#1 Research Scientist

A. Research Scientist Intern, Machine Learning

Locations: Beijing, Shenzhen, Guangzhou

You will have the opportunity to work on challenging data problems, specializing in one or more of the following: machine learning, Big Data, data mining, algorithm research and optimization.

Responsibilities:

1. Mine massive data from Tencent’s social network and products to gain insights and identify patterns using machine learning techniques and complex network analysis methods.
2. Design and implement ML algorithms and models (especially deep learning models) through in-depth research and experiment with neural network models, parameter optimization, optimization algorithms.
3. Work to accelerate the distributed implementation of existed algorithms and models and enrich the parallel algorithms library.
4. Conduct research to advance the state of the art in deep learning and create technical solutions at scale to real world challenges in various application scenarios.
5. Apply machine learning algorithms/models to research on computer vision, natural language processing and recommender systems that power Tencent’s products.

Qualifications and Skills:

1. Master’s degree or PhD. in computer science, AI, applied math, automation, statistics, data science, operations research or a related field.
2. Passionate about AI-related research and innovations.
3. Excellent algorithm design and development skills; solid understanding of deep learning, reinforced learning, pattern recognition and optimization algorithms.
4. Proficient in one or more programming languages (e.g. C/C++, Java, python); understanding of machine learning (deep learning) infrastructure and systems: Spark, XGBoost, Caffe, Tensorflow.
5. Experiences in large-scale data processing is preferred; experiences in deep learning is preferred.
6. Publication record in top-tier conferences or leading journals (such as NIPS, ICML, IJCAI, AAAI, UAI, KDD, SIGIR) is a plus.

B. Research Scientist Intern, Natural Language Processing

Locations: Shenzhen, Beijing, Seattle

Seattle: https://boards.greenhouse.io/tencent/jobs/4943091002

Responsibilities:
1. Design and build NLP algorithms for semantic analysis, intent recognition, chatbot, machine translation, knowledge graph, named-entity recognition.
2. Conduct research to advance the state of the art in NLP and create technical solutions at scale to real world challenges in various application scenarios.
3. Design and build NLP algorithms for semantic analysis, intent recognition, chatbot, machine translation, knowledge graph, named-entity recognition.

Qualifications and Skills:
1. Master’s Degree or PhD. in Computer Science, AI, Applied Math, Automation, Pattern Recognition, Bioinformatics, Statistics or a related field.
2. Proficient in one or more programming languages (e.g. C/C++, Java, python);
3. Experience in large-scale data processing is preferred; experience in deep learning is preferred.
4. Publication record in top-tier conferences (such as ACL, EMNL, NAACL, COLING, IJCAI, AAAI) is a plus.

C. Research Scientist Intern, Speech Processing

Locations: Shenzhen, Beijing, Palo Alto, Seattle

Palo Alto: https://boards.greenhouse.io/tencent/jobs/4943094002
Seattle: https://boards.greenhouse.io/tencent/jobs/4943093002

Responsibilities:
1. Design and build algorithms in the fields of spoken language understanding, intent recognition, dialogue models, chatbot, deep learning and reinforced learning.
2. R&D on speech recognition/synthesis, including front-end processing, acoustic modeling, decoding, text to speech synthesis.
3. Build a knowledge graph that powers our dialogue system and intelligent question answering system.
4. Conduct research to advance the state of the art in speech recognition/synthesis and create technical solutions at scale to real world challenges in various application scenarios.
Qualifications and Skills:
1. Master’s Degree or PhD. in Computer Science, AI, Applied Math, Automation, Pattern Recognition, Bioinformatics, Statistics or a related field.
2. Proficient in one or more programming languages (e.g. C/C++, Java, python);
3. Experience in acoustic modeling, speech recognition decoder, WFST application and optimization is preferred.
4. Publication record in top-tier conferences (such as ACL, EMNLP, NAACL, COLING, IJCAI, AAAI) is a plus.

D. Research Scientist Intern, Computer Vision

Locations: Shenzhen, Beijing, Shanghai

Responsibilities:
1. Research, design, implement, and optimize machine learning/deep learning algorithms/models to develop computer vision technologies.
2. Research to advance the state of art in the following fields: image detection, image classification, image segmentation, image tracking, video semantic analysis, face recognition and analysis, vehicle and personnel detection and tracking, image / video search, page analysis and automatic synthesis, OCR algorithms and system development.
3. Help build deep learning/machine learning platforms and create technical solutions at scale to real world challenges in various application scenarios.

Qualifications and Skills:
1. Master’s degree or PhD. in computer science, AI, applied math, automation, pattern recognition, bioinformatics, neural science, speech recognition, machine learning, natural language processing or a related field.
2. Expertise in computer vision and image processing algorithms;
3. Expertise in C/C++; proficient in one or more programming languages (e.g. Shell/Python/Matlab)
4. Publication records in top-tier conferences in the related field is a plus.
5. Chinese language fluency is required due to business necessity. Candidate needs to be able to communicate with Tencent employees, vendors/partners in Chinese, be able to read/write Chinese correspondences, and review products in Chinese.

