

Updated as of October 9, 1996

Open Positions at NeXT!

NeXT Software offers a competitive compensation package, including stock options, a comprehensive benefits program and outstanding work facilities.

The NeXT Employee Benefits Program includes a choice of PPO and HMO plans for medical and dental coverages, Prescription Drug Program (PCS), Vision Service Plan (VSP), 401-K Program, Life Insurance, Accidental Death and Dismemberment (AD&D) coverage, STD, LTD, 11 paid Holidays per year and 15 Personal Time Off (PTO) days. NeXT is a smoking-free work environment.

NeXT Software Inc. located in Redwood City, CA is currently searching to fill the following positions. If you are interested in any of the positions described below, please send us your resume **and cover letter**. If you know of persons who may fit these profiles, please inform them about these positions. We are interested in receiving resumes and cover letters from qualified applicants. ***Please send resumes in ASCII or Postscript when using email to transmit resumes.***

NeXT Software Inc. is an equal opportunity employer.

Contact Information:
(unless specified in the description)

E-Mail Resume and Cover Letter to: "resumes@next.com", unless otherwise specified.

Fax to "Staffing" at 415-780-4554

Direct Mail:
Staffing Manager
NeXT Software Inc.
900 Chesapeake Drive
Redwood City, CA 94063

*Please feel free to access "comp.sys.next.announce" or "ba.jobs.offered" for NeXT openings posted to the **Internet** as an alternate method of viewing openings.*

Position Titles:

Engineering -

-Development Engineers
-AppKit Software Engineer
-Senior UI Designer

-Software Engineer, Application Kit
-Software Engineer - Foundation Technologies
-Senior Software Engineers - Web Technology
-Compiler Development Engineer
-Debugger Engineer
-Software Engineer - Enterprise Object Frameworks
-Web Engineers

Software Quality Assurance -

-Manager, Functional Test Development
-Software Engineer, Functional Test Development
-Quality Engineers, Pre-release Group (Temporary, Full-Time)
-Quality Engineer, Test Execution Group (Temporary, Full-Time)
-Software Quality Test Engineer

Technical Publications -

-Senior Technical Writer
-Senior Technical Writer, Web Products
-Technical Illustrator

Professional Services - Technical Support

-ObjectLine Engineer
-Premium Support Engineer

Education

-Area Manager (Washington, DC)
-Area Manager (Redwood City)
-Technical Trainer

Engineering Services

-Consulting Engineers
-Project Coordinator

Sales -

-Manager - Systems Engineering
-Systems Engineers
-District Sales Managers
 -Telemarketing Representatives
 -Account Representatives

....VAR Account Representatives

Marketing - Marcom

....Marketing Engineer

Product Marketing -

....Product Marketing Manager

General Administration - Information Services

....System/Network Administrator

....College Intern System Administrator
Wash. DC and NYC/NY

Order Management/Operations

....Scheduler/ Inventory Analyst

Human Resources

....Recruiting Coordinator/Human Resources Assistant

Please send resumes in ASCII or Postscript when using email to transmit resumes.

Engineering

Contact Information:*(unless specified in the description)*

E-Mail Resume and Cover Letter: "resumes@next.com"
Fax to "Staffing" at 415-780-4554

Please send resumes in ASCII or Postscript when using email to transmit resumes.

Position: AppKitSoftware Engineer
Department: AppKit Group/Engineering
Location: Redwood City, CA

Primary responsibility:
This person will be a general Application Kit engineer, working on OpenStep, NeXT's object oriented UI toolkit and application framework. The job will involve design, implementation, and maintenance.

Specific responsibilities:

- Ownership and maintenance of some existing AppKit classes. This includes screening bugs and feature requests, fixing bugs, and making enhancements.
- Design and re-implementation of some existing AppKit classes and protocols to achieve greater compatibility with host operating systems (such as Windows NT or Windows 95).
- Participate in the design and implementation of new OpenStep components.

Skills, Education and Experience Required

- BS/CS degree or equivalent.
- 2 years programming at the application or toolkit level in a GUI environment.
- 2 years object oriented programming; strong object oriented programming skills.
- Good problem solving and communication skills, ability to work in a group.

Additional Success Factors:

- Knowledge of Win32
- NEXTSTEP/OPENSTEP experience
- Experience working in the context of object oriented toolkits or frameworks
- API design skills

Position: Senior User Interface Designer

Department : Applications Engineering

Location: Redwood City, CA

Primary Responsibility

Take the lead role in defining the look-and-feel of user interfaces for NeXT's full line of software products. Through individual

contribution and supervision of others, drive the "human factors" and GUI design for our end user applications, GUI-based development tools, GUI components and toolkits, and icons. Also, provide input to publications for conceptual illustration of technical concepts.

Specific Responsibilities

- User Interface design for applications and tools; human factors
- Design of reusable graphical components for User Interface design of Java and Web applications as well as Windows and OpenStep applications
- Icon design
- Assist publications with design of conceptual illustrations; translation of complex technical ideas into clearly understandable visual form
- Apply corporate identity standards to all design and illustration efforts consistently
- Assess design needs and tools for current and future work
- Schedule own work accurately and perform project management functions for small projects
- Maintain and improve professional and technical knowledge through continuing education and training
- Balance creativity and dedication to quality with a commitment to ship real products on schedule

Requirements

- BS degree or equivalent experience in Design or Illustration
- 3+ years experience in User Interface design, and skilled at conceptual illustration
- Ability to understand complex technical concepts and translate them into visual form
- Ability to communicate verbally with highly technical people
- Ability to recruit and supervise contractors and temps, as required
- Rapid problem solver and highly imaginative
- Experience with tools for drawing, Web page design, and image manipulation applications, such as Adobe Illustrator,

Photoshop, PageMill, etc.

- Excellent design skills

Principal Contacts

- UI engineers
- Applications Engineers
- Tools and frameworks developers
- Art & Production Manager/Publications group managers
- Graphic designers
- Illustrators
- Production coordinators
- Writers
- Localization specialists
- Marketing staff

Additional Success Factors:

Multi-lingual skills a plus.

Position: **Software Engineer - Foundation Technologies**

Department: **NeXT Engineering**

Location: **Redwood City, CA**

Primary Responsibility

Maintain and enhance the Mach emulation layer and OLE Orb for our Windows products. The candidate will primarily work on Windows Nt and Windows 95. although will be involved with other OS's such as HP-UX, Solaris, and Mach.

Specific Responsibilities

Own the Mach emulation layer for Windows 95 and Windows NT. Own Windows 95 specific changes to Foundation. Own the OLE Orb on Windows NT and Windows 95. Lead Windows 95 changes in other areas of OpenStep (e.g. AppKit and WindowServer). Contribute to DO maintenance on PDO platforms. Portability engineering for all products above. Runtime enhancement/maintenance for Objective C

Education, Skills and Experience Required

Strong understanding of NT and Windows 95 technology at the system level essential for success. Strong understanding of OLE connectivity essential. Four-year Computer Science degree or equivalent experience. Three to five years experience in the software industry. Excellent problem solving skills, in areas of software design and implementation. Good communication skills, ability to work in a group. Potential to grow into roles with greater design and architectural responsibility. Self-motivated, with a high energy level. Previous experience with GNU tools and other OS's (Windows NT) desirable.

Additional Success Factors:

Multi-lingual skills a plus.

Position:	<u>Web Engineers</u>
Department:	NeXT Engineering
Location:	Redwood City, CA

Primary responsibility

Work with domain experts to design and implement data-driven applications for our enterprise customers and partners to

deploy on their Web sites. These applications will typically be cross-platform, and be based on NeXT's EOF, WebObject and Openstep technologies, as well as Java.

