Summer 2019 Intern - Software Engineer, Raptor

Job Details
This is your time to shine. Our software engineering interns are considered full time employees by their peers—in fact, you will be expected to contribute right away as a member of our Scrum teams for future releases. As the world leader in enterprise cloud computing, we release 3 new versions every year with close to 100 new features each release. You will help deliver these features by developing high performance Lightning Web Components using cutting edge web standards like ES6+, Custom Elements and Shadow Dom. Your changes will reach millions of subscribers who use our applications everyday. With such quick turnaround, we don’t want our interns to sit on the sidelines and enjoy the view— we want you to change the way our customers connect their business to the world!

Responsibilities:

● Implement code changes under the direction of software architects and senior developers
● Develop well-tuned code, with modern web standards, that will be included as part of our next software release.

Required Skills:

● Enrolled in sophomore year or higher at a college/university or any year at a graduate school
● Working towards a BS or MS in Computer Science, Electrical Engineering or related
● Understanding of object-oriented programming/design
● Working knowledge of HTML, CSS and Javascript.
● Ability to quickly learn new technologies
● Strong analytical and problem-solving skills
● Be a self-starter and possess strong sense of self-motivation
● Desired Skills:
  o Strong competency in ES6+ and associated frameworks
  o Academic or professional/internship experience with Java

About Salesforce
Salesforce, the Customer Success Platform and world’s #1 CRM, empowers companies to connect with their customers in a whole new way. The company was founded on three disruptive ideas: a new technology model in cloud computing, a pay-as-you-go business model, and a new integrated corporate philanthropy model. These founding principles have taken our company to great heights, including being named one of Forbes’s “World’s Most Innovative Company” seven years in a row and one of Fortune’s “100 Best Companies to Work For” nine years in a row. We are the fastest growing of the top 10 enterprise software companies, and this level of growth equals incredible opportunities to grow a career at Salesforce. Together, with our whole Ohana (Hawaiian for ‘family’) made up of our employees, customers, partners and communities, we are working to improve the state of the world.
Salesforce Research (previously MetaMind) is looking for an outstanding entry level research scientists focused on ethics in AI. It is our belief in the words of our CEO Marc Benioff, “The business of business is improving the state of the world.” The way we behave — with integrity, transparency, alignment, and accountability — builds trusted relationships. We believe that companies can do well and do good in the world. We know technology is not inherently good or bad. It’s what we do with it that matters. With AI, we believe that we can go even further to advance and support its effectiveness by ensuring equality, transparency, and accountability in the models we create and how we implement them in our products.

As a research scientist, you discover new research problems, develop novel models, design careful experiments and generally advance the state of the art in AI. At Salesforce, the research team is committed to collaboration with the wider research community. In this unique role, you will have the opportunity to work directly on advancing technologies that nonprofits use to solve problems in the real world that create positive impact for the world while accomplishing publications at major conferences. We believe that making substantive progress on hard problems can drive and sharpen the research questions we study, and, in turn, scientific breakthroughs can spawn entirely new applications. With this in mind, the team maintains a portfolio of projects, some with an immediate path to production, others that may not find an application for several years. Research scientists have the freedom to set their own research agenda and move between pure and applied research.

As a research intern, you will work with a team of research scientists and engineers on a project that ideally leads to a submission to a top-tier conference.

Required Qualifications:

- PhD/MS candidate in a relevant research area (e.g., Machine Learning, AI, AI ethics, law and policy)
- Excellent understanding of deep learning models and techniques (i.e., CNN, RNN, LSTM, GRU, attention models, and optimization methods)
- Experience with one or more deep learning libraries and platforms (e.g. PyTorch, TensorFlow)
- Strong background in machine learning, natural language processing, computer vision, or reinforcement learning
- Programming experience in Python or a similar language
- Strong algorithmic problem-solving skills
- Demonstrable experience implementing machine learning models and algorithms, e.g., through open-source implementations, or shareable code
- Strong presentation and communication skills

Preferred Qualifications:

