



## ABOUT US

[Spideo website](#)  
[Rumo website](#)  
[linkedin](#)  
[twitter](#)  
[facebook](#)

## POSITION

Architect / Senior Java  
developer

## LOCATION

Paris, France.

## CONTACTS

Randa Zarkik  
VP of Engineering  
[zarkik@spideo.tv](mailto:zarkik@spideo.tv)

Viviane Jordan  
Office Manager  
[jordan@spideo.tv](mailto:jordan@spideo.tv)

## WHO WE ARE

Spideo started when cinephiles wanted to build a recommender system for the movie industry in 2010. Today, we're an established 25 people diverse and gender balanced company. We're opening up Java Developer positions to accelerate our SaaS strategy for creative industries (Rumo.co).

We're experts in delivering great Personalization for our global clients and have a firm conviction that Artificial Intelligence creates wealth and knowledge when combined with Transparency, fair data Control and outstanding Human expertise.

## WHAT WE DO

In the past, recommender systems have been dominated by collaborative filtering methods. AI and machine learning are at the core of recommendation models, and the possibilities are endless when including diverse content information such as text, images, audio and video. However, explanations are rarely provided. At Spideo, we make it our mission.

Providing explainable predictions is an arduous task. But that's the beauty of it. People define themselves by the movies they watch, the music they listen to, where they travel to, and all the cultural traits that make us who we are. This feeling of identification is the main specificity of cultural and creative industries. Individuals engage when they can rely on a trusted source that understands who they are, respects their integrity and their data. We use semantics and natural language to provide accurate, trustworthy and highly relevant suggestions.

Backed by 10 years of interactions with our customers, we are driving our product development with two simple statements:

- > Explanations matter as much as recommendations.
- > Data Protection is a great opportunity for personalization.

## WHO YOU ARE

An Architect or a Senior Java Developer with the following background:

- Excellent actionable knowledge in Java Programming and Scala
- Experience with architecture design on AWS
- Actionable knowledge of AWS Services (EKS, S3, EC2, ElasticBeanstalk, lambdas, API Gateway)
- Experience with MongoDB or similar noSQL database
- Ability to drive code reviews and lead code quality and best practices



- At least 6 years of experience overall
- Strong leadership and communication skills to share experience and help the team grow

## HIRING PROCESS

First Stage  
Small interview with the VP  
Engineering

Second Stage  
Technical challenge  
from home

Third Stage  
Interview with the members  
of the Tech Team

Fourth Stage  
Interview with the COO

## COMPENSATION

Salary to be discussed  
between 55 and 65k euros  
per year depending on  
curriculum and experience.

## RESPONSIBILITIES

You will be working on our Enterprise product that is currently being used by both French and international customers (TelCo's and VOD platforms). We are looking for Java experts who are willing to optimize the product and add features for our specific customer needs.

## WHAT TO EXPECT AT SPIDEO

We are a small engineering team playing with a rich stack: Java 8, Scala, Akka, ElasticSearch, MongoDB, AWS, Ansible, Kafka, Docker, Kubernetes.

At Spideo you will:

- Find a place where you can fully express and grow your technical skills.
- Learn, experiment and play with recommendation algorithms, AI.
- Have enlightening conversations about cinema and series with our content analysts and data experts.
- Have heated debates about performance, algorithm complexity and esoteric legacy methods with mysterious naming :)
- Enjoy some extra perks: luncheon vouchers, remote possible, fresh and organic fruits every Monday, regular company events.