Skills, Education and Experience Required

Junior positions require BSCS or equivalent experience. Senior positions require MSCS or equivalent experience. All positions require two years experience with OO design and development in a commercial environment, preferably of GUI or Web based applications software. Experience taking a software application through its entire lifecycle--conception, analysis, design, implementation, testing, deployment, maintenance--strongly preferred. Being a "quick study" is essential, because the successful applicant will potentially work in many different application areas and must be able to quickly learn new problem domains. Excellent written and communications skills are a significant success factor because of your heavy involvement with product design. The ability to set and meet realistic but tight deadlines is essential, as is the ability to work as a peer in a close-knit and highly competent team.

Additional Success Factors

Database or Web development knowledge. Strong analysis and design skills. OpenStep programming experience. Framework development experience. Knowledge of Java. Ability to think like an end user; good sense of style and design. Self-starter with strong sense of ownership and a real desire to make things happen!

Additional Success Factors:

Multi-lingual skills a plus.

Position:	<u>Senior Software Engineers - Web Technology</u>
Department:	NeXT Engineering
Location:	Redwood City, CA

The WebObjects product line is the cornerstone of NeXT's focus on tools for the World Wide Web. WebObjects enables rapid development of Web applications that connect well to existing enterprise standards. We are looking for an exceptional engineer to join the core development team . This is a very high visibility position that offers great technical challenges, and a chance to make a difference in a very exciting problem space.

Primary responsibility

Multi language support and integration. Web Objects is intended to support multiple languages so that WebObjects developers can write applications in a broad choice of languages. The focus of this position is to design and implement a common engine to support the parsing, interpretation and debug of various interpreted languages. This is a key functionality of the product which requires solid engineering skills.

Skills, Education and Experience Required

BSCS or equivalent experience, MSCS preferred. Experience with OO design and development in a commercial environment. Highly professional, with the ability to deliver products on tight schedules. Unix and/or Windows experience. Good communication skills, both interpersonal and written.Superior analysis and problem solving skills. Strength in designing quality APIs. Team player, eager to build consensus among peers in the team while acting as a leader. Tenacity and eagerness to solve complex technical problems.

Additional Success Factors

Language design experience. OpenStep programming experience. Framework development experience. Knowledge of Java. Multi-lingual skills a plus.

Position: Development Engineers
Department: NeXT Engineering
Location: Redwood City, CA

Primary Responsibilities

The successful candidate will join the engineering group, responsible for designing, implementing, NEXTSTEP/OpenStep code.

Specific Responsibilities

- Maintenance and enhancement of the software by debugging, optimizing performance, and restructuring as needed.
- Work with team members on design and implementation of new application features. Prototype, solicit feedback, and iterate as necessary.

Skills, Education, Experience Requirements

- Superior analysis and problem solving skills
- Demonstrated creative and critical thinking capabilities
- Excellent teamwork and communications
- Experience in Object Oriented design and implementation methodology
- Fluency in C
- Fluency in an object oriented implementation language and environment (preferably Objective C and OpenStep)
- Aptitude for User Interface issues and enthusiasm to pursue perfection of the "end user experience"
- BSCS or equivalent experience
- Demonstrated participation in large group-effort projects, with both significant individual ownership as well as and team interaction and coordination
- 5+ years of practical experience with at least one modern OS, windowing system, GUI toolkit, and object-oriented

language/environment.

- Experience with effective, efficient software design that retains flexibility.

Additional Success Factors

- Multi-platform experience (UNIX, MS-Windows/NT)
- OpenStep development experience
 - Multi-lingual skills a plus.

Position: **Compiler Development Engineer**

Department: **NeXT Engineering**

Location: **Redwood City, CA**

Primary responsibilities:

Design, development and maintenance of the Objective C, C, and C++ compilers and runtime systems.

Position Requirements:

Experience with working on compilers. Interest in working on runtime systems. Knowledge of at least one machine architecture including stack frame layouts and calling conventions. Knowledge of debuggers, assemblers, loaders helpful. Experience with optimizing software systems in general would be a plus. Experience working with FSF would be a plus. Experience working with GCC would be a plus. Understanding C and C++ important; you can learn Objective C here.

Education and Experience:

B.S in Computer Science or related field and 4+ years of applicable experience.

Additional Success Factors:

Seeks high degree of reliability in their work.
Multi-lingual skills a plus.

Position: Debugger Engineer
Department: Development Environment/Engineering Division
Location: Redwood City, CA

Primary responsibilities:

Design, development and maintenance of gdb and related debugging tools.
Possibilities to work on performance analysis tools and fix-n-go.

Specific responsibilities:

- * integration of gdb with ProjectBuilder including, possibly, development of the ProjectBuilder UI for debugging.
- * maintenance and bug fixing for gdb
- * coordinating changes with FSF and NeXT's porting group
- * implementation of new debugger features
- * responsible for portions of the compiler which have to do with debugging including generation of stabs
- * improving our support for C++ debugging
- * improving the performance of the debugger (turn-around time)

Skills, Education and Experience Requirements:

- * Strong nterest in and experience with working on debuggers

- * Knowledge of at least one machine architecture including stack frame layouts and calling conventions.
- * Knowledge of compilers, assemblers, loaders helpful
- * Experience working with FSF would be a plus
- * Experience working with GDB would be a plus
- * B.S in Computer Science or related field.
- * 3+ years of experience.
- * Strong interest in providing high degree of customer satisfaction.

Additional Success Factors:

- Multi-lingual skills a plus.

Position: Software Engineer - Enterprise Objects Frameworks
Department: NeXT Engineering
Location: Redwood City, CA

Primary Responsibilities

Contribute to the engineering of the Enterprise Objects Framework. Design and implement object-oriented frameworks and tools to enhance the productivity of application programmers building multi-tier OpenStep or WebObjects applications that access relational databases.

Skills, Education and Experience Required

The candidate should possess a Computer Science degree, some experience with the mainstream Relational DBMS APIs (Sybase, Oracle, Informix, ODBC, etc.) and significant experience in object-oriented design. Experience in building

development tools or with using 4GL tools (PowerBuilder, Visual Basic) to build database application is desired. As always, good communication skills and team orientation are required.

Additional Success Factors:

- Multi-lingual skills a plus.

Position: Software Engineer, Application Kit
Department: Engineering
Location: Redwood City, CA

Primary responsibility:

Investigate, design, and implement the technology required to enable OpenStep for Windows applications to import ActiveX controls. Depending on the scope of the project, take on a project lead role.

Specific responsibilities:

Initial investigation into the scope of the project, determine shippable milestones and schedules. Charting out future plans for enable other ActiveX work, such as implementation of ActiveX controls using OpenStep. Design and implementation. Depending on the scope of the work and schedule, work with another, possibly junior, person. In addition, members of the Application Kit group are expected to be generalists and become familiar with the Application Kit as a whole. This is not a maintenance position, but the engineer will most likely be required to deal with existing code in implementing the new technologies.

Education, Skills and Experience Required:

BS/CS or equivalent. 5 years programming at the application or toolkit level in a GUI environment, including at least 3 years of Object Oriented programming and 3 years of Win32 experience. Excellent object oriented programming and API design

skills. Good communication skills, ability to work in a group.

Additional Success Factors:

Knowledge of Active X controls technology (also known as OLE controls, or OCX). NEXTSTEP/OPENSTEP experience.
Project leadership experience. Multi-lingual skills a plus.

Software Quality Testers

Position: Software Quality Test Engineer
Dept:Software Quality/NeXT Engineering
Location: Redwood City, CA
Status: Full-time, Temporary

Work *With* the Best, *On* the Best

Interested in the cutting edgest technology? Want to work on the latest and greatest software with some of the best people in Silicon Valley? Read on!

NeXT Software, Inc., makers of arguably the highest quality Web and Enterprise software on the planet, is looking for several **full-time temporary** people to join its Software Quality department as software testers. A wonderful opportunity to use NeXT's legendary technology, our software testers get a chance to creatively destruct our creations while working closely with the team that builds them. This unique opportunity is being offered to any candidate who has an enthusiasm for software, a tenacity for deliberateness, and a penchant for perfectionism.