- Experience applying deep learning models to ethical issues in AI or social causes (e.g., racial disparity in facial recognition, explainability of AI for redress and remediation)
- Experience researching artificial intelligence ethics, including areas such as fairness, safety, privacy and transparency in artificial intelligence
- Published in top-tier conferences or journals (e.g., FAT*, NIPS, AIES, ICML, ACL, EMNLP, CVPR, ICCV, SIGKDD, ICDM, ICLR, PAMI, JMLR, TACL, IJCV)
- Open-source implementations of machine learning research projects.
- The ideal candidate will have a keen interest in producing new science to understand intelligence and technology and how to apply it safely and fairly in real-world settings.
Summer 2019 Intern - Infrastructure Security Engineer (Security Advisory)

Team Description
The Infrastructure Security Advisory Team works alongside Salesforce Product teams in secure design and security assessment of Salesforce's 1st party Data Center and Cloud Infrastructure.

Responsibilities
Your role will be to work side by side with teams throughout the company to solve challenging security design problems and provide feedback on proposed systems and architectures. The intern will work alongside us as a team and may perform one or more of the following tasks:

- Perform security architecture, design, and component reviews for Salesforce infrastructure
- Perform black-box penetration testing and code reviews on a variety of tooling that will be introduced into Salesforce's infrastructure
- Participate in vulnerability assessment and remediation efforts
- Help triage incoming work according to impact, risk, and urgency
- Document and communicate discovered issues; work with teams to resolve them in a manner which improves security and encourages agility
- Provide security guidance and oversight to engineering and operational teams by participating in design reviews and threat modeling
- Research new security technologies and build new tools where necessary to simplify security testing and discovery activities.

Minimum Qualifications

- Working towards a BS/MS/PhD in Computer Science or a related field.
- Experience collaborating with engineers to design secure applications/systems/infrastructure

Preferred Qualifications

- Participated in Bug Bounties and Security Competitions
- Active participation in the security community.
- Bonus points if you've written blog posts and or presented at security conferences -- we'd love to read them.
MTS Software Engineer (New Grad)

Job Details
Join Salesforce and define the future of cloud computing. We deliver a scalable, high performance cloud computing platform that delights our customers, and is used by millions of people around the world each day for their business. Our R&D team builds compelling and innovative user interfaces, a platform for developing applications in the cloud, and an infrastructure that supports storage and processing of mission critical data. We are looking for the best and brightest new college graduates to join our team of world class, highly motivated software engineers, and cloud computing experts.

As a software engineer, you will have a significant impact in at least one of the following areas:

- **Platform Technologies** – metadata-based customization, app development tools, application containers, APIs (REST, SOAP, Metadata), UI frameworks, language runtimes, authentication and security
- **Business Applications** – Our technical teams are responsible for our market leading, best in class applications for professionals in sales, customer service/call centers, and marketing for businesses of all sizes and sectors that deliver several billion dollars for the company each year. As an engineer on these teams you will have the opportunity to work on anything from the most challenging database and performance problems to the latest cutting edge HTML5 UI for web and mobile apps.
- **Collaboration** – features and platforms for collaboration within companies, as well as integration with social media sites
- **Engineering Productivity** – build mission-critical, highly customized internal tools to make us the most productive engineering team in the industry.

Key Responsibilities:

- Formulate, implement, and evaluate algorithms for platform and application features in Java
- Code in JavaScript, HTML, and CSS for front-end development
- Work closely with Quality Engineering, Product Management, and Technical Operations to develop, test, and deploy highly useful, high quality software
- Analyze, design and develop test cases and implement automated test suites
- Resolve complex technical issues and drive innovation that improves salesforce.com

Required Skills:

- MS in Computer Science or related technical field
- Academic, professional or internship experience with Java and/or C++ in a Linux/UNIX data center environment
- Understanding of object-oriented programming/design
- Working knowledge of HTML and JavaScript
- Ability to quickly learn new technologies
- Experience with Agile development methodology and Test-Driven Development
- Experience using telemetry and metrics to drive operational excellence
Summer 2019 Intern - Software Engineer

Job Details
This is your time to shine. Our software engineering interns are considered full time employees by their peers—in fact, you will be expected to contribute right away as a member of our Scrum teams for future releases. As the world leader in enterprise cloud computing, we release 3 new versions every year with close to 100 new features each release. You will write code that reaches millions of subscribers who use our applications everyday, work on our automated testing infrastructure, and craft the tools that provide real-time monitoring of our service. With such quick turnaround, we don’t want our interns to sit on the sidelines and enjoy the view— we want you to change the way our customers connect their business to the world!

