

Dear Prospective Electronic Engineer,

We have a great opportunity for just the right person. If our working environment, values and technical needs match well with your skills, values, personality and long term career goals, it could be a great win-win match up. We are looking for a long term new addition to our team.

If there is not an obvious good match, please do not apply.

What we are looking for more specifically with respect to this position:

- Someone with significant practical experience in designing and building analog circuits, and systems, including board layout. Lab in school doesn't count. You will likely need at least 3 years of experience in the work force to have amassed the skills that you will require for this job.
- Someone who KNOWS the fundamentals
- Someone who can analyze a circuit and write the equations that describe the key relationships.
- Someone who has a history of successful relevant designs they can point to, and discuss in detail.

Specific skills or areas of knowledge:

- Light, video (analog), imaging, optics, photonic measurements, power supplies, PIC programming, schematic capture and board layout.
- Switch-mode power supplies including magnetic design.

What we look for in general:

- Someone who wants a career and is not just looking for a job.
- Someone who likes to build and create stuff (most great things are created for their own sake.).
- Someone who is a hard worker.
- Someone who is a team player.
- Someone who does not have a history of job-hopping.
- Someone who had a reasonably good GPA in college.
- Someone who has good verbal and written communication skills.
- Someone who can handle having their designs constructively challenged and criticized.
- Someone who has a strong work ethic and integrity.
- Someone with some sort of sense of humor.
- Someone who is curious and observant about how "stuff" in the world actually works.
- Someone who can deal with sudden course and specification changes as new ideas and opportunities emerge.
- Someone who gets stuff done in a reasonable amount of time.
- Someone who creates and designs stuff that actually works.....
- Someone who carries knowledge in their head, and does not always have to refer to a book.
- Someone who can think in terms of systems and not just deal with a single small part of the puzzle at one time.

- Someone who can effectively balance theory against practice.
- Someone who is exceptionally good at what they do.
- Someone we think we would enjoy working with, and vice versa.
- Someone who cares, who wants to make a difference.
- Someone who enjoys a challenging job, and who is perhaps still surprised that people are willing to pay them to have fun doing it.

Who are we?

We are a 30-person company that is entering our 26th year in business. We manufacture underwater lighting and video products for the offshore oil, oceanographic research and recreational boating markets (see [www.deepsea.com](http://www.deepsea.com) and [www.deepsee.com](http://www.deepsee.com)). We are a world leader in underwater lighting technology. Our 35,000 square foot facility is in Kearny Mesa. All stockholders are presently also employees. Ours is a smoke free workplace. We have no outside ownership and hope to maintain a moderate, but steady level of profitable growth into the future. We plan to build and grow the business through innovative, but focused new product development. In a competitive world, we play hard to win, and work to equip our employees with the tools that they need to get the job done. Our employees are our most valuable resource.

In general, it is better if you live closer rather than farther away. Traffic is not getting any better anytime soon and gas is likely not going to get a lot cheaper. We realize this is a personal choice and will not discourage commuters but please be sure for yourself that this is something you are comfortable with.

We are NOT looking for a consultant. We are looking for an in-house, full time team member. If you do not have time to write a thoughtful cover letter, do not bother to send us a resume. If you aren't willing to invest the time to write one, we aren't interested in investing our time to review your application. We do want to hear specifically why you think you are a good match for this particularly position.

Any final applicant selected for our interview process should be prepared for several interviews (tie not required, sandals optional). We make a large investment in trying to find the best match possible.

Finally, we need to know what your salary expectations are up front. If you do not provide this information, you will not be considered for the position. Sorry to be blunt, but we all need to get on the same page early on. There is no set salary range for this position - the starting salary would be a function of how well your experience and skills meet with our requirements, and expectations.

If we have not managed to scare you off at this point, and this sounds like a totally cool place to work please send the following information: to [jobs.ee@deepsea.com](mailto:jobs.ee@deepsea.com)

- 1) Cover letter
- 2) Resume
- 3) Salary history

Note that no relocation is allotted for this position.

Thank you,

DeepSea Power &Light