You will work at NeXT headquarters in Redwood City, California, with some of the most talented engineers in Silicon Valley and on some of the best equipment available--in an extremely dynamic environment that is still small enough to give you the visibility you crave. You will get to work with products and technologies months and years ahead of the competition, which will pay your career valuable premiums. A hard job for tough people, software testing at NeXT is an excellent "foot in the door" position, with plenty of opportunities for growth within our company. This is one of the few positions at NeXT engineering that doesn't require a computer science degree, so anyone serious about software, quality, and the NeXT best thing is encouraged to apply. Multi-lingual skills a plus.

If you want to work *with* the best *on* the best, contact:

Staffing Manager
NeXT Software Inc.
900 Chesapeake Drive
Redwood City, CA 94063

resumes@next.com
Fax to "Staffing" at 415-780-4554

Position:	<u>Manager, Functional Test Development</u>
Department:	Software Engineering, Software Quality
Location:	Redwood City, CA

Primary responsibility

Manage the development of functional tests for NeXT software products. Manage the acquisition and adoption internally of lifecycle tools for test development, test execution, results reporting, defect management, metrics gathering, and full development lifecycle support.

Specific Responsibilities

Hands-on management of test development; should lead from the front by being a full participant in the development process. Design, architect, supervise and participate in the development of test plans and automated test scripts to exercise NeXT's software products at the functional level; i.e at the object "kit" API level and above. Demonstrate and promote the use of tools and test activities within and outside the company. Supervise a functional test development team. Set its goals and objectives. Manage and supervise your group. This includes recruiting and supervising temps and full-time employees, conducting performance evaluations, making budget proposals and monitoring compliance to budget, and performing other necessary management functions

Skills, Education and Experience Required

MS in Computer Science or equivalent experience. Three or more years OO design and development experience. Management/team lead experience. Strong project management skills (spec/documentation writing, communication, scheduling). Strong communication and presentation skills; ability to represent the Quality group cross-functionally within the company, and work effectively with customers and partners. Able to work with development engineers outside the group and be recognized as a senior contributor. Demonstrated initiative, problem-solving skills, ability to pick things up on own. Strong creative problem solving ability; demonstrated self-starter. "Not afraid to get hands dirty". While this is primarily a management and design role, this individual must be able to win the technical respect of the group by implementing tests and tools personally.

Additional Success Factors

Familiarity with QA techniques and terminology. OPENSTEP programming experience. Multi-lingual skills a plus.

Position: Software Engineer, Functional Test Development
Department: Software Quality
Location: Redwood City, CA

Primary responsibility:
Create state-of-the art automated tests for NeXT's object-oriented application development frameworks, particularly the Web Objects Framework.

Specific responsibilities:
Develop Objective C and C++ test suites for NeXT's Object Frameworks, particularly the Web Objects Framework. Test the Web Objects Framework with a variety of third party Web clients and servers. Develop stress and scalability tests for the Web Objects Framework. Enhance coverage and depth of test suites for other frameworks. Participate in the design, implementation, and deployment of automated testing and test development tools. Review framework specifications for testability, and participate in the evolution of future versions of framework specifications and standards.

Educational background, skills and Abilities required for position:
BS in Computer science or equivalent experience. Strong C or C++ programming ability and aptitude. Rapid learner--ability to quickly come up to speed on NeXT's development tools and frameworks. Knowledge of OO design and development. Excellent analysis and problem solving skills. Strong creative and critical thinking capabilities. Self motivated, independent and proactive.

Additional Success Factors:

OPENSTEP programming experience. HTML authoring experience. Experience compiling and configuring http clients and servers. Network administration experience. Framework or system test development experience. Multi-lingual skills a plus.

Position: Quality Engineers, Pre-release Group (Temporary, Full-Time)
Department: Software Quality
Location: Redwood City, CA

The **Prerelease Group** of NeXT's Software Quality Department is now hiring for several **full-time, temporary** positions in Redwood City.

- This position has these benefits, among others:
- First-hand access to the most current (and future) versions of OpenStep
 - Furthering your knowledge of OpenStep and other NeXT products
 - Experience using new hardware running OpenStep
 - Probable career-track to NeXT Engineering

Specific Responsibilities

Process incoming bugs and suggestions from OpenStep customers. Verify (try to duplicate) bug reports. Communicate with customers to get further information. Submit bug reports to NeXT's Software Engineering team. Assist with distribution of Prerelease software to sites. Customer support (installation and configuration issues). General assistance within the SQA/Prerelease Program

Skills, Education and Experience Required

One or more years hands-on experience with OpenStep. Have good verbal and written communication skills. Be well

organized and detail-oriented. Be a fast learner.

Additional Skill Factors

OpenStep programming experience. OpenStep and other networking experience. Familiarity with SQL. Experience with EOF and/or PDO. Experience using commercial OpenStep software

Important note:

These positions are at NeXT headquarters in Redwood City, CA. Moving and housing expenses will not be reimbursed.

Positions: Quality Engineer - Test Execution Group (Temporary, Full-Time)
Department: Software Quality
Location: Redwood City, CA
Status: Temporary, Full-time Position

The **Test Execution Group** of NeXT's Software Quality Department is now hiring for several **full-time, temporary** positions in Redwood City.

Specific Responsibilities

Performance, stress, regression and functionality testing of software (with and without formal testplans), both manual and automated, for the full range of NeXT products. Database querying and reporting. Writing of testplans. Writing test reports. Communicating to Software Quality Department managers and software engineers. Devising and implementing of increasingly efficient testing and reporting processes

Skills, Education and Experience Requirements

BS degree in science or equivalent experience a plus. Have good verbal and written communication skills
Be well organized, detail-oriented. Deductive logic, troubleshooting and analytical skills. Be a fast learner (new software, methodologies and processes) with a willingness to learn new technologies and systems. Knowledge of hardware systems internals (CISC and RISC) preferred. Familiarity with other NeXT products, EOF, PDO, NEXTIME preferred. Experience using commercial NEXTSTEP software preferred. Comfortable with e-mail communications

Important note:

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Technical Publications

Contact Information:*(unless specified in the description)*

E-Mail Resume and Cover Letter: "resumes@next.com"

Fax to "Staffing" at 415-780-4554

Please send resumes in ASCII or Postscript when using email to transmit resumes.

Position: Senior Technical Writer
Department: Technical Publications
Location: Redwood City, CA

Primary responsibility:

Write conceptual overviews and detailed reference material for the OPENSTEP Enterprise software kits, working from information provided by programmers, gleaned from source code, and discovered from your own test programs. Participate in the design and review of new kits and help in the refinement of their APIs (application programming interfaces). Work with other writers to improve our documentation and the processes we use to produce it.

Specific responsibilities:

The specific role and responsibilities of a Senior Writer depends on the background of the writer and the nature of the projects that arise in this fast-paced and changing environment.

Education, Skills and Experience Required:

Technical knowledge: Must have experience programming in a C-based language (C, C++, Java, or Objective-C).

Knowledge of object-oriented programming is highly desirable. Proven interest and ability in learning new technologies at an in-depth level.

Writing: The ability to write clear, logically sequenced, grammatically expressed expositions is required. Must be able to organize and carry out short to long (book-length) assignments with a minimum of supervision.

General: A minimum of three-years experience as a technical writer is required and two years programming experience (doesn't have to be professional programming). General interest in various areas of software technology is necessary, since the nature of our projects can vary widely and this writer will no doubt be called upon to document technologies that don't exist yet and cannot be predicted.

Additional Success Factors:

Ability to work closely with other writers and engineers. Willingness to solve problems using innovative solutions, including creating tools and working to change the product if necessary. Initiative to be involved with a product from the beginning and to be an active participant in product design. Motivation and desire to create the best, most useful documentation in the industry.

Position: Technical Illustrator
Department: Art & Production, Publications
Manager: Manager of Art & Production
Location: Redwood City, CA

Primary responsibility:

Illustrate, format, and produce NeXT's publications. Combine illustration and production with forward-thinking evaluation of tools. Balance creativity and dedication to quality with adherence to schedules.