#2 Software Developer
A. Back-end Engineer Intern

Locations: Shenzhen, Beijing, Shanghai, Guangzhou, Los Angeles

Shenzhen, Beijing, Shanghai, Guangzhou:  https://join.qq.com/post.php?post=101&pid=2
LA:  https://boards.greenhouse.io/tencent/jobs/4943090002

A back-end software engineer is responsible for the back-end architectural design, development, optimization and operations of Tencent’s products and services. You will create an optimally designed architecture for the implementation of best-fit algorithms to provide
solutions to network access, business logic, data storage and data mining, etc., building for our users a stable, secure, top-quality and reliable back-end support system.

Qualifications and Skills:

1. Excellent algorithm design and development skills; proficient in one or more programming languages including but not limited to C/C++/JAVA, general-purpose algorithms and data structures.
2. Familiar with TCP/UDP network protocol and inter-process communication programming.
4. Knowledge of MYSQL and SQL, NoSQL, and key-value storage.
5. Solid understanding of software development, including operating systems, software engineering, design patterns, data structures, database systems, network security and others.
6. Knowledge of distributed system design and development, load balancing, system disaster recovery design and high availability system.

B. Software Test Engineer Intern

Locations: Shenzhen

Responsibilities:

As a software test engineer, you are dedicated to maintaining high quality standards of products for our users. You represent a voice of strong quality by detecting defects, hunting down the cause of broken code and suggesting refinements. You will be working with team members to design, develop and maintain a set of automation practices, looking to find ways to develop and test more efficiently.

Qualifications and Skills:
1. Bachelor’s degree or above in computer science, software development or related fields.
2. One or two years’ programming experience using C/C++/Python or other programming languages.
3. Proven ability to build test plans, test scenarios and executing tests.
4. Proven ability to deliver test automation.
5. Proven ability to perform coding, troubleshooting and debugging to find and fix defects.
6. Highly motivated, responsible and a team player.

C. Front-End Engineer Intern

Locations: Shenzhen, Guangzhou

Responsibilities:

You will be responsible for the design, building and deployment of UI and client facing web features of Tencent’s products on browser tabs and mobile devices. By having your code run on hundreds of millions of desktops and end devices, you have the best chance to make an impact on millions’ user experience.
Qualifications and Skills:
1. Bachelor’s degree or above in computer science, or relevant courses required; programming experience is preferred, passion for computer programming is preferred.
2. Passion, creativity, strong reasoning skills, keen on pushing technological boundaries and exploring new standards.
3. Extensive understanding of front-end and back-end development; knowledge of back-end programming using JSP/CGI/Python/php/nodejs, front-end programming using JS/AS/AJAX/HTML5/CSS.
4. Extensive understanding of DNS/HTTP, and relevant lower layer network protocols.
5. Chinese language fluency is required due to business necessity. Candidate needs to be able to communicate with Tencent employees, vendors/partners in Chinese, be able to read/write Chinese correspondences, and review products in Chinese.

D. Software Developer Intern, Mobile Client

Location: Shenzhen

Responsibilities:
You will be responsible for mobile application development, implementing simple but high-performance design on resource-constrained mobile devices such as smart phones and tablets, and delivering an extraordinary user experience to mobile internet users.

Qualifications and Skills:
1. Bachelor’s degree or above in computer science, software development or related fields.
2. Passionate about innovation; a keen problem solver.
3. Solid understanding of programming, algorithms and data structures.
4. Proficient in one or more programing languages; experience with C/C++/Java is preferred.
5. Experience in iOS, Android or Windows Phone app development is preferred.
6. Chinese language fluency is required due to business necessity. Candidate needs to be able to communicate with Tencent employees, vendors/partners in Chinese, be able to read/write Chinese correspondences, and review products in Chinese.

E. Software Engineer Intern, Data Analysis

Locations: Shenzhen, Beijing

Responsibilities:
1. Create statistical models and validate hypotheses in support of sound business decision-making. Closely monitor the product development cycle and tackle large-scale problems using immense quantities of collected data.
2. Apply data abstraction and data visualization techniques to identify patterns and communicate problems using quantifiable indicators.
3. Recommend data-driven actions that resolve problems and enhance business growth, evaluate business solutions through correlation and causal analyses and other quantitative techniques.

Qualifications and Skills:
1. Bachelor’s degree or above in applied mathematics, statistics, econometrics, applied economics, operation research, data science or a related field.
2. Strong reasoning and superior skills in mathematics and statistics.
3. Strong grasp of R/Python/Matlab or other languages.
4. Self-driven, highly motivated, candidates with strong publication records will be given priority consideration.
5. Chinese language fluency is required due to business necessity. Candidate needs to be able to communicate with Tencent employees, vendors/partners in Chinese, be able to read/write Chinese correspondences, and review products in Chinese.

F. Game Client Developer Intern

Location: Shenzhen

Responsibilities:
You will be responsible for the development of high-performance game client applications for players across multiple platforms, through the creation of game products, game engine technologies and development tools. Leveraging areas and technologies such as specialized algorithms, game engine technologies, business structure, telecommunication network, tools and plug-ins, your work is vital to improving the quality and efficiency of game research and development.
Join us if you’re dedicated in creating a fun experience for gamers.

