- Development of new services and price structure.
- Inputs to the creation of state-of-the-art development processes and methods as well as supporting the administrative functions.
- Implementation of CMM-I and ISO standards. NetPeople A/S will take the lead in the overall implementation of CMM-I and ISO on both sites.
- Preparation of performance targets.
- Continuous employee evaluation.
- Responsibility for the overall recruitment.
- Administrative contact and coordination between, NetPeople, PeopleGroup and GraphicPeople.
- Maintenance of the administrative systems, including the current office automation application.
- Preparation of a bi-weekly management report.
- Preparation of all board-meeting material.

You will report directly to the Danish COO. Please clearly mention the position in the subject line when applying.

## Senior Project Manager

### 1 Senior Project Manager

We are looking for a Senior Project Manager to drive and manage MOM software projects between the organisation in Denmark and Bangladesh.

### Responsibilities

As part of the management team, you will be responsible for the BrandShare™ projects in Bangladesh and for all communications between Bangladesh and Denmark. You will have the day-to-day responsibility for the performance and well being of the members of the project management organisation. You will play a leading role in the process of archiving a multi-site certification for CMM-I Level 3. Visual Studio 2005 Team System will be required to control, structure and manage the different parts of the process.

### Education and Qualifications

To qualify for the first round of interviews, you should be able to document at least the following skills:

- A relevant Bachelor or Masters Degree and at least 3-7 years' working experience.
- Extrovert personality and a true team player.
- That you are a structured person with strong analytical skills and management experience.
- Document management experience at team level.
- Fluency in written and spoken English and proficiency in IT tools such as MS Office and MS Project.
- A minimum of 3-5 years working experience in areas such as business planning, financial control, resource allocation, project monitoring and risk management.

Experience and qualifications in the following areas would be an advantage:

- Working with templates and guidelines from MSF (Microsoft Solutions Framework).
- Working with software processes like RUP (Rational Unified Process).
- Knowledge of CMM-I KPAs.
- Working with modeling of system architecture with UML.
- Working with data modeling and ER diagrams.
- MCP certifications.

### Role-based training plan and certifications

- You will receive specific training for advanced project management tasks with Visual Studio 2005 and CMM-I processes.
- We expect you will be able to self-study to pass relevant MCP exams.

### Tasks

- Maintaining the project portfolio for BrandShare™ projects of different European clients in coordination with the project managers in Denmark.
- Handling all project management disciplines for the projects; planning, managing requirements, time and cost estimates, resource allocation, monitoring project progress, risk management, tests change requests, invoicing and project evaluation etc.

You will report directly to the General Manager. Please clearly mention the position in the subject line when applying.

## Project Manager

### 1 Project Manager

We are looking for a Project Manager to manage software projects between the organisation in Denmark and Bangladesh.

### Responsibilities

You will be responsible of a portfolio of BrandShare™ project in Bangladesh and will be responsible for all the communications between Bangladesh and Denmark. You will play a central role in the process of archiving a multi-site certification for CMM-I Level 3. The tool Visual Studio 2005 Team System, is required to control, structure and manage the different parts of the process.

### Education and Qualifications

To qualify for the first round of interviews, you should be able to document at least the following skills:

- A relevant Bachelor or Masters Degree and at least 3-5 years working experience.
- Extrovert personality and a true team player.
- That you are a structured person with strong analytical skills and management experience.
- Fluency in written and spoken English and proficiency in IT tools such as MS Office and MS Project.
- A minimum of 2-3 years working experience in areas such as business planning, financial control, resource allocation and project monitoring.

Experience and qualifications in the following areas would be an advantage:

- Working with templates and guidelines from MSF (Microsoft Solutions Framework).
- Working with software processes like RUP (Rational Unified Process).
- Knowledge of CMM-I KPAs.
- Working with modeling of system architecture with UML.
- Working with data modeling and ER diagrams.
- MCP certifications.

### Role-based training plan and certifications

- You will receive specific training for advanced project management tasks with Visual Studio 2005 and CMM-I processes.
- We expect you will be able to self-study to pass relevant MCP exams.

### Tasks

- Maintaining specific BrandShare™ projects for different European clients in coordination with the project managers in Denmark.
- Handling all project management disciplines for the projects; planning, managing requirements, time and cost estimates, resource allocation, monitoring project progress, risk management, tests change requests, invoicing and project evaluation etc.

You will report to the Senior Project Manager.

Please clearly mention the position in the subject line when applying.

## Project Manager for SPI, CMM-I, ISO

### 1 Project Manager for SPI, CMM-I and ISO

We are looking for a Project Manager to drive and maintain the SPI (Software Process Improvement) and CMM-I processes together with the Danish SPI project manager. The goal is to obtain a CMM-I Level 3 certification within two years, together with an ISO 9001:2000 certification. Visual Studio 2005 Team System will be the primary system for working closely together with Denmark. The processes will be developed based on the new MSF CMM-I guidance integrated into Visual Studio 2005.