Specific responsibilities:

- Illustrate, format, and produce printed and on-line documentation, localized documentation, and Windows help.
- Collaborate with Art & Production, writing groups, and localization team to create communicative illustrations and graphics within style guidelines, under some design direction.
- Assess illustration needs and production tools for current and future work.
- Create publications and packaging using desktop publishing skills, such as page layout, text editing, graphics conversion, book production, and film outputting.
- Test new tools and prototype for upcoming projects, together with team.
- Analyze illustration and production problems and provide input for improving processes.
- Help create and maintain standards for illustrations in printed and on-line forms.

- Maintain and improve professional and technical knowledge through continuing education and training.

Education, Skills and Experience Required:

- Bachelor's Degree or equivalent experience in Illustration or Design
- Experience illustrating a variety of projects in a corporate environment
- Experience with desktop publishing tools in drawing, page layout, and image manipulation applications; suggested applications include Adobe Illustrator, FrameMaker, and Photoshop; NEXTSTEP or Macintosh experience is a plus
- Strong communication skills within the group and with other departments
- Ability to prioritize work, coordinate many projects concurrently, and follow through on details
- Experience producing high-quality results on schedule
- Creative, quick response to problems and unforeseen work

Position: Senior Technical Writer, Web Products
Department: **Technical Publications**
Location: **Redwood City, CA**

Primary responsibility:
Write conceptual, task-based, and reference material for NeXT's World Wide Web and Java-related projects, working from information provided by programmers, gleaned from source code, and discovered from your own test programs. Participate in the design and review of new frameworks and help in the refinement of their APIs (application programming interfaces). Work with other writers to improve our documentation and the processes we use to produce it.

Specific responsibilities:

Design and write documentation for NeXT's Web-related technology, working with one or more other writers. Help develop innovative ways to provide documentation over the Web. Work with the engineers to refine product API. Write example code. Help define future NeXT Web products. Work with customers and with other groups at NeXT to ensure the doc set and the technology meets the needs of its audience. Contribute to the general OpenStep documentation set, including conceptual and reference material.

Education, Skills and Experience Required:

Technical knowledge: Must have experience programming in a C-based language (Java, C, C++, or Objective-C). Knowledge of object-oriented programming is highly desirable. Proven interest and ability in learning new technologies at an in-depth level.

Writing: The ability to write clear, logically sequenced, grammatically expressed expositions is required. Must be able to organize and carry out short to long (book-length) assignments with a minimum of supervision.

General: 3+-years experience as a technical writer is required and two years programming experience (doesn't have to be professional programming). General interest in various areas of software technology is necessary, since the nature of our projects can vary widely and this writer will no doubt be called upon to document technologies that don't exist yet and cannot be predicted.

Additional Success Factors:

Ability to work closely with other writers and engineers. Willingness to solve problems using innovative solutions, including creating tools and working to change the product if necessary. Initiative to be involved with a product from the beginning and to be an active participant in product design. Motivation and desire to create the best, most useful documentation in the industry.

Engineering Services

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- Position:** Consulting Engineers
- Department:** Engineering Services
- Locations:** Washington, DC
Raleigh, NC
Austin, TX
Redwood City, CA
Burbank, CA
New York, NY (Manhattan area)
Seattle, WA

Primary Responsibilities:

The Consulting Engineer will provide architecture, development and technical expertise to drive key OPENSTEP, Enterprise Object Framework (EOF), and Web Object projects. By leveraging first-hand exposure to a customer's business goals,

hands-on access to project specifications and designs, and face-to-face relationship building with project leaders and development teams, the Consulting Engineer will drive the strategic directions of these key opportunities for NeXT. This dedicated NeXT engineer will be a focal point for the resolution of day-to-day project issues and will act as the customer's conduit to the expertise of NeXT's Premium Support and Engineering staff who specialize in various aspects of NeXT Technologies.

Specific Role & Responsibilities

Full-time, dedicated, on-site expert in NeXT technologies. Analysis, design, programming and deployment assistance. A conduit between the customer and NeXT to resolve technical issues and facilitate the adoption of new NeXT technologies into the customers development environment. Optimal use of the OPENSTEP development tools and environment. Assistance with application planning, integration, and testing. Ongoing "knowledge transfer" of object oriented concepts. Assistance to project leaders in assessing team skills and mapping team strengths to facilitate OPENSTEP development. Weekly project meetings with customer management to review project status, pending technical issues, and associated resolutions.

Educational Background, Skills, and Abilities

Senior Consulting Engineer: Masters or Bachelors degree in Computer Science, Engineering, Mathematics, Physics, or related field. Eight or more years of software development experience, including at least 1 years of project management experience. Strong design and implementation experience with Object Oriented development tools, Relational & Object Database systems, and Distributed messaging systems. Experience designing and implementing frameworks is a plus. A solid understanding of the software development process, including requirements gathering, analysis & design, release & version control, contemporary testing methodologies, and deployment management. Experience with setting and managing customer expectations.

Consulting Engineer: Masters or Bachelors degree in Computer Science, Engineering, Mathematics, Physics, or related field. Four or more years of software development experience, with a solid working knowledge of Object Oriented software

development. Up-to-date and detailed technical knowledge of the Internet and WWW, ideally gained within a project context. At least six months experience with HTML, Perl, and CGI. A solid understanding of the software development process, including object oriented analysis & design. Prior experience with setting and managing customer expectations.

Associate Consulting Engineer: Bachelors degree in Computer Science, Engineering, Mathematics, Physics, or related field. One to two years of software development experience, with a working knowledge of Object Orientated software development. Technical knowledge of the Internet and WWW. At least six months of experience with HTML, Perl, and CGI. Prior experience with setting and managing customer expectations.

Entry Level: Bachelors degree in Computer Science, Engineering, Mathematics, Physics, or related field. Prior programming experience in C, C++, Smalltalk or Java. Working knowledge of the Internet and WWW. Experience with HTML. Quick learner with energy and enthusiasm.

Additional Success Factors

Experience in NEXTSTEP development.. At least six months experience with Enterprise Object Framework. Strong working knowledge of Java. Excellent communication skills. Excellent decision making and problem solving skills. Many positions require frequent travel and/or relocation.

Position: Project Coordinator
Department: Engineering Services

Location: **Burbank, CA**

Primary Responsibilities:

The primary goal for the Engineering Services team is to accelerate our customers' mission critical application development efforts and ensure that these applications are architected for performance, scalability, and code re-use. This means ensuring

that the customer has the right mix of development staff, a sound design, a scalable architecture, an efficient implementation, and an effective deployment plan.

The Project Coordinator is responsible for managing all aspects of the relationship between NeXT and a given customer. This includes managing all the Consulting Engineers working on-site with the customer, overseeing the projects under development, and managing the customers expectations vis-a-via NeXT's products and the engineers' services. This role also includes significant technical contribution. The project coordinator should be able to serve as the key technical architect for the account, reviewing and overseeing all major design and technology decisions.

Job Requirements:

Bachelors degree in related field such as Math, Physics, Computer Science or Engineering. At least six years of software development experience. A solid understanding of the software development process, including object oriented analysis & design. At least two years of project management and customer management expertise.

Additional Success Factors

Prior experience in OPENSTEP development. Excellent communication skills. Excellent problem solving and decision making skills.

Technical Support

Contact Information:

E-Mail Resume and Cover Letter: "resumes@next.com"

Fax to "Staffing" at 415-780-4554

Please send resumes in ASCII or Postscript when using email to transmit resumes.

Position: **ObjectLine Engineer**
Department: **Technical Support**
Locations: **Redwood City, CA**

Entry-level technical position: This position can provide the foundation for many technical career paths at NeXT, such as engineering, technical training, system administration and systems engineering within NeXT.

Primary Responsibility

This person is an integral member of the ObjectLine Support Team responsible for first level support with customers in order to solve technical problems or escalate technical issues to the appropriate departments.