Qualifications and Skills:
6. Bachelor’s degree or above in computer science or a related field, passion for programming, strong grasp of algorithms, data structures, software design, proficiency in at least one programming languages commonly used in game development. Experience in C++/C# is preferred.
7. Game engine experience (e.g. Unity, Unreal) is preferred.
8. Solid understanding of at least one aspect of game client technologies (e.g. graphics, audio, motion pictures, physics, AI, network) is preferred.
9. Creative, keen on pushing the technological boundaries and resolving challenges, fast-leaner, strong analytical skills, excellent team player.

G. Web Developer Intern

Location: Shenzhen

Responsibilities:
You will be responsible for the design, building and optimization of the internal and external facing web sites. Here at Tencent you serve a massive user base of internet users, Tencent employees and external partners by delivering stable, secure, efficient, and reliable web solutions.

Qualifications and Skills:
1. Strong grasp of front-ending programming using html/css/javascript, experience with jQuery, node.js is nice to have.
2. Familiarity with mainstream web programming languages such as java/c++/python/php, understanding of web structures.
3. Knowledge of redis/memcache is a plus.
4. Solid understanding of databases such as MySQL/MongoDB, experience in debugging and optimization is a plus.
5. Fast-learner, problem solver with strong analytical skills, easy going and a responsible team player
6. Chinese language fluency is required due to business necessity. Candidate needs to be able to communicate with Tencent employees, vendors/partners in Chinese, be able to read/write Chinese correspondences, and review products in Chinese.

H. Engine Programmer Intern

Locations: Shenzhen, Los Angeles
LA: https://boards.greenhouse.io/tencent/jobs/4943089002

Responsibilities:
1. Develop graphics functionalities within the engine to develop the best possible visuals;
2. Optimize the performance and develop low-level engine features;
3. Keep the engine compatible with target platforms.

Qualifications and Skills:
1. Excellent knowledge of 3D graphics, mathematics and computer algorithms;
2. Possesses a strong ability to produce shaders and develop high quality game visuals;
3. Possess a strong sense of responsibility and good communication skills;
4. A passion for cutting-edge game development technologies;
5. Familiarity with commercial game engine source codes is a plus.

I. Game Security Research Engineer

Location: Shenzhen

Responsibilities:
Work on research and implement the leading edge of game security technology

Qualifications and Skills:
1. Familiarity with the client security of Windows/Android/iOS platforms, including but not limited to binary reverse engineering, vulnerability mining, code protection/obfuscation technology
2. Familiarity with C/C++ programming, experience in Windows/Android/iOS platforms debugging technology
3. Experience in any CTF competition is preferred
4. Experience in game client security technology is preferred
5. Experience in Unity/UE4 game engine development is preferred
6. Familiarity with Windows/Android/iOS operating system low level mechanism is preferred
7. Responsibility, good teamwork and communication skills

#3 Product Manager

A. Product Design/Operations Manager

Locations: Shenzhen, Beijing

Responsibilities:
1. Assisting Product Managers in product development ideation, conceptualization to implementation;
2. Define and implement product development and product management plan;
3. Initiate, analysis, propose and launch new product ideas (product development);
4. Maintain existing app products (product management);
5. Work closely with key internal partners, including but not limited to engineering, analytics, content, and partnership to set goals and guide prioritization to make sure that the key initiatives are focused and impactful;
6. Understand markets, competition, and user requirements in depth;
7. Launch new products and features, test their performance, and iterate quickly.

Requirements:
1. Excellent communication skills and an open, collaborative and proven team player who prioritizes projects end to end across various stakeholders and functions;
2. Strong problem-solving skills and product sense; passionate about products and have great empathy;
3. Excellent data analytics and interpersonal skills that can translate complex data analysis and logic into actionable insights;
4. Self-starter who is intellectually curious and comfortable operating in ambiguity and under pressure;
5. Students in their last or second to last year.
6. Chinese language fluency is required due to business necessity. Candidate needs to be able to communicate with Tencent employees, vendors/partners in Chinese, be able to read/write Chinese correspondences, and review products in Chinese.

B. Game Designer Intern

Location: Shenzhen
Responsibilities:
A game designer must be a game lover with creativity and inspiration, who is able to turn ideas into games. You will be the chief architect overseeing the construction of a virtual world and the creation of its micro-components including system design, HCI design, content creation and its mathematical underpinnings. You will be a craftsman working closely with our arts and programming teams to continuously improve your work based on user feedback and data-driven insights. This opportunity will give you the opportunity to learn to be a professional game producer with the potential to create what could be our next popular game.

Qualifications and Skills:
1. Excellent academic record; all majors welcome.
2. Quick to learn; creativity, communication and reasoning skills, and analytical skills are all required.
3. Strong interest in the internet and game industry; deep understanding of internet products and services; the ability to see things from customers' point of view.
4. Passionate about games; experience in game design and programming is preferred; experience in playing games is preferred.
5. Chinese language fluency is required due to business necessity. Candidate needs to be able to communicate with Tencent employees, vendors/partners in Chinese, be able to read/write Chinese correspondences, and review products in Chinese.