### Responsibilities

As part of the management team you will be responsible for the CMM-I process in the Bangladesh office. You will be responsible for implementation and development of different parts of the process together with SPI experts from India and SPI managers in Denmark. Training and certification will be a multi-site appraisal for both locations.

### Education and Qualifications

To qualify for the first round of interviews, you should be able to document at least the following skills:

- A relevant Bachelor or Masters Degree and at least 3-5 years' working experience with software project management.
- Extrovert personality and a true team player.
- You are a structured person with strong analytical skills and project management experience.
- Fluency in written and spoken English and proficiency with IT tools such as MS Office and MS Project.
- A minimum of 3 years working experience in areas like project planning, managing requirements, time estimating, resource allocation, monitoring project progress and risk management.

Experience and qualifications in the following areas would be an advantage:

- Working with templates and guidelines from MSF (Microsoft Solutions Framework).
- Working with software processes like RUP (Rational Unified Process).
- Knowledge of CMM-I KPAs.
- Working with modeling of system architecture with UML.
- Working with data modeling and ER diagrams.
- MCP certifications.

### Role-based training plan and certifications

- You will receive specific training for advanced project management tasks with Visual Studio 2005 and CMM-I processes.
- We expect you to self-study and pass relevant MCP exams.

### Tasks

- Implementing and adjusting of the CMM-I and ISO processes in the Bangladesh office.
- Working and optimising SPI for the different processes.

You will report directly to the Senior Project Manager.

Please clearly mention the position in the subject line when applying.

## Microsoft Senior Software Developers

### 1 Senior System Developer

We are looking for a Senior System Developer to drive and manage a strong and international development team, working across different continents. As part of the management team, you will have the day-to-day responsibility of the performance, management and the development of the organizations and its members. You and your team will work on different projects for large European or Asian clients, as a large proportion of our MOM projects will be developed in Bangladesh. Visual Studio 2005

Team System will be the primary framework and system for closely working together with Denmark.

### Responsibilities

As part of the management team you will be responsible for managing, creating high performing system development, implementations, quality design and secure development for BrandShare™ projects, entirely based on Microsoft technologies.

### Education and Qualifications

To qualify for the first round of interviews, you should be able to document at least the following skills:

- A relevant Bachelor or Masters Degree and at least 3-7 years' working experience with software development.
- Extrovert personality and a true team player.
- You are a structured person with strong analytical skills.
- Fluency in written and spoken English and proficiency with tools like MS Visual Studio and MS Source Safe and MS Office.
- A minimum of 3 years development experience with Microsoft ASP 3.0 and ASP.Net technologies used for web applications.
- A minimum of 3-5 years of experience with object oriented system development.
- A minimum of 3-5 years experience with SQL development for MS SQL Server 7/2000 creating stored procedures, views, functions, triggers etc.
- Experience with C#

### Experience in the following areas would be an advantage:

- Web services with .Net technologies.
- XML and XSLT.
- .Net Remoting.
- MSMQ for messages handling in services.
- ASP.Net 2.0 and SQL Server 2005.

### Role-based training plan and certifications

- You will receive specific training for ASP.Net 2.0 and SQL 2005 development and advanced training for developing functionality for the BrandShare™ portals.
- We expect you to self-study and pass relevant MCP exams.

### Tasks

- Creating technical design with the System Architect based on requirements and high level design from the office in Denmark.
- Implementing different projects primarily based on ASP 3.0, ASP.Net and SQL 2000, but also ASP.Net 2.0 and SQL 2005 technologies.
- Documentation and security of current implementation of BrandShare™ solutions.
- Development of high-level GUI design based on requirements from different clients in Europe.

You will report directly to the General Manager.

Please clearly mention the position in the subject line when applying.

## Microsoft Software Developers

### 4 System Developers

We are looking for 4 System Developers to be a part of a strong and international development team working across different continents. You will work on different projects for large European and Asian clients. A large proportion of the technical part will be developed in Bangladesh. Visual Studio 2005 Team System will be the primary framework and system for working close together with Denmark.

### Responsibilities

You will be responsible for developing high performing implementations, quality design and secure development for BrandShare™ projects entirely based on Microsoft technologies.

### Education and Qualifications

To qualify for the first round of interviews, you should be able to document at least the following skills:

- A relevant Bachelor or Masters Degree and at least 5 years' working experience with software development.
- You are a structured person with strong analytical skills.
- Fluency in written and spoken English and proficiency with tools like MS Visual Studio and MS Source Safe.
- A minimum of 3 years development experience with Microsoft ASP 3.0 and ASP.Net technologies used for web applications.
- A minimum of 3 years experience with object oriented system development.
- A minimum of 3 years experience with SQL development for MS SQL Server 7/2000 creating stored procedures, views, functions, triggers etc.
- Experience with C#

### Experience in the following areas would be an advantage:

- Web services with .Net technologies.
- XML and XSLT.
- .Net Remoting.
- MSMQ for messages handling in services.
- ASP.Net 2.0 and SQL Server 2005.