Specific Responsibilities

Provide first-contact telephone and e-mail technical support to NeXT customers on our 800-number. Set customers expectation level regarding support. Troubleshoot problems or bugs in NeXT software. Using our bug-tracking application, the ObjectLine Engineer will work with software engineering to report and update bug information. Troubleshoot technical questions about NeXT's Internet products, such as WebObjects and WebObjects Builder. Troubleshoot basic hardware, system administration, and developer problems, including PC hardware troubleshooting, NEXTSTEP and OPENSTEP installation, NetInfo troubleshooting, EOF and related developer issues. Assist in the creation and maintenance of documents on NeXTanswers (<http://www.next.com/>), NeXT's document retrieval system and web site. Also contribute to the further development of the NeXTanswers system and WWW site.

Skills, Education and Experience Required

Bachelor's degree. (Computer Science or equivalent preferred) Excellent oral and written communications skills, especially in communicating technical information. Excellent problem-solving/analytical skills. Experience with technical support or help desk required.

Additional Success Factors

Fundamental technical understanding of NEXTSTEP and its market. PC hardware knowledge and programming experience a plus. Familiarity with Windows NT and Windows 95 program development or system administration.

Position: Premium Support Engineer
Department: Professional Services/Technical Support
Location: Redwood City, CA
Washington, DC
Austin, TX

Primary responsibility:

Lead technical support contact for multiple corporate accounts. Provide solutions to technical problems for system administrators or developers in a variety of areas of NeXT and NeXT-related technology, including NEXTSTEP and UNIX system administration or NEXTSTEP, OpenStep, and object-oriented program design and implementation.

Specific responsibilities:

Lead technical contact for, typically, 4-6 corporate accounts. Provide technical support via telephone, email, and FAX. Provide on-site support to customers for critical and urgent issues. Provide solutions to technical problems for Customer personnel on various aspects of NeXT and NeXT-related technology. Responsible for providing technical account management as well as supporting corporate customers in the development and

deployment of systems based on NeXT technology. Work with Sales, Marketing, and Engineering to solve problems and provide product feedback. Proactively produce written information and example code for NeXTAnswers. Work as a team member in support, help others with problems, mentor junior members of the team, interview prospective new members and participate in team discussions.

Education, Skills and Experience Required:

BSCS or equivalent. Knowledge of and experience with NEXTSTEP, UNIX, or NT system administration, or NEXTSTEP, OpenStep, or other object-oriented development. Excellent problem solving and problem anticipation skills, including, but not limited to, the ability to research answers for questions in areas in which they do not have expertise; the ability to deduce the root of a problem from a phone or email interaction; and the ability to anticipate and avoid problems based on knowledge of customer's projects and configurations. Excellent written and oral communication skills, including the ability to determine the context of the question so that you answer the right question, the ability to write or verbalize the answer at the technical level of the person asking the question; and the ability to log the history of the interaction so that others on the team can learn from it.

Additional Success Factors:

On-site support experience. Previous experience in assigned-account technical support. Microsoft Windows NT experience (administration or development). Visual C++ experience. Experience with HTML, Web server administration, Java, ActiveX, Perl, Tcl, or VRML. Classroom training experience.

Education

Contact Information:

E-Mail Resume and Cover Letter: "resumes@next.com"

Fax to "Staffing" at 415-780-4554

Please send resumes in ASCII or Postscript when using email to transmit resumes.

Position: Area Manager (Washington, DC)
Department: Education
Location: Washington, DC

Primary Responsibility:

Build NeXT's East Coast Training Team as a working manager, focused on staffing and direct management and growth of the East Coast training staff. Over time, management of business objectives will be pushed down to the Area level.

Specific Responsibilities:

Recruit and hire staff to support identified Education Department objectives. Develop staff skills, including setting growth objectives. Monitor performance of individual staff members and overall group against objectives. Deliver training on OPENSTEP and WebObjects products to customers in open enrollment and on-site classes. Travel to customer sites is required. Work with Curriculum Development, Training Operations, and European and West Coast Training Teams to address cross-functional issues. Educates NeXT sales teams on the goals, implementation, and successes of training.

Education Background, Skills, and Abilities:

Bachelors degree in related fields such as Computer Science, Engineering, Math, or Physics. Three to four years of software development experience in languages such as C, C++, and Java. Excellent written and verbal communication skills. One year project or team management experience.

Additional Success Factors:

Prior training experience. Experience in NEXTSTEP, OpenStep, or WebObjects development

Position: Area Manager (Redwood City)
Department: Education
Location: Redwood City, CA

Primary Responsibility:

Manage NeXT's West Coast Training Team as a working manager, focused on direct management and growth of the West Coast training staff. Over time, management of business objectives will be pushed down to the Area level.

Specific Responsibilities:

Develop staff skills, including setting growth objectives. Monitor performance of individual staff members and overall group against objectives. Work with Curriculum Development, Training Operations, and European and East Coast Training Teams to address cross-functional issues. Recruit and hire staff to support identified Education Department objectives. Educates NeXT sales teams on the goals, implementation, and successes of training. Deliver training on OPENSTEP and WebObjects products to customers in open enrollment and on-site classes. Travel to customer sites is required.

Education Background, Skills, and Abilities:

Bachelors degree in related fields such as Computer Science, Engineering, Math, or Physics. Three to four years of software development experience in languages such as C, C++, and Java. Excellent written and verbal communication skills. One year project or team management experience.

Additional Success Factors:

Prior training experience. Experience in NEXTSTEP, OpenStep, or WebObjects development

Position: Technical Trainer
Department: Education
Location: Washington, DC

Primary Responsibility:
Deliver WebObjects/OpenStep programming courses to application developers. Develop and enhance curriculum to respond to changes in the development environment and to meet the needs of NeXT's customers.

Specific Responsibilities:
Deliver training on OPENSTEP and WebObjects products. Travel to New York City and customer sites is required. Participate in the development of course materials. Develop programming exercises for use with course materials.

Education Background, Skills, and Abilities:
Bachelors degree in related fields such as Computer Science, Engineering, Math, or Physics. Two years of software development experience in languages such as C, C++, and Java. Excellent written and verbal communication skills. Ability to deliver classroom training.

Additional Success Factors:
Prior training experience. Ability to develop and design course curriculum. Experience in NEXTSTEP, OpenStep, or WebObjects development. Experience with Java, Visual Basic, or Visual C++ . Experience developing database applications for a relational database such as Sybase or Oracle . Experience with SQL

Sales

Contact Information:

E-Mail Resume and Cover Letter: "resumes@next.com"

Fax to "Staffing" at 415-780-4554

Please send resumes in ASCII or Postscript when using email to transmit resumes.

Title: Manager - Systems Engineering
Department: Western Regional Sales
Location: Redwood City, CA

Primary Responsibilities:

Be the technical business partner to the Director of Western Regional Sales for the attainment of the North American business and revenue goals, by managing, developing, and directing the Systems Engineering organization.

Specific Responsibilities:

Support the North American business and revenue goal attainment by providing pre-sales support through the Systems Engineering organization. Work with the Director of North American sales to develop channel strategies, establish business plans, and to set priorities for their execution. Provide direction and focus for major sales opportunities on a national level. Manage sourcing, hiring, and dismissal of subordinate employees. Participate in the selection process for regional sales managers, sales reps, and other personnel. Develop and execute plans for management development, employee development, performance appraisal, salary, training, and staffing for the Systems Engineering organization. Ensure that the

basic skill set and technical specialization of systems engineers is consistent with the forecasted business by revenue stream, market segment, product mix, and corporate direction. Provide for the technical training of the sales force throughout North America as appropriate. Provide feedback to Sales, Engineering, and Marketing on future product development and corporate direction. Promote continuity in the Systems Engineering organization through regular interaction with the North American SE management. Strengthen the unity of the organization by encouraging inter-regional participation in major sales opportunities, trade shows, and training events. Develop, manage, and maintain the operational budget for the SE organization. Recommend processes that enhance the overall productivity of the Systems Engineering organization. Responsible for the career development of the System Engineers within the Western Region. Manage the effective deployment of personnel within the organization. Provide feedback on the utilization of SEs and their impact on the sales process. Develop and recommend processes that enhance the overall productivity of the SE organization.