Responsibilities:

● Implement code fixes under the direction of software architects and senior developers
● Develop well-tuned code that may be included as part of our next software release
● Contribute to our suite of automated tests and testing infrastructure

Required Skills:

● Enrolled in sophomore year or higher at a college/university or any year at a graduate school
● Working towards a BS or MS in Computer Science, Electrical Engineering or related
● Academic or professional/internship experience with Java
● Understanding of object-oriented programming/design
● Working knowledge of HTML and web technologies
● Ability to quickly learn new technologies
● Strong analytical and problem-solving skills
● Be a self-starter and possess strong sense of self-motivation

Desired Skills:

● Coursework in SQL and relational database concepts
● Strong competency in javascript and associated frameworks
**Summer 2019 Intern - MBA Data Intelligence, Strategy & Growth**

The Data Intelligence (DI) team is made up of analysts, data scientists, and engineers who are dedicated to driving product strategy with data-driven insights. We work with executives, product managers, and go-to-market team members across all Cloud businesses to discover new opportunities for growth and optimization, experiment with data, drive adoption, and provide actionable insights that shape company’s direction.

We're hiring leads for multiple exciting high-profile projects, and have openings for Senior, Lead, and Director levels.

**Who You Are:**

- Thought leader in analytics (4-9 years of experience in product analytics, sales analytics, marketing analytics or similar, as IC or people manager).
- Laser focused on impact, balancing effort to value, and getting things done.
- Curious, creative, opinionated thinker with a talent for detecting patterns and elevating through strategy.
- Charismatic storyteller ready to lead growth conversations with senior leadership.
- Expert in building relationships and collaborating in matrixed environments.
- Advanced expert in SQL. Experience with Splunk, Python/R, and BI tools is a plus.
- Lover of math with solid understanding of statistical methods.
- Enterprise software geek. Passion for Salesforce product is a plus!

**What You Will Do:**

As an Analytics Lead, you will become a thought partner to the senior leadership of a specific product or initiative, and work on enterprise analytics problems that require tremendous creativity. Your goal will be to help shape Salesforce products by delivering insights, conducting adoption tests, and guiding a team of engineers and data scientists to productize these insights. This position will report to one of the leaders of the Strategy & Growth team. Successful candidate will need to:

- Partner with Senior Leadership (VP+) to understand their business and advise on strategic objectives, product direction, roadmaps, growth goals, retention strategies, etc. Develop and own the relationships with senior stakeholders across the company.
- Produce insights (e.g. performance drivers, retention analysis, behavioral personas) to help grow Salesforce Cloud businesses. This requires acquiring, cleaning, structuring data from multiple sources (e.g. Hadoop, Splunk), and analyzing the data using SQL / Python / R.
- When analyses are ready to be productized, own the delivery by working with engineers and data scientists to turn insights into self-service dashboards or data products.
- Evangelize the insights through storytelling. Create easy-to-consume media that inspires into action anyone from senior execs to fellow analysts.
- Contribute to expanding the Salesforce data culture by growing new relationships, hosting learning sessions, integrating or designing new tools, improving team processes, and other lateral activities.
Summer 2019 Intern - MBA Product Management

Job Posting:
Salesforce Commerce Cloud is the global leader of cloud-based commerce solutions that enable the world’s most recognized brands to easily design and deploy robust commerce sites and experiences. Customers use our highly scalable and integrated cloud platform to more quickly launch and manage multiple commerce stores, initiate marketing campaigns and drive commerce traffic on a global scale. We are focused on delivering a platform powered by api-first services that enable both internal and external developers to easily build trailblazing commerce experiences that are unique, personalized, and fast into every touchpoint.

You will be a major influencer in building out the next generation platform for Salesforce Commerce Cloud. Successful candidates will have the ability to bridge business and technical considerations to bring innovative and effective products to market. This role is a unique opportunity for a candidate who is motivated, talented and a strong leader – an individual who can set a product vision and strategy, build a go-to-market plan, manage a backlog, and drive the organization forward to deliver against the vision.

