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## Careers Page

# Join Us to Advance the State of the Art of Software

Pursue your passion and work alongside world-recognized leaders in the field of cybersecurity, artificial intelligence (AI), and software engineering. Your work at the SEI will give you the unique opportunity to make an impact on national security and work with some of the most talented people in the field.

Find your next job at the SEI!

*Search box goes here.*

[See all job opportunities >>](#)

<b>Advancing Software as a Strategic Advantage for National Security</b>	The SEI works with the highest levels of government and industry to secure the nation's critical infrastructure, improve mission-critical systems, and advance the state of the art. As a federally funded research and development center (FFRDC) with the unique ability to work with industry and academia, the SEI offers a thriving environment for research and unique project opportunities that other organizations cannot.  <a href="#">Learn more about our research.</a>
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## Why Join the SEI?

### Become Part of a Bigger Mission

At the SEI, your work can range from assuring safety-critical systems to analyzing human-machine interaction to catching cyber criminals. In today's increasingly connected world, our work benefits people and companies worldwide as cyber threats spread and change.

### Grow Professionally

Grow your career by working to solve difficult problems alongside some of the most talented people in the field of software who are accomplished educators, developers, and researchers in a wide range of [research topics](#). As a part of Carnegie Mellon University's (CMU) world-class research facilities and academics, you'll also have the chance to expand professionally and participate in campus projects.

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DM24-0395

## Culture

Innovation is at the heart of our culture. Innovation is how we solve difficult challenges and how we shape the future with new ideas. Our employees are the drivers of that innovation. The SEI is built on diversity, with employees that represent different voices and backgrounds. Each of our employees see themselves in the work we create, powering collaboration to shape the future.

## What It Means to Work for an FFRDC

<p>As an FFRDC sponsored by the U.S. Department of Defense, our research, systems development guidance, and analysis are objective and independent. We conduct business with all customers free from conflict of interest. Our inquiries are guided by science to ensure that we always offer objectivity as well as unbiased viewpoints, information, and solutions.</p>	<p><b>Security Clearance</b></p> <p>Many of our positions require the ability to obtain and maintain a U.S. Department of Defense security clearance. An SEI recruiter can discuss the requirements and process in more detail.</p>
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## People and Culture at the SEI

The SEI's employees are the driving force behind our success. But the success doesn't happen on its own. At the SEI, we've nourished a culture and community to empower each employee to be more successful together than they could be on their own. Our rich community is the source of our innovation and the catalyst that inspires us to build a better world through advances in software.

To foster that innovation and build our community, we commit to a culture of diversity and inclusion that cultivates diverse perspectives and promotes equity and fairness. We bolstered that commitment by establishing shared, organizational values. Those values are

- leading, with integrity
- building up people and fostering community
- collaborating to accelerate innovation

Our values are action oriented and community driven so that we can continuously define and redefine them through the contributions and unique talents of each employee. In working together on shared values, we embody a culture of inclusion where each member contributes to the meaning and value of our work.

## Our Voices

Work to collect quotes from different people to highlight in this section is underway.

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# Become Part of the Carnegie Mellon University Community

The SEI forms part of [Carnegie Mellon University \(CMU\)](#)—a world-renowned educational institute whose research has a global impact and reach. CMU counts several Nobel and Turing award recipients among its faculty, and its research has led to cutting-edge advances in numerous fields, from computer science, to robotics, autonomous vehicles, and much more.

The SEI is closely involved with campus projects to foster innovation and creativity in both research and education. SEI employees often collaborate directly with CMU faculty on research, and many serve as adjunct faculty members in different departments.

The benefits of being part of our community go beyond the classroom. All employees have access to the university's amenities, including the libraries and gymnasiums, free transportation on the Pittsburgh Port Authority Transit System, credit union membership, and more.

## Benefits

<p><b>Health Benefits</b></p> <p>We provide a wide selection of medical insurance plans from several different providers, drug prescription plans, flexible spending accounts, multiple vision and dental plans, and life insurance.</p> <p><a href="#">Learn more about CMU's health and welfare benefits..</a></p>	<p><b>Retirement Savings</b></p> <p>We support your retirement with a generous 403b contribution of 8% with a minimal vesting period.</p> <p><a href="#">Learn more about CMU's retirement savings..</a></p>	<p><b>PTO and Holidays</b></p> <p>CMU provides a generous PTO package, as well as 11 official holidays per year in addition to 3 floating holidays that employees can use whenever they like.</p> <p><a href="#">Learn more about CMU's PTO and holiday benefits.</a></p>
<p><b>Education</b></p> <p>Based on eligibility, employees can take up to two CMU courses per term at 100% tuition remission. Or, they can receive 50% tuition assistance for career-related courses at other institutions. Tuition coverage at CMU or assistance at other institutions is also available for employees' children.</p> <p><a href="#">Learn more about education assistance at CMU.</a></p>	<p><b>Hybrid Work</b></p> <p>We encourage work-life balance by offering hybrid positions that balance two days of working from home with three days in the office, as well as some fully remote positions.</p>	<p><b>Lifestyle Support</b></p> <p>Through CMU, the SEI offers university-run child care, paid time off, free public transportation, access to university facilities, and much more.</p> <p><a href="#">Learn more about CMU support programs and services.</a></p>

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<b>Professional Development</b>  The SEI encourages professional development and funds development opportunities each year for its employees. <a href="#">CMU also provides development opportunities that you can take advantage of.</a>	<b>Parental and Maternity Leave</b>  Eligible staff members can take advantage of CMU's parental and maternity leave program.  <a href="#">Learn more about CMU's Parental and Maternity Leave Program.</a>	
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See Carnegie Mellon University's [guide to benefits for staff members](#) to learn more.

## Open Positions

*List of open positions goes here.*

<b>Equal Employment Opportunity and Affirmative Action</b>  Carnegie Mellon University considers applicants for employment without regard to, and does not discriminate on the basis of, gender, race, protected veteran status, disability, or any other legally protected status.	<b>Accessibility</b>  Carnegie Mellon University makes every effort to provide physical and programmatic access to individuals with disabilities. If you require an accommodation to participate in any part of the employment process, please contact Disability Resources by emailing <a href="mailto:access@andrew.cmu.edu">access@andrew.cmu.edu</a> or calling 412-268-3930.
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## Our Process: What to Expect After You Apply

<b>Application</b>	<b>Initial Screening</b>	<b>Tech Screening</b>	<b>Formal Interview</b>	<b>Offer</b>
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<p>We'll review your qualifications.</p>	<p>A recruiter will contact you to learn more about you and share information about the role, the SEI, and our process.</p>	<p>For technical roles, a member of the hiring team will discuss your technical background over Zoom or phone.</p>	<p>You'll meet with more of the team either in person or virtually, depending on the role.</p>	<p>If selected, we'll send a written offer and ask for information for a background check. The written offer is contingent on successful completion of the check.</p>
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