Communications Skills:

Excellent written and verbal communications are essential. Must be able to convey ideas and solutions in a clear, positive, and concise manner utilizing diplomacy and persuasive selling techniques. Communications skills must include listening, presentation, demonstration, and telephone support abilities. Must be able to develop professional technical & business presentations and deliver them to all levels in an organization. Must be able to coach, counsel, and develop technical personnel.

Education & Experience Required:

B.S./M.S. Degree in Computer Science, Mathematics, Physics, or Engineering. 7+ years experience in computer science or systems engineering in a sales environment with 3+ years in management. Substantial experience in one or more of the following areas: software development; object-oriented programming; Web products, HTML, JAVA, Perl/CGI, C, C++, Objective-C or other OO language; Windows/NT and Unix; Web technology; client/server development, application partitioning and distributed programming; RDBMS or OODBMS; communications & networking.

Position: Systems Engineers
Department: Sales
Locations: Los Angeles, CA
Raleigh, NC
Atlanta, GA
Washington, DC
New Jersey
New York City, NY

Primary Responsibilities

The Systems Engineer is the technical business partner to a District Sales Manager (DSM) facilitating the business and revenue goals by providing consistent, high quality, technical support and assistance as well as input on qualification and business strategies. Reports to the Regional Systems Engineering Manager.

Specific Responsibilities

Pre-sales

Work with DSM to establish specific account plans and strategies. Analyze sales prospects' requirements and propose the best possible NeXT solution. Create and deliver demonstrations, presentations, and/or prototypes which map features and benefits of NeXT's Windows™, Web and Unix products to prospects' needs. Provide on-going technical support to qualified prospects conducting evaluations. This may include: hands-on training, custom programming, third-party software integration, trouble-shooting, technical consultation, software installation and hardware configuration. Develop new technical skills that support NeXT's Windows™, Web and Unix products. Respond to the technical sections of RFP's and assist DSM in determining feasibility and business justification. Monitor market and competitive trends. Prepare and perform competitive analysis when appropriate.

Regional Technical Support

Draw upon competitive knowledge and industry experience to advise sales reps of NeXT's positioning . Provide on-going technical support of the demonstration environment: update system and demonstration software, communicate status, trouble-shoot problems.

Marketing and Product Support

Assist other organizations with product input, pre-release support and feedback. Support trade shows, conferences, and marketing events.

Communications Skills

Excellent written and verbal communications are essential. Ability to convey ideas and solutions in a clear, positive, and concise manner . Skills must include listening, presentation, demonstration, and telephone support abilities. Ability to develop professional technical & business presentations and deliver them to all levels in an organization.

Education & Experience Required

B.S. Degree in Computer Science, Mathematics, Physics, or Engineering. Three or more years experience in computer science or systems consulting/engineering in a sales environment. Substantial experience in one or more of the following areas: software development; object-oriented programming; C, C++, Objective-C or other OO language; Windows/NT and Unix; Web technology; client/server development, application partitioning and distributed programming; RDBMS or OODBMS; communications & networking.

Position: District Sales Managers
Department: Sales
Location: Raleigh, NC

New York City, NY
Washington, DC
Seattle, WA
Tampa, Florida
Boston, MA

Primary Responsibility

To sell WebObjects Enterprise, OpenStep for NT, Intel, HP and Sparc, and related NeXT software products and support services to F1000 corporations.

Specific Responsibilities

Prospect for, qualify new accounts and sell NeXT products to maximize revenue and customer satisfaction. Maximize sales of OPENSTEP and related software and Professional Services products to the existing customer base. Help customers solve enterprise-wide client-server problems through the use of OPENSTEP object-oriented software development products.. Work with strategic OEM and integration partners to maximize account penetration and revenues. Perform marketing presentations during industry-specific seminars and trade-shows. Perform product demonstrations, both with and without the assistance of Systems Consultants. Manage account relationships within designated territory.

Skills, Education and Experienced Required

Bachelors Degree in Business, Marketing, Engineering, Computer Science or equivalent experience

Minimum of 4-6 years of successful high-tech sales track record, exceeding quota/goal

Outstanding verbal, written and presentation communication skills

Excellent demonstration and evidence of advanced technical selling skills

Ability to work with little direction to manage an account territory

Knowledge and understanding of software industry, preferably with sales experience in object-oriented development tools or

similar technology (long sales cycle, customer and market education)
Initiative, entrepreneurial spirit, energy and desire to be part of a start-up environment

Position: Account Representatives
Department: Telesales
Location: Redwood City, CA

Primary responsibility
Responsible for proactively generating sales by phone: NeXT products and Services, including WebObjects Pro, WebObjects Enterprise, OPENSTEP for NT, Intel, HP and Sparc platforms.

Specific responsibilities
Consistently meet and exceed assigned sales quotas on a quarterly and annual basis. Establish new accounts in the Fortune 1000 with particular emphasis in Financial Services, Telecommunications and Government markets. Increase sales into NeXT existing customer base. Leverage NeXT field sales personnel to achieve a greater penetration and success within corporate accounts. Sell a complete solution of Web and OPENSTEP software and related NeXT Professional Services products in order to enable our customers to be successful. Ensure complete customer satisfaction.

Education, Experience, Skills, Abilities
BS degree or equivalent experience
Minimum of 3 years of telesales experience for a technology company, preferably a software company
Exceptionally strong telephone communication skills, selling skills, including consistent qualification, probing, closing

Effective time management and organizational ability, and proficiency with workstations or personal computers.
Understands concepts of object-oriented software development in client-server environments and can communicate these concepts and their benefits clearly over the phone.
Experience selling object-oriented application tools is a plus.

Position: Telemarketing Representatives
Department: Telemarketing
Location: Redwood City, CA

Primary Responsibility

Responsible for providing high level of professionalism as first point of contact with NeXT Software. Including: responding to prospect/customer inquiries, collecting qualifying information, answering Web and OPENSTEP product and service questions, directing prospects to NeXT resources, and general customer service.

Specific Responsibilities

Telephone coverage of inbound 800 number from 6:00am-3:00pm (PST) or 8:00am-5:00pm (PST). Gathers customer information through qualifying questions and enters into database, including requests for product and services literature. Assimilates complex product knowledge and effectively communicates benefits to prospects/customers. Maintains good working relationship with Telesales and Field Sales to ensure flow of leads for follow up. Uses all NeXT resources to address any customer service issues. Will be required to develop technical knowledge of NeXT products to answer pre-sales technical support questions. Responsible for project based outbound calling for seminar and marketing programs.

Skills and Experience Requirements

4 year college degree or equivalent experience

Excellent verbal communication skills, motivation to spend approximately six (6) hours per day minimum on the phone.
You will be expected to enter and update call data and sales into the system.
Experience in customer service, telephone sales, technical support for a technology company preferred.

Position: VAR Account Representatives
Department: Corporate Sales
Location: Redwood City

Incumbent will proactively recruit partners by phone: promoting NeXT web and enterprise development products and Services, including WebObjects Enterprise and OPENSTEP Developer.

Specific Responsibilities:

Consistently meet and exceed assigned sales quotas on a quarterly and annual basis; Establish new partnerships with top 500 VARs, Systems Integrators, and Internet Services Providers. Leverage partners and NeXT field sales personnel to achieve a greater penetration and success with customers. Sell a complete solution of OPENSTEP software and related NeXT Professional Services products in order to enable partners to be successful. Ensure complete customer and partner satisfaction.

Required Experience and Skills

4 year degree or equivalent experience
Minimum of 3 years of telesales experience for a technology company, preferably a software company.
Experience in working with VAR, Systems Integrator, and Internet Service Provider companies.