You should:

● Have a passion for platforms and an API-First mentality
● Have a successful track record delivering product to customers
● Have demonstrated success working with engineering teams to build a backlog and manage releases
● Be someone who knows how to work across teams to drive alignment
● Have a successful track record communicating product strategy to internal and external audiences

PRIMARY RESPONSIBILITIES

● Work with Engineering to manage the release process and tightly integrate and balance functionality and feasibility, and managed implementation timeline with a keen understanding of the underlying architecture
● Overall responsible for roadmap, prioritization, market and competitive intelligence, requirements, adoption, sales and presales support, training, partner support, and marketing support.
● Worked closely with development teams acting as product owner and managing the backlog
● Take accountability for the realization of the product vision through product delivery, company enablement, and customer/partner adoption.
● Engage customers, prospects, partners and industry resources to determine business requirements, technical considerations and strategic objectives.
● Capture and document market needs and product requirements necessary to succeed in the markets we serve – use cases, personas, cross-functional deliverables.
● Demonstrate excellent communication and presentation skills both internally and externally. This is essential to gaining buy-in and collaboration internally and supporting our customers and partners externally.
● Engage directly with customers during pre-sales and post-sales implementations to ensure the product will help them reach their desired business outcomes.
● Perform the role of champion to promote and evangelize the product and new features with marketing, sales, support, professional services, partners and customers.
● Create compelling demos for internal and external use.
● Organize and support industry events, campaigns, customer advisory boards and social media communications

PROFESSIONAL EXPERIENCE/SKILLS REQUIRED:
• Bachelor's degree in a technical field preferred
• 2-3 years of software product management experience, ideally in technical areas related to eCommerce, APIs, web development platforms, and/or providing development tools/resources to customers.
• Experience as a product owner in a SCRUM agile development environment
• Presentations with large audiences are required.
• Proven track record of setting aggressive delivery goals and rallying the team to meet those critical goals.
• 3+ years of experience with knowledge in the area of e-commerce, web development, or the creation of APIs and development tools
• Experience working with Network or Infrastructure Engineers
• Proven track record of setting aggressive delivery goals and rallying the team to meet those critical goals.
• Exceptional critical thinking & analytical skills and the ability to make informed & fast decisions related to product feature design and direction. Demonstrated experience of ‘owning’ the decision/solution.
• Leadership & command presence is required; ability to lead product vision, strategy and feature decisions across geographically dispersed teams is essential.
• Ability to engage in detailed technical discussions with engineering and operational teams and making technology related product decisions
• Travel several times per year to conferences and other corporate locations
Summer 2019 Intern - MBA Product Marketing

At Salesforce, our world class Product Marketers create and tell inspirational stories with cutting edge demonstrations to people around the world. We develop product messaging and positioning, go to market programs, campaigns, events, and sales enablement. We measure our success by our ability to develop creative and innovative marketing strategies and ability to gain C-level, IT Director and key buyers’ mindshare.

Our Product Marketers are driving the go-to-market for their product teams with unique, differentiated messaging delivered across a range of marketing tactics. With dozens of products to choose from, each PMM has the opportunity to cultivate their career within a specialized space, while working directly with leadership, presenting in front of internal stakeholders, collaborating with our product leaders and engineers, and training our sales teams.

You will be responsible for defining a strategic narrative through the lens of customer stories and thought leadership content. You will live the customer journey and help inform and retell the magic of how Salesforce has helped companies transform. You will align customer storytelling to position against the competition. You will help Salesforce identify and develop the next set of products and features. Successful candidates will have a passion for taking the complex and making it simple and for marketing through compelling stories.

Product Marketers at Salesforce range from core product marketer to GTM product marketers. PMMs start their Salesforce journey on one product but can expect to work on multiple products across their career at Salesforce. To see our entire product and industry portfolio, check out [https://www.salesforce.com/products/](https://www.salesforce.com/products/) and [https://www.salesforce.com/solutions/industries/](https://www.salesforce.com/solutions/industries/)

The below provides a taste of your day to day responsibilities.