### Role-based training plan and certifications

- You will receive specific training for ASP.Net 2.0 and SQL 2005 development and advanced training for developing functionality for the BrandShare™ portals.
- We expect you to self-study and pass relevant MCP exams.

### Tasks

- Creating technical design with the system architect based on requirements and high-level design from the office in Denmark.
- Implementing different projects primarily based on ASP 3.0, ASP.Net and SQL 2000, along with ASP.Net 2.0 and SQL 2005 technologies.
- Documenting and securing of current implementation of BrandShare™ solutions.
- Development of high-level GUI design based on requirements from different clients in Europe.

You will report directly to the Senior System Developer.

Please clearly mention the positions in the subject line when applying.

## System Architect

### 1 System Architect

We are looking for a System Architect, who will work on projects for different European and Asian clients. A large part of the technical part will be designed and developed by the office in Dhaka. Visual Studio 2005 Team System will be the primary system for working closely with the Danish office.

### Responsibilities

You will be responsible for creating strong and scalable technical designs for different BrandShare™ projects together with system architects in Denmark and developers in Bangladesh. Evolving of development syntax and the development model will also be a central part of the work.

### Education and Qualifications

To qualify for the first round of interviews, you should be able to document at least the following skills:

- A relevant Bachelor or Master Degree and at least 3-5 years' working experience within the field.
- You are a structured person with strong analytical skills and project management experience.
- Fluency in written and spoken English and proficiency with IT tools like MS Office and MS Visio.
- A minimum of 3 years of experience with object oriented system development.
- A minimum of 3 years of experience in web based development for business applications and n-tier architecture.
- Experience with UML 1.1/2.0 modeling for software architecture.
- Experience with ER data modeling.

### Experience in the following areas would be an advantage:

- Working experience with system architecture, integrating MS BizTalk Server and SharePoint Portal Server.
- Working experience with designing web based business solutions with ASP/ASP.Net and SQL Server 2000.

### Role based training plan and certifications

- You will get specific training for BrandShare™ architecture and SOA.
- We expect you to self-study and pass relevant MCP exams.

### Tasks

- Create architectural prototypes for the projects.
- Decompose systems into subsystems together with the Danish system architects.
- Divide scenarios and requirements into tasks together with the project manager.
- Develop Thread model.
- Develop Performance model.

You will report directly to the Senior System Developer.

Please clearly mention the position in the subject line when applying.

## Quality Assurance

### 1 QA Manager

We are looking for a QA Manager for Quality Assurance and tests. You will be part of a strong international development team working on projects for different European and Asian clients. A large part of the technical part will be designed and developed by the office in Dhaka. The QA team in Bangladesh will perform most of the QA and the Visual Studio 2005 Team system will be the primary tool for all test and QA.

### Education and Qualifications

To qualify for the first round of interviews, you should be able to document at least the following skills:

- A relevant Bachelor or Master Degree and at least 3-5 years' working experience with testing and QA for software development.
- You are a structured person with strong analytical skills and project management experience.
- Fluency in written and spoken English and proficiency with IT tools.
- Experience with functional testing and documenting the testing process.
- Experience with structural testing like unit testing.
- Experience with handling bug tracking with different systems.
- Development experience with Microsoft ASP 3.0 and ASP.Net technologies used for web applications.
- Experience with object oriented system development.
- Experience with C#

Experience and qualifications in the following areas would be an advantage:

- Working with templates and guidelines from MSF (Microsoft Solutions Framework).
- Working with software processes like RUP (Rational Unified Process).
- Knowledge of CMM-I KPAs.
- Working with modeling of system architecture with UML.
- Working with data modeling and ER diagrams.
- MCP certifications.

### Role-based training plan and certifications

- You will receive specific training for advanced testing and QA tasks with Visual Studio 2005 and CMM-I processes.
- We expect you to self-study and pass relevant MCP exams.

### Tasks

- Delivering high quality QA and tests for the projects.
- Creating and executing test cases for manual and automated tests.
- Creating functional and structural test documentation.
- Securing traceability for all areas in the QA process.

You will report directly to the Senior System Developer.

Please clearly mention the position in the subject line when applying.

## How to Apply

If you feel you have the qualities required for these roles, please send your resumes to [netpeople@adcommad.com](mailto:netpeople@adcommad.com) before July 10th 2005.

Only applications received through e-mail will be taken into consideration. Please clearly mention the positions in the subject line when applying.

For further information about BrandShare™ please visit [www.corepeople.dk](http://www.corepeople.dk).

We are an equal opportunity employer.

Any form of solicitation would result in immediate and automatic disqualification of candidature.

**NetPeople | PeopleGroup**