Exceptionally strong telephone communication skills, selling skills, including consistent qualification, probing, closing
Effective time management and organizational ability, and proficiency with workstations or personal computers.
Understands the internet and concepts of object-oriented software development in client-server environments, and can
communicate these concepts and their benefits clearly over the phone.
Experience selling object-oriented application tools is a plus.

Position: **Sales and Marketing Assistant (Temporary, Part-Time)**
Department: **Sales and Marketing**
Location: **Redwood City, CA**

The **Sales and Marketing Department** is now hiring for a **part-time, temporary** position in Redwood City. Work schedule is 30 hours per week/4 days a week.

Specific Responsibilities:

Organize and manage literature fulfillment, including daily mailings. Order all marketing materials as needed. Data entry of customer information. Work with Sales and Marketing Depts.on special projects.

Requirements:

Responsible, organized person who can make a six-month commitment. Good communication skills. Ability to work in a fast paced environment. Data entry experience, familiarity with Windows programs. Interested in business, especially software industry

Marketing

Contact Information:

E-Mail Resume and Cover Letter: "resumes@next.com"

Fax to "Staffing" at 415-780-4554

Please send resumes in ASCII or Postscript when using email to transmit resumes.

Position:	<u>Product Marketing Manager</u>
Department:	Product Marketing
Manager:	Director Product Marketing
Location:	Redwood City, CA

Primary responsibility

Marketing champion for NeXT's family of object-oriented, client/server application development products. Be responsible for creating and managing the marketing plans, pricing, packaging, and promotional activities necessary to achieve market share and business objectives.

Specific responsibilities:

1. Develop and Implement Marketing Plans, Strategies, and Programs

Create and implement marketing plans that drive marketing communications and the field sales organizations and support overall product strategy. Work cooperatively with product managers, sales managers, telesales, and marketing

communications specialists to effectively implement lead generation and market awareness programs, sales promotions, and specific selling strategies. Produce market share and product revenue forecasts.

2. Support and Train Field Organization

As required, create and deliver product sales training materials to support worldwide direct and telesales organizations. Support required presales activities and be the primary corporate marketing interface to field sales representatives. Produce competitive marketing and sales materials.

3. Produce Marketing Collateral and Sales Tools

Develop and produce creative product marketing collateral and sales tools for the complete sales cycle. Materials include: articles, white papers, brochures, website materials, and product demonstrations.

4. Participate and Support Marketing and PR Events

Develop and deliver presentations and event specific materials at trade shows, seminars, customer events, and major PR events.

5. Develop and Support Marketing Partnerships

Identify and develop marketing relationships with strategic third parties to support overall marketing and sales objectives. Enable joint marketing and sales activities.

Education, Skills and Experience Required:

- 4-8 years product marketing experience
- Demonstrated success introducing and marketing software products
- Experience developing marketing plans, strategies, and programs
- Experience developing software pricing models

Experience participating in press and analyst tours and trade shows
Experience in supporting and training direct sales channels
Knowledge of IT enterprise application development markets
Knowledge of Windows development tools and markets
Knowledge of client/server, object, and intranet/internet technology
Excellent writing and presentation skills
BS Degree CS / Marketing; MBA desirable

Position: **Marketing Engineer**
Department: **Marketing Communications**
Location: **Redwood City, CA**

Primary Responsibility
Facilitate NeXT's marketing communications goals by providing consistent, high-quality, and creative technical support. Workload distribution approximately 50% Technical Event Support and 50% Website Team, though varying radically at times. Cyclical travel (approx. 20%).

Specific Responsibilities
Technical support for seminars, trade shows, conferences, and misc. marketing events including but not limited to: maintaining support files for NeXT's demonstration environment; securing and maintaining demonstration hardware/software; working with program managers to assist with staffing/training of booth personnel; coordinating technical aspects of A/V as appropriate; help manage/maintain department's technical resources; producing technical sales tools for the field; i.e. CD-ROMs, etc.; assisting with set-up and execution for executive events.

Acting as key member of website team to include: producing graphics, HTML; implementing WOF demos working with cross-functional team; helping to establish and maintain a database of content elements as website moves towards dynamically generated web pages driven by WebObjects. Act as MarCom liaison with Engineering & Professional services as appropriate.

Skills, Education & Experience Required

B.S., B.A. or 3 years of equivalent experience required. Good verbal and written communication skills. Knowledge of competitive products and market leaders in the PC industry. Ability to develop professional technical demonstrations. Ability and desire to learn about dynamic HTML generation using WOF. Ability to work with limited supervision in an autonomous, results-oriented environment. Demonstrated aptitude for working independently while being a team player. Solid creative solving problem abilities. Strong interpersonal skills. Ability to juggle multiple tasks

Additional Technical Experience success factors:

Objective C programming. UNIX system administration in a heterogeneous networking environment. GUI design and implementation. Database application development. TCP/IP, NFS distributed application design. Mac/PC workstation. Application development and use. Windowing application development. WOF knowledge highly desirable. Knowledge of HTML, NCSA HTTPD, PERL.

Information Services

Contact Information:

E-Mail Resume and Cover Letter: "resumes@next.com"

Fax to "Staffing" at 415-780-4554

Please send resumes in ASCII or Postscript when using email to transmit resumes.

Position: System/Network Administrator
Department: Information Services
Location: Redwood City, CA

Primary Responsibility

Administration of a network of OpenStep and Windows NT machines, other UNIX hosts; administration of the company wide TCP/IP network.

Skills, Education, Experience Required

Three or more years experience as a UNIX system administrator with proven competence in BSD 4.3 UNIX operating system and tools; shell scripting (Bourne,Perl); and Internet Usage and Security Management. BS degree in Computer Science or equivalent experience. Strong written and oral communication skills. Strong desire to become proficient in Windows NT Administration. Process-oriented problem-solver. Ability to learn quickly and develop an in-depth understanding of complex issues. Ability to prioritize and respond to multiple customer requests in a dynamic work environment. Ability to identify system and/or network problems and propose solutions via existing systems.

Additional Success Factors

Prior experience in the following: administration of an Auspex NFS server; system administration of a Solaris server; wide-area networking (Frame-Relay, leased lines, ISDN, ATM, etc.); C programming, SQL, HTML, httpd; OpenStep programming; Netinfo Administration, Novell . In depth experience with 3Com ethernet switches, Cisco routers, and Combinet ISDN networking equipment.

Position: College Intern System Administrator
Department: Northeast Sales
Location: NYC Office (Manhattan)
Washington, DC Office (McLean VA)
Status: Temporary 6 month assignments

Primary Responsibility
Administration of a network of NEXTSTEP and Windows NT machines,
other UNIX hosts; administration of the company wide TCP/IP network.

- Specific Responsibilities**
- *€manage the NeXTNet for NYC/NJ (13 people, including PS)
 - * backup home directories and critical data
 - *€install/upgrade software on machines
 - * salvage existing hardware for reuse (reducing need for hardware purchases)
 - *€track progress of prospects experiencing WebObjects installation problems
 - *€support marketing events and presentations
 - * accelerate migration to Windows/NT platform for daily use

Skills, Education, Experience Required
Strong familiarity with UNIX system administration
Strong desire to become proficient in Windows NT Administration.
Matriculating degree in Computer Science, Math, Physics or EE, or equivalent experience

Good communication skills, ability to work effectively in a team setting
Ability to learn quickly and develop an in-depth understanding of complex issues
Ability to work effectively with Corporate to ensure IS standards are complied as well as solve problems
Ability to prioritize and respond to multiple customer requests in a dynamic work environment
Ability to identify system and/or network problems and propose solutions via existing systems

Order Management/Operations

Contact Information:

E-Mail Resume and Cover Letter: "resumes@next.com"

Fax to "Staffing" at 415-780-4554

Please send resumes in ASCII or Postscript when using email to transmit resumes.

Position: Scheduler/ Inventory Analyst
Department: Operations
Location: Redwood City, CA

Primary responsibility:

To provide world wide inventory management, sales history and forecasting, package team input, finished goods inventory planning, and cost analysis.