Your Impact:

- Partner closely with Product Management to understand the product strategy and develop top line customer narratives and compelling thought leadership content and customer stories.
- Develop innovative marketing strategies to gain VP and C-level mindshare in organizations of all sizes.
- Work with the Sales organization to inspire, motivate and ultimately win flagship brands through the sales cycle and generate the best customer stories in the business. Create and launch campaigns that lead to high-quality pipeline generation and ultimately closed business.
- Produce high fidelity externally facing content including thought leadership content, customer stories, webinars, data sheets, solution guides, and more for all funnel stages by partnering with the industry’s leading creative team. Create compelling and easy-to-understand internally facing content, including sales training, competitive positioning, FAQs, and cheat sheets.
- Work closely with cross-functional marketing teams to drive the business & product marketing strategy. Track, measure and report against objectives.
- Drive an amazing launch cycle at our events, including our flagship Dreamforce, that drives conversations forward.
- Work directly with major partners and customers, in a global context, to drive market share and awareness.
- Drive the creation of thought leadership content in the market.
- Work closely with corporate marketing to execute innovative online marketing campaigns, SEO, and web design.
- Create sales tools that will assist the sales teams in all phases of the sales cycle.
Required Skills/Experience:

- 3-8 years of experience in product marketing at a high tech company, or similar. MBA a plus, but not required.
- Dynamic, confident personality with ability to successfully define and drive project execution with minimal guidance amidst multiple priorities and goals.
- Creative thinker that can generate innovative marketing ideas, work collaboratively, and lead a cross-functional team of stakeholders to drive execution.
- Experience with business processes such as sales, operations, marketing, and customer support.
- Understanding of the enterprise application space such as CRM software, ERP, customer service or homegrown solutions.
- Proven track record of speaking in front of internal, external, and global audiences.
- Proven track record of crafting compelling positioning and thought leadership content.
- Experience working with direct distribution (sales) teams and channel partners.
- Hands-on ability to create a range of marketing assets, including on-message product demo videos and succinct slide pitch-decks.
- Proven track record of launching and growing hit products.
- Strong skills in communication, presenting, writing and ability to work well cross-functionally.
- Proven track record in performing well in a fast-paced environment and organizational skills to manage multiple projects with tight deadlines effectively.
Research Scientist - Salesforce Research (Entry Level)

Job Details

Salesforce Research (previously MetaMind) is looking for outstanding entry level research scientists.

Research scientists discover new research problems, develop novel models, design careful experiments and generally advance the state of the art in AI. At Salesforce, the research team is committed to collaboration with the wider research community; while research scientists have the opportunity to work directly on advancing technologies that customers use as part of the Einstein Platform, they may also focus exclusively on publications. We believe that making substantive progress on hard applications can drive and sharpen the research questions we study, and, in turn, scientific breakthroughs can spawn entirely new applications. With this in mind, the team maintains a portfolio of projects, some with an immediate path to production, others that may not find an application for several years. Research scientists have the freedom to set their own research agenda and move between pure and applied research.

Ideal candidates have a strong background in one or more of the following fields: deep learning, machine learning, natural language processing, computer vision, or reinforcement learning. Additionally, applicants should have in-depth experience with one or more of text categorization, text summarization, information extraction, question answering, dialogue learning, machine translation, language and vision, image classification, image segmentation, or object detection.

Candidates should have a strong publication record in top-tier conferences or journals (e.g. NIPS, ICML, ICLR, ACL, CVPR, KDD, PAMI, JMLR, TACL, IJCV).

Responsibilities:

- Participate in cutting edge research in machine intelligence and machine learning applications.
- Develop solutions for real world, large scale problems.
- Find and build ambitious, long-term research goals.
- As needed or desired, lead teams to deliver on more complex pure and applied research projects.

Minimum qualifications:

- PhD degree in computer science, artificial intelligence, machine learning, or related technical field.
- Strong publication record in machine learning, NLP, computer vision, reinforcement learning, or optimization, especially at venues like NIPS, ICML, ICLR, ACL, and CVPR.
- Experience with one or more general purpose programming languages including but not limited to C/C++ or Python.
- Experience with one or more deep learning libraries and platforms (e.g., TensorFlow, Caffe, Chainer or PyTorch).

Preferred qualifications:

- Full time industry experience in deep learning research/product.
- Experience mentoring and advising other researchers.