Specific responsibilities:

Manage worldwide inventory including managing third party vendors. Preparing reports to analyze stock levels and provide stream cost analysis. Responsible for product obsolescence planning and finished goods inventory control. Reconcile inventory control with Finance. Modify Oracle financials as appropriate. Maintain internal price lists
Track purchase orders on the system. Coordinate inventory builds with external vendor. Forecast new product demand to establish finished goods purchasing planning, build scheduling, and raw materials into finished goods. Coordinate internal packaging team including part/product/PAL/serial number control. Provide cost analysis on builds of material, product costing, and cost reduction.

Education, Skills and Experience Required:

Bachelor's degree in Business, Economics, Manufacturing Management and/or equivalent experience. Two or more years of similar experience, preferably in the high tech/software industry. Excellent organizational and communication skills.

Human Resources

Contact Information:

E-Mail Resume and Cover Letter: "resumes@next.com"
Fax to "Staffing" at 415-780-4554

Please send resumes in ASCII or Postscript when using email to transmit resumes.

Title: Recruiting Coordinator/Human Resources Assistant
Department: Human Resources
Reports to: Staffing Manager
Date: September 26, 1996
Location: Redwood City, CA
URL: www.next.com

Primary Responsibility:

Incumbent will provide administrative service for this "paperless" Human Resources recruitment function. Responsible for timely processing of recruitment work flow including relocations, immigration processing and human resources projects internal to NeXT .

Specific Responsibilities:

Staffing:

- * Coordinate interview schedules with managers, interview participants, candidates and agencies (if applicable).
- * Update the NeXT WWW page for "Open Positions at NeXT" and NewsGrazer/Internet with new job descriptions, deleting filled positions on a weekly basis.
- * Manage the resume flow within NeXT, ensuring resume documents are filed, named and distributed to managers.
- * Monitor interview activity in Candidate Database and produce monthly reports
- * Track agency agreements and send reject letters
- * Send acknowledgement cards to applicants whose resumes have been received by NeXT.
- * Coordinate and collate candidate packets/collateral and Member Benefits pamphlets as needed
- * Assist at conferences and trade shows as needed

Human Resources Administration:

- * Work with managers, Business Planning and remote site and local administrators to monitor the approvals for hiring requisitions, status changes and offers in a timely manner and communicate via email to appropriate parties.
- * Assist other members of HR with special projects; approx. 10% of work week.

Employee Immigration:

- * Manage the immigration process for potential employees awaiting visas as well as current employees applying for permanent residency status and visas extensions within NeXT.

Success indicators:

Ensure an effective working relationship with immigration attorney enabling the timely transfer of information relating to immigration letters, applications Labor Department responses and newspaper advertisements that result in the granting of visas or permanent residency status to employees as needed.

Employee Relocations:

- * Coordinate relocations for all new employees as well as current employees transferring within NeXT

Success indicators:

Work within parameters set in the offer letters as well as the policies for Domestic and International relocations.
Respond to employee needs as they come up during their relocation process.
Work effectively with our relocation vendor to ensure timely relocations as agreed with our employees, expenses/budgets are adhered to, and invoices are processed in a timely manner.

Education, Skills and Experience Required

- 1 - 2 years previous work experience in a human resources function
- BS degree in business management or liberal arts, or equivalent experience.
- Strong desire to develop a foundation of experience and knowledge for a career in Human Resources management
- Computer literate; familiar with email, word processing applications
- Excellent interpersonal written and verbal communication skills
- Strong attention to detail and strong quality philosophy practiced
- Strong desire and ability to work effectively in a team setting
- Ability to work with little direction and under pressure
- Ability to prioritize daily tasks
- Ability to handle sensitive situations and maintain confidentiality
- Ability to take the initiative and be proactive
- Respect for confidential information practiced
- Diplomacy and customer service orientation a must.
- Ability to multi-task workload essential for success.

Company Overview

NeXT's mission is to be the leading provider of custom development software for both the World Wide Web and the Enterprise. To achieve this goal, NeXT provides an *open* development environment that adds value to today's business by shortening the development cycle, working with an organization's existing technologies, and enabling organizations to grow and change with ease. NeXT is dedicated to providing customers with effective real-world solutions using a combination of award-winning software and professional services.

NeXT's development environment allows organizations to build robust, streamlined, and highly maintainable applications 5 to 10 times faster than with traditional development tools. Customers can reuse components of the applications they build in future applications, and they can modify several applications at once by editing a single component. This environment gives NeXT customers a large competitive advantage that leads directly to increased revenues and greater marketshare. These customers range from organizations such as WebCrawler, Trilobyte, and ID to large corporations, including Fannie Mae, Merrill Lynch, Disney, Dreamworks SKG, MCI, NTT, and AT&T Wireless.

NeXT's solutions integrate completely with an organization's existing technology, allowing developers to build applications and reuse their parts on a broad range of Windows and UNIX platforms. They can use any of several popular programming and scripting languages, including C, Visual Basic, C++, Objective C, PERL, and JavaScript. NeXT enables businesses to make the most of their investments in information and commerce technology without risking current investments or flexibility in the future.

An organization can incorporate NeXT's tools into their existing infrastructure at the rate at which they feel comfortable. They can plug in what they need when they need it, to create a marketing presence on the Internet, to leverage their current applications for real commerce on the Internet, to simplify their internal applications through integration on an ^aIntranet^o, or to do all these things. Applications built with NeXT technology can access popular databases such as Oracle, Sybase, Informix, and DB/2, and they can be used from any Web browser without the customer having to write lots of code. This means that NeXT customers who build custom applications for the Web or for the Enterprise focus entirely on building their applications, not on connecting them to existing data or to the outside world.

NeXT's principal products include:

- OPENSTEP, an object-oriented application programming interface (API) for creating scalable three-tier client/server applications for deployment across multiple operating systems. OPENSTEP is based on the OpenStep operating system,

opening up NeXT's robust development environment to other operating systems. OPENSTEP implementations have been announced for Sun's Solaris, Digital's UNIX, Microsoft's Windows 95 and Windows NT.

- WebObjects, a suite of server-based development tools for building platform-independent applications that leverage a corporation's existing technology to the World Wide Web. These products offer an open environment that is browser independent, server independent, database independent, and work with current and emerging Web standards such as Sun's Java and JavaScript.
- Portable Distributed Objects (PDO), OPENSTEP's dynamic object model that enables objects to be distributed across a heterogeneous network of OPENSTEP and OpenStep clients and a variety of server platforms including HP-UX, SunOS, Solaris, Digital UNIX, and Windows NT.
- D'OLE (Distributed OLE) allows developers to leverage their current investment in popular Windows client-side development tools like Visual Basic and PowerBuilder and create distributed applications which can run across both Windows and UNIX platforms. Through D'OLE, these applications can then scale to the enterprise providing for transparent messaging and interoperability between OPENSTEP objects (PDO) and Microsoft OLE objects.
- Enterprise Objects Framework (EOF), an object-oriented framework that enables developers to construct reusable business objects that combine business logic with persistent storage in industry-standard relational databases such as Informix, Oracle, and Sybase. Business objects can be deployed on OPENSTEP, OpenStep, WebObjects, D'OLE, and PDO servers.
- NetInfo, an object-oriented network and system administration solution for installing, maintaining, and managing complex wide-area networks on a wide variety of operating systems, including OpenStep, HP-UX, SunOS, Solaris, Digital UNIX, IBM AIX, and Auspex.

- OPENSTEP/OpenStep Developer, an application development environment with a comprehensive set of tools for building complex applications that can be deployed on heterogeneous client/server networks running OPENSTEP, OpenStep, PDO, and Enterprise Objects Framework.
- OpenStep, an operating system optimized for developing and deploying object-oriented applications. OpenStep delivers the premier graphical user interface, extensive connectivity, database access, multi-tasking, information linking, and a powerful, object-oriented architecture for Mach 486, Sun SPARC, HP PA-RISC, and Intel machines.

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